

2021-2022 HCEA Job Satisfaction Survey

PATAPSCO MS

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	4	24	8	11		47	59.6%	40.4%
2. There is an atmosphere of open communication and trust in my school/worksite.	13	29	2	3		47	89.4%	10.6%
3. I personally feel successful in my work.	7	30	1	8		46	80.4%	19.6%
4. I feel involved in decision-making at my school/worksite.	5	28	2	11	1	47	71.7%	28.3%
5. I want to be involved in decision-making at my school/worksite.	8	27		9	3	47	79.5%	20.5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	13	30	1	3		47	91.5%	8.5%
7. In my school/worksite, I am treated as a professional.	17	25	1	4		47	89.4%	10.6%
8. There is good teamwork among staff in my school/worksite.	19	26		2		47	95.7%	4.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	8	28	1	6	3	46	83.7%	16.3%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	9	24	3	10		46	71.7%	28.3%
11. My work performance is evaluated fairly.	13	31		3		47	93.6%	6.4%
12. I am provided adequate time during the workday to plan, prepare for and do my job.		14	17	13	2	46	31.8%	68.2%
13. I am provided adequate work and storage space to prepare for and do my job.	9	32	4	2		47	87.2%	12.8%
14. My administrators/supervisors respect the negotiated contracts.	21	25				46	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	12	24		4	7	47	90.0%	10.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	6	34		5	2	47	88.9%	11.1%
17. In my school, student misbehavior interferes with learning.	5	21		21		47	55.3%	44.7%
18. Too much instructional time is spent administering assessments.	6	21	2	14	4	47	62.8%	37.2%
19. HCPSS professional development experiences are meaningful and worthwhile.		20	11	16		47	42.6%	57.4%
20. Increased workload has contributed to a decline in my morale.	22	15		9	1	47	80.4%	19.6%
21. I am paid fairly.		16	12	18		46	34.8%	65.2%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	19	12	11	1	45	47.7%	52.3%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	13	16	13	1	45	34.1%	65.9%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	8	30	1	6	1	46	84.4%	15.6%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	25	3	12	2	44	64.3%	35.7%
26. In my position, I receive appropriate and adequate support and training.	2	31	2	10		45	73.3%	26.7%
27. During this current school year, I have experienced harassing behavior from colleagues.		1	27	18		46	2.2%	97.8%

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28. During this current school year, I have experienced harassing behavior from administrators/supervisors.			29	17		46	0.0%	100.0%
29. During this current school year, I have experienced harassing behavior from parents.	2	9	13	20	2	46	25.0%	75.0%
30. At my school I spend most of my PIP time on non-instructional activities.	3	12	1	17	10	43	45.5%	54.5%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	3	26	1	3	10	43	87.9%	12.1%
32. In my school, I spend too much time in meetings.	4	18	1	21	2	46	50.0%	50.0%
33. In my school, there is adequate support for special education students.	3	16	7	16	1	43	45.2%	54.8%