

2021-2022 HCEA Job Satisfaction Survey

ILCHESTER ES

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	2	11	5	24		42	31.0%	69.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	31	4	5		42	78.6%	21.4%
3. I personally feel successful in my work.	3	33	4	2		42	85.7%	14.3%
4. I feel involved in decision-making at my school/worksite.	1	21	2	16	2	42	55.0%	45.0%
5. I want to be involved in decision-making at my school/worksite.	5	31		3	3	42	92.3%	7.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	8	28	2	4		42	85.7%	14.3%
7. In my school/worksite, I am treated as a professional.	12	27	2	1		42	92.9%	7.1%
8. There is good teamwork among staff in my school/worksite.	5	26	1	10		42	73.8%	26.2%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	28	3	5	3	42	79.5%	20.5%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	14	20	1	7		42	81.0%	19.0%
11. My work performance is evaluated fairly.	12	28	1	1		42	95.2%	4.8%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	1	15	7	17	2	42	40.0%	60.0%
13. I am provided adequate work and storage space to prepare for and do my job.	8	26		6	2	42	85.0%	15.0%
14. My administrators/supervisors respect the negotiated contracts.	16	25		1		42	97.6%	2.4%
15. My planning time is respected by my school administrations/supervisors.	12	17	3	2	8	42	85.3%	14.7%
16. In my school, administrators/supervisors support me in enforcing discipline.	6	24	1	5	6	42	83.3%	16.7%
17. In my school, student misbehavior interferes with learning.	11	21		8	2	42	80.0%	20.0%
18. Too much instructional time is spent administering assessments.	1	17		9	15	42	66.7%	33.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	15	9	16	1	42	39.0%	61.0%
20. Increased workload has contributed to a decline in my morale.	19	13		8	2	42	80.0%	20.0%
21. I am paid fairly.	3	12	10	17		42	35.7%	64.3%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	12	14	14		42	33.3%	66.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		6	16	20		42	14.3%	85.7%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	8	25	2	4	1	40	84.6%	15.4%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	24	2	9	5	42	70.3%	29.7%
26. In my position, I receive appropriate and adequate support and training.	2	27	4	8		41	70.7%	29.3%
27. During this current school year, I have experienced harassing behavior from colleagues.		11	16	12	1	40	28.2%	71.8%

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28. During this current school year, I have experienced harassing behavior from administrators/supervisors.			28	13		41	0.0%	100.0%
29. During this current school year, I have experienced harassing behavior from parents.	2	7	16	15	2	42	22.5%	77.5%
30. At my school I spend most of my PIP time on non-instructional activities.	2	8	4	14	13	41	35.7%	64.3%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.		19	1	5	17	42	76.0%	24.0%
32. In my school, I spend too much time in meetings.	2	9	1	26	3	41	28.9%	71.1%
33. In my school, there is adequate support for special education students.	1	1	32	6	1	41	5.0%	95.0%