

**2021-2022 HCEA Job Satisfaction Survey**

**JEFFERS HILL ES**

<b>Worksite</b>	<b>Strongly agree</b>	<b>Agree</b>	<b>Strongly disagree</b>	<b>Disagree</b>	<b>Does not apply</b>	<b>Grand Total</b>	<b>% Agree</b>	<b>% Disagree</b>
1. Overall, morale at my worksite is good	2	18	4	17		41	48.8%	51.2%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	17	6	15		40	47.5%	52.5%
3. I personally feel successful in my work.	7	21	1	13		42	66.7%	33.3%
4. I feel involved in decision-making at my school/worksite.	2	17	6	16	1	42	46.3%	53.7%
5. I want to be involved in decision-making at my school/worksite.	10	23		5	4	42	86.8%	13.2%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	2	15	7	17		41	41.5%	58.5%
7. In my school/worksite, I am treated as a professional.	5	30	2	5		42	83.3%	16.7%
8. There is good teamwork among staff in my school/worksite.	11	26		5		42	88.1%	11.9%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	30	1	5	3	42	84.6%	15.4%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	5	14	12	9		40	47.5%	52.5%
11. My work performance is evaluated fairly.	10	27	1	3	1	42	90.2%	9.8%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	15	12	11	1	41	42.5%	57.5%
13. I am provided adequate work and storage space to prepare for and do my job.	2	18	11	10	1	42	48.8%	51.2%
14. My administrators/supervisors respect the negotiated contracts.	13	25	2	1	1	42	92.7%	7.3%
15. My planning time is respected by my school administrations/supervisors.	7	24	1	5	5	42	83.8%	16.2%
16. In my school, administrators/supervisors support me in enforcing discipline.	2	19	5	10	6	42	58.3%	41.7%
17. In my school, student misbehavior interferes with learning.	13	19		9	1	42	78.0%	22.0%
18. Too much instructional time is spent administering assessments.	10	18		8	6	42	77.8%	22.2%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	9	11	13	4	41	35.1%	64.9%
20. Increased workload has contributed to a decline in my morale.	22	12	1	5	2	42	85.0%	15.0%
21. I am paid fairly.	2	10	18	12		42	28.6%	71.4%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	4	14	9	14		41	43.9%	56.1%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	11	15	12		41	34.1%	65.9%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	17	18	3	3		41	85.4%	14.6%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	21	3	12	1	42	63.4%	36.6%
26. In my position, I receive appropriate and adequate support and training.	2	21	5	12		40	57.5%	42.5%
27. During this current school year, I have experienced harassing behavior from colleagues.	2	2	22	15	1	42	9.8%	90.2%

28. During this current school year, I have experienced harassing behavior from administrators/supervisors.			23	18		41	0.0%	100.0%
29. During this current school year, I have experienced harassing behavior from parents.	1	5	20	16		42	14.3%	85.7%
30. At my school I spend most of my PIP time on non-instructional activities.	2	7	6	17	8	40	28.1%	71.9%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	23	2	3	10	40	83.3%	16.7%
32. In my school, I spend too much time in meetings.	3	4	3	28	3	41	18.4%	81.6%
33. In my school, there is adequate support for special education students.	2	7	17	14	1	41	22.5%	77.5%