

### HCEA Job Satisfaction Survey- Overall ALL

Questions	14-15	15-16	16-17	17-18	18-19	19-20	21-22
Overall, morale at my school/worksite is good.	65.7%	66.9%	53.0%	66.4%	67.0%	63.0%	48.1%
There is an atmosphere of open communication and trust in my school/worksite.	66.0%	65.2%	57.0%	64.2%	64.5%	65.2%	65.0%
I personally feel successful in my work.	84.9%	85.2%	82.2%	86.7%	85.2%	83.2%	75.2%
I feel involved in decision-making at my school/worksite.	54.9%	56.4%	51.2%	58.8%	59.4%	59.5%	54.5%
I want to be involved in decision-making at my school/worksite.	89.9%	90.1%	89.2%	89.7%	90.6%	88.4%	88.7%
In my school/worksite, I can speak openly about important issues without fear of repercussions	66.6%	64.8%	59.6%	67.6%	68.3%	69.5%	69.9%
In my school/worksite, I am treated as a professional	82.8%	82.6%	79.1%	83.9%	83.9%	84.3%	85.0%
There is good teamwork among staff in my school/worksite.	79.5%	80.7%	76.8%	79.7%	80.1%	80.3%	83.4%
Non-instructional duties are assigned on an equitable basis in my school/worksite	74.4%	75.6%	72.4%	76.6%	75.7%	72.9%	72.3%
My working environment (i.e. safety, cleanliness) is conducive to success	83.1%	81.2%	75.5%	76.7%	74.5%	72.5%	65.1%
My work performance is evaluated fairly.	75.6%	76.9%	78.8%	84.7%	85.4%	87.4%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	48.0%	48.9%	47.3%	56.2%	53.7%	51.5%	44.2%
I am provided adequate work and storage space to prepare for and do my job.	82.7%	84.5%	82.5%	85.2%	84.5%	82.7%	83.2%
My administrators/supervisors respect the negotiated contracts	90.2%	90.9%	89.2%	91.7%	91.9%	91.0%	91.9%
My planning time is respected by my school administrators/supervisors	81.9%	82.9%	77.6%	83.7%	82.2%	80.8%	83.6%
In my school, administrators/supervisors support me in enforcing discipline	77.0%	75.6%	63.9%	68.7%	68.5%	69.2%	72.0%
In my school, student misbehavior interferes with learning.	53.1%	54.1%	64.9%	64.4%	64.2%	69.0%	63.5%
Too much instructional time is spent administering assessments.	82.0%	83.7%	80.7%	70.3%	69.6%	66.4%	66.7%
HCPSS professional development experiences are meaningful and worthwhile	51.6%	51.6%	39.6%	49.8%	50.0%	48.1%	39.6%
Increased workload has contributed to a decline in my morale.	68.5%	68.1%	71.5%	60.8%	62.5%	67.3%	79.4%
I am paid fairly.	44.2%	38.0%	45.9%	51.9%	45.9%	48.9%	33.7%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	41.6%	24.3%	10.8%	92.6%	89.7%	67.8%	43.7%
I have confidence in the leadership exhibited by the Howard County Board of Education.	39.4%	26.6%	66.5%	84.7%	85.4%	49.0%	27.9%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	88.5%	89.8%	92.6%	93.9%	93.7%	89.6%	86.2%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	71.5%	69.8%	68.4%	77.1%	75.2%	73.0%	70.9%
In my position, I receive appropriate and adequate support and training	76.6%	74.9%	73.6%	78.9%	76.9%	72.0%	70.0%
In the last 12 months, I have experienced harassing behavior from colleagues	12.3%	11.8%	13.7%	12.3%	12.8%	12.5%	8.6%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	9.3%	9.3%	11.0%	9.0%	8.6%	7.8%	6.1%
In the last 12 months, I have experienced harassing behavior from parents	27.4%	25.4%	27.6%	27.1%	27.3%	25.9%	23.7%
At my school I spend most of my PIP time on non-instructional activities.					35.4%	36.0%	37.9%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					72.8%	73.8%	74.6%
In my school, I spend too much time in meetings.						44.1%	34.9%
In my school, there is adequate support for special education students.						29.2%	33.8%