

2021-2022 HCEA Job Satisfaction Survey

WAVERLY ES

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	3	21	9	25		58	41.4%	58.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	12	34	2	10		58	79.3%	20.7%
3. I personally feel successful in my work.	12	29	6	11		58	70.7%	29.3%
4. I feel involved in decision-making at my school/worksite.	6	33	3	15	1	58	68.4%	31.6%
5. I want to be involved in decision-making at my school/worksite.	6	49		2	1	58	96.5%	3.5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	14	32	4	8		58	79.3%	20.7%
7. In my school/worksite, I am treated as a professional.	21	31	1	5		58	89.7%	10.3%
8. There is good teamwork among staff in my school/worksite.	15	36	2	5		58	87.9%	12.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	26	7	17	3	58	56.4%	43.6%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	7	29	1	21		58	62.1%	37.9%
11. My work performance is evaluated fairly.	19	31	3	5		58	86.2%	13.8%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	16	21	15	2	57	34.5%	65.5%
13. I am provided adequate work and storage space to prepare for and do my job.	20	34	1	3		58	93.1%	6.9%
14. My administrators/supervisors respect the negotiated contracts.	23	26	1	7	1	58	86.0%	14.0%
15. My planning time is respected by my school administrations/supervisors.	17	25	1	5	9	57	87.5%	12.5%
16. In my school, administrators/supervisors support me in enforcing discipline.	11	38		4	4	57	92.5%	7.5%
17. In my school, student misbehavior interferes with learning.	10	15	9	20	3	57	46.3%	53.7%
18. Too much instructional time is spent administering assessments.	5	21	1	13	18	58	65.0%	35.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	10	21	24		58	22.4%	77.6%
20. Increased workload has contributed to a decline in my morale.	31	17	3	5	2	58	85.7%	14.3%
21. I am paid fairly.	2	14	25	17		58	27.6%	72.4%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	24	8	24		58	44.8%	55.2%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		12	23	23		58	20.7%	79.3%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	7	41	2	8		58	82.8%	17.2%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	1	38	1	10	7	57	78.0%	22.0%
26. In my position, I receive appropriate and adequate support and training.	3	32	3	18	1	57	62.5%	37.5%
27. During this current school year, I have experienced harassing behavior from colleagues.	5	1	33	19		58	10.3%	89.7%

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28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	2	4	36	16		58	10.3%	89.7%
29. During this current school year, I have experienced harassing behavior from parents.		7	22	28	1	58	12.3%	87.7%
30. At my school I spend most of my PIP time on non-instructional activities.	5	14	3	16	19	57	50.0%	50.0%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	23		7	25	57	78.1%	21.9%
32. In my school, I spend too much time in meetings.	2	15	4	30	7	58	33.3%	66.7%
33. In my school, there is adequate support for special education students.	4	2	36	13	3	58	10.9%	89.1%