

2021-2022 HCEA Job Satisfaction Survey

WILDE LAKE HS

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	3	38	9	39		89	46.1%	53.9%
2. There is an atmosphere of open communication and trust in my school/worksite.	23	52	3	10		88	85.2%	14.8%
3. I personally feel successful in my work.	10	57	4	16		87	77.0%	23.0%
4. I feel involved in decision-making at my school/worksite.	13	49	7	17	2	88	72.1%	27.9%
5. I want to be involved in decision-making at my school/worksite.	16	56		10	6	88	87.8%	12.2%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	31	49	1	7	1	89	90.9%	9.1%
7. In my school/worksite, I am treated as a professional.	36	45	3	5		89	91.0%	9.0%
8. There is good teamwork among staff in my school/worksite.	21	52	1	13		87	83.9%	16.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	18	48	4	8	9	87	84.6%	15.4%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	12	36	13	28		89	53.9%	46.1%
11. My work performance is evaluated fairly.	33	51		4		88	95.5%	4.5%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	8	26	28	25	2	89	39.1%	60.9%
13. I am provided adequate work and storage space to prepare for and do my job.	15	55	2	16		88	79.5%	20.5%
14. My administrators/supervisors respect the negotiated contracts.	41	42	1	2	1	87	96.5%	3.5%
15. My planning time is respected by my school administrations/supervisors.	23	38	1	15	10	87	79.2%	20.8%
16. In my school, administrators/supervisors support me in enforcing discipline.	11	37	13	20	7	88	59.3%	40.7%
17. In my school, student misbehavior interferes with learning.	32	40	3	10	3	88	84.7%	15.3%
18. Too much instructional time is spent administering assessments.	13	35		20	19	87	70.6%	29.4%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	36	21	26	2	87	44.7%	55.3%
20. Increased workload has contributed to a decline in my morale.	42	27	3	13	4	89	81.2%	18.8%
21. I am paid fairly.	2	33	22	32		89	39.3%	60.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	20	25	35	1	83	26.8%	73.2%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	13	41	31		86	16.3%	83.7%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	25	43	4	12	2	86	81.0%	19.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	9	47	8	15	9	88	70.9%	29.1%
26. In my position, I receive appropriate and adequate support and training.	11	51	6	20		88	70.5%	29.5%
27. During this current school year, I have experienced harassing behavior from colleagues.	3	2	47	33	3	88	5.9%	94.1%

2021-2022 HCEA Job Satisfaction Survey**WILDE LAKE HS**

28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	2	58	26	1	88	3.4%	96.6%
29. During this current school year, I have experienced harassing behavior from parents.	11	14	32	28	2	87	29.4%	70.6%
30. At my school I spend most of my PIP time on non-instructional activities.	7	26	7	29	19	88	47.8%	52.2%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	4	46	1	16	20	87	74.6%	25.4%
32. In my school, I spend too much time in meetings.	10	18	8	43	8	87	35.4%	64.6%
33. In my school, there is adequate support for special education students.	8	32	12	29	6	87	49.4%	50.6%