

2021-2022 HCEA Job Satisfaction Survey

WILDE LAKE MS

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	6	21	5	13		45	60.0%	40.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	7	31		7		45	84.4%	15.6%
3. I personally feel successful in my work.	7	25	4	9		45	71.1%	28.9%
4. I feel involved in decision-making at my school/worksite.	8	17	2	13	5	45	62.5%	37.5%
5. I want to be involved in decision-making at my school/worksite.	11	26		4	4	45	90.2%	9.8%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	13	24	1	6	1	45	84.1%	15.9%
7. In my school/worksite, I am treated as a professional.	14	27		4		45	91.1%	8.9%
8. There is good teamwork among staff in my school/worksite.	13	22		9	1	45	79.5%	20.5%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	29	1	7	1	45	81.8%	18.2%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	13	22	1	9		45	77.8%	22.2%
11. My work performance is evaluated fairly.	13	27	1	3	1	45	90.9%	9.1%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	15	9	14	2	45	46.5%	53.5%
13. I am provided adequate work and storage space to prepare for and do my job.	9	33		2	1	45	95.5%	4.5%
14. My administrators/supervisors respect the negotiated contracts.	18	26			1	45	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	11	20	2	7	5	45	77.5%	22.5%
16. In my school, administrators/supervisors support me in enforcing discipline.	9	24		9	3	45	78.6%	21.4%
17. In my school, student misbehavior interferes with learning.	20	22	1	1	1	45	95.5%	4.5%
18. Too much instructional time is spent administering assessments.	8	15		15	6	44	60.5%	39.5%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	24	4	14	1	45	59.1%	40.9%
20. Increased workload has contributed to a decline in my morale.	17	17	2	7	2	45	79.1%	20.9%
21. I am paid fairly.	1	13	10	20		44	31.8%	68.2%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	19	6	18		44	45.5%	54.5%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	13	11	19		44	31.8%	68.2%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	9	23	2	8	2	44	76.2%	23.8%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	26	1	9	5	44	74.4%	25.6%
26. In my position, I receive appropriate and adequate support and training.	6	25		12	2	45	72.1%	27.9%
27. During this current school year, I have experienced harassing behavior from colleagues.	4	2	20	17	2	45	14.0%	86.0%

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28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	1		23	18	2	44	2.4%	97.6%
29. During this current school year, I have experienced harassing behavior from parents.	4	10	10	18	3	45	33.3%	66.7%
30. At my school I spend most of my PIP time on non-instructional activities.	2	10	5	19	8	44	33.3%	66.7%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	3	21	2	6	12	44	75.0%	25.0%
32. In my school, I spend too much time in meetings.		7	4	30	3	44	17.1%	82.9%
33. In my school, there is adequate support for special education students.	5	18	9	9	4	45	56.1%	43.9%