

2021-2022 HCEA Job Satisfaction Survey Trend Report

| Laurel Woods ES | 14-15 | 15-16 | 16-17 | 17-18 | 18-19 | 19-20 | 21-22 | 21-22 Overall- ES | 21-22 Overall- All |
|---|-------------|-------------|-------------|-------------|--------------|-------------------|-------------------|-------------------------|--------------------------|
| Overall, morale at my school/worksite is good. | 86.5% | 86.5% | 66.7% | 90.7% | 94.5% | 84.6% | 51.5% | 54.4% | 48.1% |
| There is an atmosphere of open communication and trust in my school/worksite. | 78.9% | 83.8% | 78.8% | 86.0% | 94.6% | 87.5% | 83.6% | 71.5% | 65.0% |
| I personally feel successful in my work. | 92.1% | 86.5% | 90.6% | 97.6% | 98.2% | 90.0% | 70.1% | 75.6% | 75.2% |
| I feel involved in decision-making at my school/worksite. | 76.3% | 66.7% | 54.5% | 83.3% | 85.5% | 85.0% | 72.7% | 61.8% | 54.5% |
| I want to be involved in decision-making at my school/worksite. | 92.1% | 94.4% | 90.6% | 97.6% | 98.2% | 90.0% | 95.3% | 91.3% | 88.7% |
| In my school/worksite, I can speak openly about important issues without fear of repercussions | 78.9% | 78.4% | 84.8% | 88.1% | 91.1% | 95.0% | 89.6% | 74.8% | 69.9% |
| In my school/worksite, I am treated as a professional | 94.7% | 91.7% | 100.0% | 97.7% | 96.4% | 97.5% | 98.5% | 89.6% | 85.0% |
| There is good teamwork among staff in my school/worksite. | 92.1% | 83.8% | 84.4% | 88.4% | 89.3% | 85.0% | 94.0% | 86.8% | 83.4% |
| Non-instructional duties are assigned on an equitable basis in my school/worksite | 75.0% | 66.7% | 71.9% | 76.9% | 90.9% | 70.0% | 73.0% | 73.6% | 72.3% |
| My working environment (i.e. safety, cleanliness) is conducive to success | 89.5% | 89.2% | 90.9% | 88.4% | 92.7% | 87.5% | 77.6% | 67.2% | 65.1% |
| My work performance is evaluated fairly. | 97.4% | 89.2% | 90.9% | 95.3% | 96.4% | 97.5% | 95.3% | 91.8% | 89.2% |
| I am provided adequate time during the workday to plan, prepare for and do my job. | 80.6% | 82.4% | 78.1% | 80.5% | 77.4% | 67.5% | 53.1% | 45.6% | 44.2% |
| I am provided adequate work and storage space to prepare for and do my job. | 81.6% | 83.8% | 90.9% | 86.0% | 82.1% | 66.6% | 71.2% | 82.0% | 83.2% |
| My administrators/supervisors respect the negotiated contracts | 100.0% | 100.0% | 97.0% | 100.0% | 100.0% | 97.5% | 100.0% | 92.7% | 91.9% |
| My planning time is respected by my school administrators/supervisors | 93.9% | 93.9% | 89.7% | 100.0% | 91.7% | 87.5% | 91.5% | 87.2% | 83.6% |
| In my school, administrators/supervisors support me in enforcing discipline | 100.0% | 100.0% | 78.1% | 76.2% | 94.3% | 89.7% | 94.9% | 81.0% | 72.0% |
| In my school, student misbehavior interferes with learning. | 75.7% | 66.7% | 93.9% | 80.5% | 83.3% | 67.5% | 58.5% | 63.8% | 63.5% |
| Too much instructional time is spent administering assessments. | 80.6% | 77.4% | 80.6% | 52.8% | 53.1% | 42.5% | 78.0% | 69.5% | 66.7% |
| HCPSS professional development experiences are meaningful and worthwhile | 52.8% | 72.2% | 66.7% | 68.3% | 86.3% | 60.0% | 51.6% | 42.4% | 39.6% |
| Increased workload has contributed to a decline in my morale. | 47.4% | 44.4% | 68.8% | 55.0% | 56.6% | 55.0% | 80.9% | 80.0% | 79.4% |
| I am paid fairly. | 57.9% | 56.8% | 62.5% | 67.4% | 61.8% | 47.5% | 25.0% | 30.6% | 33.7% |
| I have confidence in the leadership exhibited by the HCPSS Superintendent. | 51.4% | 38.9% | 31.3% | 100.0% | 98.2% | 92.5% | 47.7% | 47.1% | 43.7% |
| I have confidence in the leadership exhibited by the Howard County Board of Education. | 54.1% | 38.9% | 67.7% | 100.0% | 98.1% | 67.5% | 32.8% | 29.7% | 27.9% |
| I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). | 89.2% | 91.9% | 97.0% | 100.0% | 100.0% | 97.5% | 92.2% | 88.5% | 86.2% |
| I feel that HCPSS offers me the possibility of advancing professionally in the field of education | 86.1% | 83.8% | 87.9% | 97.5% | 90.9% | 74.3% | 80.6% | 75.3% | 70.9% |
| In my position, I receive appropriate and adequate support and training | 89.2% | 94.6% | 93.9% | 88.4% | 98.2% | 92.5% | 78.8% | 71.3% | 70.0% |
| In the last 12 months, I have experienced harassing behavior from colleagues | 5.6% | 5.6% | 0.0% | 2.6% | 10.2% | 15.0% | 8.8% | 8.4% | 8.6% |
| In the last 12 months, I have experienced harassing behavior from administrators/supervisors. | 5.4% | 2.8% | 3.3% | 0.0% | 11.8% | 0.0% | 4.4% | 4.2% | 6.1% |
| In the last 12 months, I have experienced harassing behavior from parents | 27.0% | 27.0% | 33.3% | 37.5% | 28.3% | 32.5% | 24.6% | 19.5% | 23.7% |
| At my school I spend most of my PIP time on non-instructional activities. | | | | | 42.1% | 23.6% | 38.8% | 35.6% | 37.9% |
| At my school our administrator includes time during PIP for teacher-initiated collaboration. | | | | | 84.4% | 53.8% | 82.6% | 83.0% | 74.6% |
| In my school, I spend too much time in meetings. | | | | | | 38.4% | 53.8% | 38.7% | 34.9% |
| In my school, there is adequate support for special education students. | | | | | | 30.0% | 18.5% | 24.1% | 33.8% |
| Participants | 38 | 37 | 33 | 43 | 56 out of 86 | 40 out of 95 | 68 out of 96 | | |
| Principal | Susan Brown | Susan Brown | Susan Brown | Susan Brown | Susan Brown | Connie Stahler | Connie Stahler | | |