

2021-2022 HCEA Job Satisfaction Survey

RIVER HILL HS

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	10	44	11	14		79	68.4%	31.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	20	46	4	9		79	83.5%	16.5%
3. I personally feel successful in my work.	23	45	1	9	1	79	87.2%	12.8%
4. I feel involved in decision-making at my school/worksite.	8	27	5	29	8	77	50.7%	49.3%
5. I want to be involved in decision-making at my school/worksite.	9	48	1	12	8	78	81.4%	18.6%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	17	46	5	9	1	78	81.8%	18.2%
7. In my school/worksite, I am treated as a professional.	26	39		14		79	82.3%	17.7%
8. There is good teamwork among staff in my school/worksite.	18	44	2	15		79	78.5%	21.5%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	19	40	3	7	8	77	85.5%	14.5%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	25	41	6	6		78	84.6%	15.4%
11. My work performance is evaluated fairly.	23	48		4	3	78	94.7%	5.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	10	31	12	22	2	77	54.7%	45.3%
13. I am provided adequate work and storage space to prepare for and do my job.	23	41	2	12		78	82.1%	17.9%
14. My administrators/supervisors respect the negotiated contracts.	34	41		2	1	78	97.4%	2.6%
15. My planning time is respected by my school administrations/supervisors.	26	37		2	12	77	96.9%	3.1%
16. In my school, administrators/supervisors support me in enforcing discipline.	15	37	2	11	12	77	80.0%	20.0%
17. In my school, student misbehavior interferes with learning.	4	11	21	35	7	78	21.1%	78.9%
18. Too much instructional time is spent administering assessments.	16	24	4	23	10	77	59.7%	40.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	30	14	31	2	78	40.8%	59.2%
20. Increased workload has contributed to a decline in my morale.	25	25	2	21	2	75	68.5%	31.5%
21. I am paid fairly.	3	25	22	29		79	35.4%	64.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	8	28	14	26	1	77	47.4%	52.6%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	16	19	36	3	77	25.7%	74.3%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	17	43	4	12	1	77	78.9%	21.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	8	43	6	13	8	78	72.9%	27.1%
26. In my position, I receive appropriate and adequate support and training.	12	48	3	15		78	76.9%	23.1%
27. During this current school year, I have experienced harassing behavior from colleagues.	4	3	48	23	1	79	9.0%	91.0%

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28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	2	50	25	1	79	3.8%	96.2%
29. During this current school year, I have experienced harassing behavior from parents.	9	15	24	29	1	78	31.2%	68.8%
30. At my school I spend most of my PIP time on non-instructional activities.	3	10	17	28	19	77	22.4%	77.6%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	6	39	2	15	15	77	72.6%	27.4%
32. In my school, I spend too much time in meetings.	3	18	6	45	6	78	29.2%	70.8%
33. In my school, there is adequate support for special education students.	8	28	13	23	6	78	50.0%	50.0%