

2021-2022 HCEA Job Satisfaction Survey

LAKE ELKHORN MS

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good		24	10	16	1	51	48.0%	52.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	5	26	1	20		52	59.6%	40.4%
3. I personally feel successful in my work.	6	30	3	13		52	69.2%	30.8%
4. I feel involved in decision-making at my school/worksite.	3	24	6	18	1	52	52.9%	47.1%
5. I want to be involved in decision-making at my school/worksite.	11	34		4	2	51	91.8%	8.2%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	14	20	5	12	1	52	66.7%	33.3%
7. In my school/worksite, I am treated as a professional.	16	28		8		52	84.6%	15.4%
8. There is good teamwork among staff in my school/worksite.	8	35	3	6		52	82.7%	17.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	36	2	8	2	52	80.0%	20.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.		17	9	26		52	32.7%	67.3%
11. My work performance is evaluated fairly.	12	31	1	6	2	52	86.0%	14.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.		15	15	19	2	51	30.6%	69.4%
13. I am provided adequate work and storage space to prepare for and do my job.	8	26	3	14		51	66.7%	33.3%
14. My administrators/supervisors respect the negotiated contracts.	16	32		4		52	92.3%	7.7%
15. My planning time is respected by my school administrations/supervisors.	7	23	3	10	9	52	69.8%	30.2%
16. In my school, administrators/supervisors support me in enforcing discipline.	6	27	4	8	6	51	73.3%	26.7%
17. In my school, student misbehavior interferes with learning.	20	25	1	1	4	51	95.7%	4.3%
18. Too much instructional time is spent administering assessments.	4	16	3	22	7	52	44.4%	55.6%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	19	8	18	5	52	44.7%	55.3%
20. Increased workload has contributed to a decline in my morale.	22	20		7	3	52	85.7%	14.3%
21. I am paid fairly.	1	24	13	14		52	48.1%	51.9%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		16	15	21		52	30.8%	69.2%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		8	17	27		52	15.4%	84.6%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	14	28	3	7		52	80.8%	19.2%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	30	3	6	4	50	80.4%	19.6%
26. In my position, I receive appropriate and adequate support and training.	5	26	5	16		52	59.6%	40.4%
27. During this current school year, I have experienced harassing behavior from colleagues.		6	28	14	1	49	12.5%	87.5%

2021-2022 HCEA Job Satisfaction Survey

LAKE ELKHORN MS

28. During this current school year, I have experienced harassing behavior from administrators/supervisors.		1	32	18		51	2.0%	98.0%
29. During this current school year, I have experienced harassing behavior from parents.	3	6	23	19		51	17.6%	82.4%
30. At my school I spend most of my PIP time on non-instructional activities.	5	12	3	17	14	51	45.9%	54.1%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	24	2	8	14	50	72.2%	27.8%
32. In my school, I spend too much time in meetings.	4	12	5	26	5	52	34.0%	66.0%
33. In my school, there is adequate support for special education students.		9	14	26	3	52	18.4%	81.6%