

2021-2022 HCEA Job Satisfaction Survey

MT HEBRON HS

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	6	42	15	34		97	49.5%	50.5%
2. There is an atmosphere of open communication and trust in my school/worksite.	15	56	9	16	1	97	74.0%	26.0%
3. I personally feel successful in my work.	14	58	5	19		96	75.0%	25.0%
4. I feel involved in decision-making at my school/worksite.	12	46	12	24	3	97	61.7%	38.3%
5. I want to be involved in decision-making at my school/worksite.	13	65	1	11	6	96	86.7%	13.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	17	45	15	20		97	63.9%	36.1%
7. In my school/worksite, I am treated as a professional.	24	58	3	12		97	84.5%	15.5%
8. There is good teamwork among staff in my school/worksite.	26	47	5	18		96	76.0%	24.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	17	48	5	15	12	97	76.5%	23.5%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	15	51	9	22		97	68.0%	32.0%
11. My work performance is evaluated fairly.	23	57	4	8	3	95	87.0%	13.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	9	31	28	28	1	97	41.7%	58.3%
13. I am provided adequate work and storage space to prepare for and do my job.	23	59	6	8	1	97	85.4%	14.6%
14. My administrators/supervisors respect the negotiated contracts.	32	56	1	3	2	94	95.7%	4.3%
15. My planning time is respected by my school administrations/supervisors.	25	48	2	9	10	94	86.9%	13.1%
16. In my school, administrators/supervisors support me in enforcing discipline.	10	50	14	12	8	94	69.8%	30.2%
17. In my school, student misbehavior interferes with learning.	5	37	5	39	8	94	48.8%	51.2%
18. Too much instructional time is spent administering assessments.	17	42	1	24	10	94	70.2%	29.8%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	25	29	34	4	94	30.0%	70.0%
20. Increased workload has contributed to a decline in my morale.	42	28		22	2	94	76.1%	23.9%
21. I am paid fairly.	2	31	26	36		95	34.7%	65.3%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	4	35	20	33	3	95	42.4%	57.6%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	21	36	32	3	94	25.3%	74.7%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	19	54	6	9	4	92	83.0%	17.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	9	45	9	23	9	95	62.8%	37.2%
26. In my position, I receive appropriate and adequate support and training.	7	59	4	26		96	68.8%	31.3%

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27. During this current school year, I have experienced harassing behavior from colleagues.	4	5	50	34	3	96	9.7%	90.3%
28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	7	46	39	2	95	8.6%	91.4%
29. During this current school year, I have experienced harassing behavior from parents.	4	18	29	43	2	96	23.4%	76.6%
30. At my school I spend most of my PIP time on non-instructional activities.	2	15	8	49	21	95	23.0%	77.0%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	5	51	1	12	24	93	81.2%	18.8%
32. In my school, I spend too much time in meetings.	1	16	11	61	7	96	19.1%	80.9%
33. In my school, there is adequate support for special education students.	7	32	10	39	7	95	44.3%	55.7%