

2021-2022 HCEA Job Satisfaction Survey

LIME KILN MS

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	1	19	6	15		41	48.8%	51.2%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	21	5	13		41	56.1%	43.9%
3. I personally feel successful in my work.	7	21	3	10		41	68.3%	31.7%
4. I feel involved in decision-making at my school/worksite.	3	18	3	16	1	41	52.5%	47.5%
5. I want to be involved in decision-making at my school/worksite.	11	19	2	9		41	73.2%	26.8%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	4	16	7	14		41	48.8%	51.2%
7. In my school/worksite, I am treated as a professional.	6	29	2	4		41	85.4%	14.6%
8. There is good teamwork among staff in my school/worksite.	12	21	1	7		41	80.5%	19.5%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	8	25		7		40	82.5%	17.5%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	1	18	9	13		41	46.3%	53.7%
11. My work performance is evaluated fairly.	9	26	1	5		41	85.4%	14.6%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	8	9	21		41	26.8%	73.2%
13. I am provided adequate work and storage space to prepare for and do my job.	13	22	1	5		41	85.4%	14.6%
14. My administrators/supervisors respect the negotiated contracts.	16	22		3		41	92.7%	7.3%
15. My planning time is respected by my school administrations/supervisors.	15	19		1	4	39	97.1%	2.9%
16. In my school, administrators/supervisors support me in enforcing discipline.	10	26		4		40	90.0%	10.0%
17. In my school, student misbehavior interferes with learning.	2	15	6	17	1	41	42.5%	57.5%
18. Too much instructional time is spent administering assessments.	9	13	2	11	6	41	62.9%	37.1%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	12	10	17	1	41	32.5%	67.5%
20. Increased workload has contributed to a decline in my morale.	17	15	3	6		41	78.0%	22.0%
21. I am paid fairly.	1	12	10	18		41	31.7%	68.3%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	13	8	17	1	41	37.5%	62.5%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	13	12	13	2	41	35.9%	64.1%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	13	26		2		41	95.1%	4.9%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	24	2	10	2	41	69.2%	30.8%
26. In my position, I receive appropriate and adequate support and training.	4	24	3	9	1	41	70.0%	30.0%
27. During this current school year, I have experienced harassing behavior from colleagues.	2	3	20	15		40	12.5%	87.5%

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28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	2	2	20	16	1	41	10.0%	90.0%
29. During this current school year, I have experienced harassing behavior from parents.	2	8	12	17	1	40	25.6%	74.4%
30. At my school I spend most of my PIP time on non-instructional activities.	2	11	5	17	6	41	37.1%	62.9%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	8	22	1	3	6	40	88.2%	11.8%
32. In my school, I spend too much time in meetings.		5	7	29		41	12.2%	87.8%
33. In my school, there is adequate support for special education students.	3	8	13	16	1	41	27.5%	72.5%