

2021-2022 HCEA Job Satisfaction Survey

SWANSFIELD ES

| Worksite | Strongly agree | Agree | Strongly disagree | Disagree | Does not apply | Grand Total | % Agree | % Disagree |
|--|-----------------------|--------------|--------------------------|-----------------|-----------------------|--------------------|----------------|-------------------|
| 1. Overall, morale at my worksite is good | 23 | 35 | 1 | 2 | | 61 | 95.1% | 4.9% |
| 2. There is an atmosphere of open communication and trust in my school/worksite. | 25 | 32 | 1 | 4 | | 62 | 91.9% | 8.1% |
| 3. I personally feel successful in my work. | 15 | 40 | 3 | 3 | | 61 | 90.2% | 9.8% |
| 4. I feel involved in decision-making at my school/worksite. | 12 | 33 | | 15 | 2 | 62 | 75.0% | 25.0% |
| 5. I want to be involved in decision-making at my school/worksite. | 25 | 31 | | 3 | 3 | 62 | 94.9% | 5.1% |
| 6. In my school/worksite, I can speak openly about important issues without fear of repercussions. | 20 | 32 | | 9 | | 61 | 85.2% | 14.8% |
| 7. In my school/worksite, I am treated as a professional. | 28 | 29 | | 3 | | 60 | 95.0% | 5.0% |
| 8. There is good teamwork among staff in my school/worksite. | 39 | 21 | | 1 | 1 | 62 | 98.4% | 1.6% |
| 9. Non-instructional duties are assigned on an equitable basis in my school/worksite. | 18 | 33 | 2 | 5 | 3 | 61 | 87.9% | 12.1% |
| 10. My working environment (i.e. safety, cleanliness) is conducive to success. | 21 | 36 | | 5 | | 62 | 91.9% | 8.1% |
| 11. My work performance is evaluated fairly. | 26 | 31 | 1 | 1 | 3 | 62 | 96.6% | 3.4% |
| 12. I am provided adequate time during the workday to plan, prepare for and do my job. | 9 | 24 | 4 | 22 | 2 | 61 | 55.9% | 44.1% |
| 13. I am provided adequate work and storage space to prepare for and do my job. | 22 | 36 | | 4 | | 62 | 93.5% | 6.5% |
| 14. My administrators/supervisors respect the negotiated contracts. | 38 | 24 | | | | 62 | 100.0% | 0.0% |
| 15. My planning time is respected by my school administrations/supervisors. | 23 | 27 | | 2 | 10 | 62 | 96.2% | 3.8% |
| 16. In my school, administrators/supervisors support me in enforcing discipline. | 17 | 34 | | 6 | 5 | 62 | 89.5% | 10.5% |
| 17. In my school, student misbehavior interferes with learning. | 5 | 27 | 2 | 26 | 1 | 61 | 53.3% | 46.7% |
| 18. Too much instructional time is spent administering assessments. | 6 | 26 | | 20 | 9 | 61 | 61.5% | 38.5% |
| 19. HCPSS professional development experiences are meaningful and worthwhile. | 1 | 21 | 3 | 31 | 4 | 60 | 39.3% | 60.7% |
| 20. Increased workload has contributed to a decline in my morale. | 15 | 30 | | 13 | 2 | 60 | 77.6% | 22.4% |
| 21. I am paid fairly. | 2 | 17 | 23 | 19 | | 61 | 31.1% | 68.9% |
| 22. I have confidence in the leadership exhibited by the HCPSS Superintendent. | 4 | 32 | 2 | 21 | | 59 | 61.0% | 39.0% |
| 23. I have confidence in the leadership exhibited by the Howard County Board of Education. | | 23 | 7 | 30 | | 60 | 38.3% | 61.7% |
| 24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA). | 26 | 29 | | 5 | | 60 | 91.7% | 8.3% |
| 25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education. | 11 | 39 | | 9 | 3 | 62 | 84.7% | 15.3% |
| 26. In my position, I receive appropriate and adequate support and training. | 9 | 39 | 1 | 13 | | 62 | 77.4% | 22.6% |
| 27. During this current school year, I have experienced harassing behavior from colleagues. | | | 49 | 13 | | 62 | 0.0% | 100.0% |

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|---|---|----|----|----|----|----|-------|-------|
| 28. During this current school year, I have experienced harassing behavior from administrators/supervisors. | | 1 | 52 | 9 | | 62 | 1.6% | 98.4% |
| 29. During this current school year, I have experienced harassing behavior from parents. | | 5 | 41 | 15 | 1 | 62 | 8.2% | 91.8% |
| 30. At my school I spend most of my PIP time on non-instructional activities. | 3 | 6 | 5 | 26 | 22 | 62 | 22.5% | 77.5% |
| 31. At my school our administrator includes time during PIP for teacher-initiated collaboration. | 6 | 32 | | 3 | 21 | 62 | 92.7% | 7.3% |
| 32. In my school, I spend too much time in meetings. | 1 | 17 | 6 | 33 | 3 | 60 | 31.6% | 68.4% |
| 33. In my school, there is adequate support for special education students. | 3 | 13 | 19 | 25 | 2 | 62 | 26.7% | 73.3% |