2021-2022 HCEA Job Satisfaction Survey Trend Report

Long Reach HS		14-15	15-16	16-17	17-18	18-19	19-20	21-22	21-22	21-22
									Overall-	Overall-
		CO 20/	20.00/	20.00/	60.00/	60.0%	CC 00/	42.50/	HS	All
Overall, morale at my school/worksite is good.		60.3%	38.8%	39.0%	60.0%	60.0%	66.0%	43.6%	41.3%	48.1%
There is an atmosphere of open communication and trust in my school/worksite.		50.7%	44.8%	42.4%	59.3%	62.5%	69.6%	62.8%	60.1%	65.0%
I personally feel successful in my work.		85.5%	88.1%	81.4%	83.3%	87.5%	85.7%	76.1%	75.2%	75.2%
I feel involved in decision-making at my school/worksite.		51.5%	45.5%	31.6%	40.4%	52.5%	64.2%	48.8%	45.5%	54.5%
I want to be involved in decision-making at my school/worksite.		88.1%	94.0%	86.0%	88.1%	94.6%	92.7%	91.8%	84.7%	88.7%
In my school/worksite, I can speak openly about important issues without fear of repercussions		66.2%	59.7%	59.6%	65.0%	60.0%	73.2%	68.5%	67.4%	69.9%
In my school/worksite, I am treated as a professional		79.4%	71.6%	69.5%	76.7%	79.5%	85.7%	79.1%	80.6%	85.0%
There is good teamwork among staff in my school/worksite.		69.6%	51.5%	55.9%	75.0%	84.6%	71.4%	87.0%	78.3%	83.4%
Non-instructional duties are assigned on an equitable basis in my school/worksite		73.3%	60.3%	59.6%	75.0%	58.3%	66.0%	66.3%	76.0%	72.3%
My working enviornment (i.e. safety, cleanliness) is conductive to success		85.5%	67.2%	69.0%	73.3%	64.1%	60.7%	54.8%	60.8%	65.1%
My work performance is evaluated fairly.		76.5%	66.7%	63.2%	78.0%	80.0%	82.1%	79.3%	86.8%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.		47.0%	43.9%	46.6%	46.7%	38.5%	42.8%	43.5%	40.2%	44.2%
I am provided adequate work and storage space to prepare for and do my job.		83.8%	82.1%	80.7%	83.1%	77.5%	71.4%	82.8%	82.8%	83.2%
My administrators/supervisors respect the negotiated contracts		95.6%	86.4%	82.8%	94.9%	85.0%	91.0%	92.4%	91.3%	91.9%
My planning time is respected by my school administrators/supervisors		82.8%	84.2%	74.5%	81.6%	75.8%	69.6%	80.2%	82.8%	83.6%
In my school, administrators/supervisors support me in enforcing discipline		75.9%	61.3%	36.5%	50.9%	46.2%	54.5%	55.2%	61.6%	72.0%
In my school, student misbehavior interferes with learning.		75.4%	83.6%	91.2%	87.5%	84.6%	76.7%	70.3%	60.7%	63.5%
Too much instructional time is spent administering assessments.		79.0%	77.8%	88.7%	78.8%	89.7%	80.3%	75.9%	70.0%	66.7%
HCPSS professional development experiences are meaningful and worthwhile		39.3%	43.1%	27.8%	28.6%	27.5%	35.7%	39.1%	30.2%	39.6%
Increased workload has contributed to a decline in my morale.		65.2%	67.2%	69.0%	60.7%	57.9%	62.5%	79.6%	81.6%	79.4%
I am paid fairly.		55.9%	43.3%	55.9%	50.0%	42.5%	46.4%	35.1%	32.5%	33.7%
I have confidence in the leadership exhibited by the HCPSS Superintendent.		42.4%	25.8%	5.6%	83.9%	81.6%	72.7%	45.1%	34.5%	43.7%
I have confidence in the leadership exhibited by the Howard County Board of Education.		36.5%	33.8%	63.6%	72.7%	66.7%	46.2%	25.0%	20.3%	27.9%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).		74.6%	89.6%	86.0%	84.2%	83.8%	82.1%	77.4%	82.4%	86.2%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education		62.1%	60.0%	61.1%	66.1%	60.5%	62.5%	64.0%	64.9%	70.9%
In my position, I receive appropriate and adequate support and training		77.6%	71.2%	69.0%	57.9%	66.7%	67.8%	70.3%	67.1%	70.0%
In the last 12 months, I have experienced harassing behavior from colleagues		22.4%	16.9%	22.2%	19.3%	20.5%	10.9%	5.4%	7.5%	8.6%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		12.1%	10.6%	13.0%	8.6%	12.8%	7.1%	6.4%	7.3%	6.1%
In the last 12 months, I have experienced harassing behavior from parents		27.7%	33.3%	28.3%		21.1%	32.1%		29.8%	23.7%
At my school I spend most of my PIP time on non-instructional activities.						59.4%	41.8%		38.3%	37.9%
At my school our administrator includes time during PIP for teacher-initiated collaboration.						22.6%	21.8%		61.6%	74.6%
In my school, I spend too much time in meetings.							41.8%		29.3%	34.9%
In my school, there is adequate support for special education students.							53.5%		46.6%	33.8%
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F	Participants					175	182			
	Principal	<u></u>	<u></u>							
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