

**2021-2022 HCEA Job Satisfaction Survey Trend Report**

<b>Waverly ES</b>	<b>14-15</b>	<b>15-16</b>	<b>16-17</b>	<b>17-18</b>	<b>18-19</b>	<b>19-20</b>	<b>21-22</b>	<b>21-22 Overall- ES</b>	<b>21-22 Overall- All</b>
Overall, morale at my school/worksite is good.	58.9%	60.4%	39.4%	67.4%	60.0%	84.4%	41.4%	54.4%	48.1%
There is an atmosphere of open communication and trust in my school/worksite.	61.4%	63.5%	54.5%	60.5%	70.0%	84.4%	79.3%	71.5%	65.0%
I personally feel successful in my work.	80.7%	81.1%	93.9%	88.4%	80.0%	77.7%	70.7%	75.6%	75.2%
I feel involved in decision-making at my school/worksite.	50.0%	54.0%	42.4%	66.7%	45.0%	54.5%	68.4%	61.8%	54.5%
I want to be involved in decision-making at my school/worksite.	94.3%	98.1%	93.9%	85.4%	85.0%	79.5%	96.5%	91.3%	88.7%
In my school/worksite, I can speak openly about important issues without fear of repercussions	51.8%	56.9%	45.5%	69.8%	60.0%	71.1%	79.3%	74.8%	69.9%
In my school/worksite, I am treated as a professional	93.0%	86.8%	87.5%	88.4%	78.9%	91.1%	89.7%	89.6%	85.0%
There is good teamwork among staff in my school/worksite.	73.7%	79.2%	63.6%	74.4%	55.6%	77.2%	87.9%	86.8%	83.4%
Non-instructional duties are assigned on an equitable basis in my school/worksite	72.0%	76.6%	58.1%	64.1%	82.4%	62.7%	56.4%	73.6%	72.3%
My working environment (i.e. safety, cleanliness) is conducive to success	80.7%	86.8%	68.8%	78.6%	95.0%	93.3%	62.1%	67.2%	65.1%
My work performance is evaluated fairly.	76.8%	84.9%	81.8%	82.5%	80.0%	88.8%	86.2%	91.8%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	45.5%	51.0%	38.7%	45.0%	40.0%	45.4%	34.5%	45.6%	44.2%
I am provided adequate work and storage space to prepare for and do my job.	73.2%	75.0%	56.3%	90.2%	95.0%	91.1%	93.1%	82.0%	83.2%
My administrators/supervisors respect the negotiated contracts	82.1%	82.7%	81.8%	90.5%	88.9%	86.6%	86.0%	92.7%	91.9%
My planning time is respected by my school administrators/supervisors	74.0%	69.6%	80.6%	79.4%	72.2%	62.2%	87.5%	87.2%	83.6%
In my school, administrators/supervisors support me in enforcing discipline	84.9%	88.6%	78.8%	79.5%	73.7%	65.9%	92.5%	81.0%	72.0%
In my school, student misbehavior interferes with learning.	32.1%	21.7%	45.5%	26.8%	44.4%	26.6%	46.3%	63.8%	63.5%
Too much instructional time is spent administering assessments.	82.7%	78.3%	93.1%	75.7%	73.3%	64.4%	65.0%	69.5%	66.7%
HCPSS professional development experiences are meaningful and worthwhile	58.2%	44.2%	27.3%	39.5%	42.1%	31.8%	22.4%	42.4%	39.6%
Increased workload has contributed to a decline in my morale.	66.7%	60.4%	84.4%	65.9%	78.9%	73.3%	85.7%	80.0%	79.4%
I am paid fairly.	48.2%	39.6%	56.3%	55.8%	45.0%	51.1%	27.6%	30.6%	33.7%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	49.1%	30.8%	6.1%	97.7%	100.0%	69.0%	44.8%	47.1%	43.7%
I have confidence in the leadership exhibited by the Howard County Board of Education.	48.2%	26.0%	66.7%	90.7%	94.4%	40.9%	20.7%	29.7%	27.9%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	89.3%	74.0%	100.0%	85.7%	100.0%	79.5%	82.8%	88.5%	86.2%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	75.9%	63.5%	87.1%	85.4%	88.9%	75.0%	78.0%	75.3%	70.9%
In my position, I receive appropriate and adequate support and training	82.5%	67.3%	72.7%	88.4%	65.0%	68.8%	62.5%	71.3%	70.0%
In the last 12 months, I have experienced harassing behavior from colleagues	16.4%	16.7%	12.5%	22.0%	20.0%	15.5%	10.3%	8.4%	8.6%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	13.0%	8.2%	6.1%	0.0%	5.0%	2.2%	10.3%	4.2%	6.1%
In the last 12 months, I have experienced harassing behavior from parents	21.4%	12.5%	24.2%	17.1%	25.0%	6.6%	12.3%	19.5%	23.7%
At my school I spend most of my PIP time on non-instructional activities.					66.7%	31.1%	50.0%	35.6%	37.9%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					66.7%	56.8%	78.1%	83.0%	74.6%
In my school, I spend too much time in meetings.						52.3%	33.3%	38.7%	34.9%
In my school, there is adequate support for special education students.						8.8%	10.9%	24.1%	33.8%
Participants	57	53	33	43	20 out of 112	45 out of 107	58 out of 106		
Principal	Kathy Jacobs	Kathy Jacobs	Kathy Jacobs	Kathy Jacobs	Kathy Jacobs	Rachel Edoho-Eket	Rachel Edoho-Eket		