

2021-2022 HCEA Job Satisfaction Survey

LISBON ES

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	1	13	8	12		34	41.2%	58.8%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	16	6	9		33	54.5%	45.5%
3. I personally feel successful in my work.	9	13	2	10		34	64.7%	35.3%
4. I feel involved in decision-making at my school/worksite.	1	17	3	13		34	52.9%	47.1%
5. I want to be involved in decision-making at my school/worksite.	10	19		2	3	34	93.5%	6.5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	2	13	7	10	2	34	46.9%	53.1%
7. In my school/worksite, I am treated as a professional.	4	22	1	7		34	76.5%	23.5%
8. There is good teamwork among staff in my school/worksite.	11	21	1	1		34	94.1%	5.9%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	1	22		8	3	34	74.2%	25.8%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	6	19	3	6		34	73.5%	26.5%
11. My work performance is evaluated fairly.	12	17	1	3		33	87.9%	12.1%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	8	9	12		33	36.4%	63.6%
13. I am provided adequate work and storage space to prepare for and do my job.	6	27	1			34	97.1%	2.9%
14. My administrators/supervisors respect the negotiated contracts.	10	17	1	5	1	34	81.8%	18.2%
15. My planning time is respected by my school administrations/supervisors.	10	15	2	2	5	34	86.2%	13.8%
16. In my school, administrators/supervisors support me in enforcing discipline.	5	17	4	5	3	34	71.0%	29.0%
17. In my school, student misbehavior interferes with learning.	1	9	6	16	1	33	31.3%	68.8%
18. Too much instructional time is spent administering assessments.	7	12		9	5	33	67.9%	32.1%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	10	7	14	1	33	34.4%	65.6%
20. Increased workload has contributed to a decline in my morale.	15	9		8	1	33	75.0%	25.0%
21. I am paid fairly.		13	7	13		33	39.4%	60.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	14	6	12		33	45.5%	54.5%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	12	5	14	1	33	40.6%	59.4%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	6	23	1	2	1	33	90.6%	9.4%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	17	3	8	2	33	64.5%	35.5%
26. In my position, I receive appropriate and adequate support and training.	3	19		10	1	33	68.8%	31.3%
27. During this current school year, I have experienced harassing behavior from colleagues.	2	2	16	13		33	12.1%	87.9%

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28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	5	2	16	10		33	21.2%	78.8%
29. During this current school year, I have experienced harassing behavior from parents.	2	2	14	15		33	12.1%	87.9%
30. At my school I spend most of my PIP time on non-instructional activities.		10	2	11	10	33	43.5%	56.5%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	16		5	10	33	78.3%	21.7%
32. In my school, I spend too much time in meetings.	2	10	1	18	2	33	38.7%	61.3%
33. In my school, there is adequate support for special education students.		9	9	13	1	32	29.0%	71.0%