2021-2022 HCEA Job Satisfaction Survey Trend Report

Veterans ES	14-15	15-16	16-17	17-18	18-19	19-20	21-22	21-22 Overall- ES	21-22 Overall-
Overall, morale at my school/worksite is good.	75.49	84.3%	83.0%	85.7%	75.9%	81.2%	43.9%		48.1%
There is an atmosphere of open communication and trust in my school/worksite.	71.99	88.2%	81.1%	90.0%	81.0%	88.7%	77.3%	71.5%	65.0%
I personally feel successful in my work.	84.49	92.2%	86.8%	85.7%	84.7%	89.0%	69.2%	75.6%	75.2%
I feel involved in decision-making at my school/worksite.	46.09	67.3%	63.5%	72.9%	64.4%	76.5%	58.1%	61.8%	54.5%
I want to be involved in decision-making at my school/worksite.	93.59	91.8%	91.8%	93.9%	94.9%	90.6%	90.2%	91.3%	88.7%
In my school/worksite, I can speak openly about important issues without fear of repercussions	72.39	80.4%	82.7%	84.0%	79.7%	81.2%	83.1%	74.8%	69.9%
In my school/worksite, I am treated as a professional	84.69	94.0%	96.2%	98.0%	93.2%	96.8%	89.4%	89.6%	85.0%
There is good teamwork among staff in my school/worksite.	81.39	88.0%	79.2%	92.0%	89.8%	84.1%	83.1%	86.8%	83.4%
Non-instructional duties are assigned on an equitable basis in my school/worksite	65.59	89.6%	77.1%	80.5%	79.6%	76.1%	69.0%	73.6%	72.3%
My working enviornment (i.e. safety, cleanliness) is conductive to success	86.29	86.0%	69.8%	64.0%	62.7%	67.1%	62.5%	67.2%	65.1%
My work performance is evaluated fairly.	72.39	78.4%	81.1%	92.0%	86.4%	95.2%	92.2%	91.8%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	44.49	67.3%	50.0%	60.0%	65.5%	73.4%	56.9%	45.6%	44.2%
I am provided adequate work and storage space to prepare for and do my job.	88.79	90.2%	81.1%	90.0%	94.8%	95.3%	87.9%	82.0%	83.2%
My administrators/supervisors respect the negotiated contracts	85.59	94.0%	96.2%	94.0%	86.4%	96.8%	92.4%	92.7%	91.9%
My planning time is respected by my school administrators/supervisors	80.89	90.5%	72.3%	93.2%	84.6%	91.9%	88.1%	87.2%	83.6%
In my school, administrators/supervisors support me in enforcing discipline	73.29	82.2%	83.7%	84.8%	73.6%	73.4%	83.9%	81.0%	72.0%
In my school, student misbehavior interferes with learning.	44.89	53.2%	54.9%	50.0%	76.4%	64.0%	66.7%	63.8%	63.5%
Too much instructional time is spent administering assessments.	85.59	73.9%	73.5%	57.8%	60.8%	54.6%	67.3%	69.5%	66.7%
HCPSS professional development experiences are meaningful and worthwhile	51.69	64.0%	30.0%	46.0%	44.1%	51.6%	45.3%	42.4%	39.6%
Increased workload has contributed to a decline in my morale.	66.79	56.9%	64.2%	50.0%	53.4%	51.5%	78.1%	80.0%	79.4%
I am paid fairly.	35.49	73.1%	31.4%	51.0%	40.7%	63.4%	32.3%	30.6%	33.7%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	30.59	31.4%	17.3%	97.9%	96.4%	76.1%	57.8%	47.1%	43.7%
I have confidence in the leadership exhibited by the Howard County Board of Education.	33.99	30.0%	69.2%	84.0%	84.5%	65.6%	43.8%	29.7%	27.9%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	90.09	92.2%	98.1%	94.0%	91.4%	90.6%	83.1%	88.5%	86.2%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	77.69	70.2%	76.5%	89.6%	78.9%	82.8%	78.7%	75.3%	70.9%
In my position, I receive appropriate and adequate support and training	70.39	88.2%	74.0%	84.0%	72.9%	77.4%	77.3%	71.3%	70.0%
In the last 12 months, I have experienced harassing behavior from colleagues	16.79	6 2.1%	2.0%	8.9%	15.3%	7.9%	12.5%	8.4%	8.6%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	7.39	6 2.1%	3.9%	4.3%	1.7%	0.0%	3.2%	4.2%	6.1%
In the last 12 months, I have experienced harassing behavior from parents	19.09	6 16.3%	5.9%	12.8%	12.1%	9.3%	15.9%	19.5%	23.7%
At my school I spend most of my PIP time on non-instructional activities.					25.0%	24.1%	40.5%	35.6%	37.9%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					78.0%	70.0%	84.2%	83.0%	74.6%
In my school, I spend too much time in meetings.						25.8%	26.3%	38.7%	34.9%
In my school, there is adequate support for special education students.						17.4%	17.7%	24.1%	33.8%
	. 6	5 51	53	50	59 out of	64 out of	66 out of		
Particip	ints				127	125	123		
Princ	ipal								
	Robert Bruce								