2021-2022 HCEA Job Satisfaction Survey Trend Report

Phelps Luck 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.	95.9%	76.0%	25.0%	74.1%	80.5%	76.9%	67.2%	54.4%	48.1%
There is an atmosphere of open communication and trust in my school/worksite.	100.0%	80.0%	57.7%	86.8%	87.5%	82.6%	85.1%	71.5%	65.0%
I personally feel successful in my work.	85.7%	71.4%	70.6%	79.6%	87.8%	86.2%	77.6%	75.6%	75.2%
I feel involved in decision-making at my school/worksite.	72.9%	52.1%	56.9%	74.5%	76.9%	63.4%	75.8%	61.8%	54.5%
I want to be involved in decision-making at my school/worksite.	95.7%	93.9%	98.0%	94.1%	87.5%	84.6%	91.9%	91.3%	88.7%
In my school/worksite, I can speak openly about important issues without fear of repercussions	95.9%	74.0%	70.0%	86.8%	90.2%	78.8%	83.3%	74.8%	69.9%
In my school/worksite, I am treated as a professional	95.9%	92.0%	88.2%	94.4%	87.8%	94.2%	94.0%	89.6%	85.0%
There is good teamwork among staff in my school/worksite.	95.9%	94.0%	84.6%	94.4%	95.0%	88.4%	89.6%	86.8%	83.4%
Non-instructional duties are assigned on an equitable basis in my school/worksite	83.0%	76.7%	60.4%	72.3%	84.6%	61.5%	72.6%	73.6%	72.3%
My working enviornment (i.e. safety, cleanliness) is conductive to success	75.5%	68.0%	42.3%	61.1%	70.7%	56.8%	65.2%	67.2%	65.1%
My work performance is evaluated fairly.	83.3%	83.3%	88.5%	94.3%	92.7%	98.0%	98.5%	91.8%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	54.2%	23.4%	47.1%	59.3%	51.3%	46.10%	31.3%	45.6%	44.2%
I am provided adequate work and storage space to prepare for and do my job.	85.7%	79.6%	78.4%	81.5%	77.5%	72.50%	65.2%	82.0%	83.2%
My administrators/supervisors respect the negotiated contracts	98.0%	88.0%	82.4%	94.4%	90.0%	94.20%	93.9%	92.7%	91.9%
My planning time is respected by my school administrators/supervisors	81.4%	70.5%	77.3%	70.2%	79.4%	61.50%	82.7%	87.2%	83.6%
In my school, administrators/supervisors support me in enforcing discipline	95.8%	77.1%	39.2%	71.2%	65.0%	55.70%	78.0%	81.0%	72.0%
In my school, student misbehavior interferes with learning.	72.3%	90.0%	86.5%	92.6%	89.7%	90.30%	78.3%	63.8%	63.5%
Too much instructional time is spent administering assessments.	87.2%	93.6%	76.0%	64.4%	74.3%	58.80%	77.1%	69.5%	66.7%
HCPSS professional development experiences are meaningful and worthwhile	64.6%	63.3%	54.0%	60.0%	53.8%	47.00%	37.5%	42.4%	39.6%
Increased workload has contributed to a decline in my morale.	64.3%	78.7%	76.0%	55.6%	69.2%	73.00%	84.4%	80.0%	79.4%
I am paid fairly.	41.7%	22.4%	41.2%	48.1%	36.6%	41.10%	32.8%	30.6%	33.7%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	53.3%	23.9%	10.2%	90.6%	95.1%	75.00%	46.9%	47.1%	43.7%
I have confidence in the leadership exhibited by the Howard County Board of Education.	43.5%	26.7%	67.3%	79.6%	89.7%	44.20%	26.2%	29.7%	27.9%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	82.6%	91.3%	98.0%	96.0%	95.0%	90.20%	92.5%	88.5%	86.2%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	80.6%	74.0%	68.6%	80.4%	73.7%	71.10%	76.3%	75.3%	70.9%
In my position, I receive appropriate and adequate support and training	77.6%	65.3%	80.0%	86.8%	82.9%	80.30%	75.4%	71.3%	70.0%
In the last 12 months, I have experienced harassing behavior from colleagues	6.7%	2.3%	10.0%	1.9%	7.3%	9.80%	6.0%	8.4%	8.6%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	0.0%	2.2%	8.0%	3.8%	7.5%	1.90%	0.0%	4.2%	6.1%
In the last 12 months, I have experienced harassing behavior from parents	13.3%	11.1%	11.8%	19.6%	9.8%	15.30%	16.7%	19.5%	23.7%
At my school I spend most of my PIP time on non-instructional activities.					41.7%	28.00%	46.8%	35.6%	37.9%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					68.2%	40.80%	80.4%	83.0%	74.6%
In my school, I spend too much time in meetings.						58.80%	52.5%	38.7%	34.9%
In my school, there is adequate support for special education students.						17.30%	23.8%	24.1%	33.8%
Participants	49	50	52	54	41 out o f 95	52 out of 93	67 out of 94		
Principal	Sean Martin	Michelle Leader	Michelle Leader	Michelle Leader	Michelle Leader	Michelle Leader	Michelle Leader		