

2022-2023 HCEA Job Satisfaction Survey

ARL

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	44	13	11	4		72	79.2%	20.8%
2) There is an atmosphere of open communication and trust in my school/worksite.	40	18	11	4		73	79.5%	20.5%
3) I personally feel successful in my work.	41	24	5	2	1	73	90.3%	9.7%
4) I feel involved in decision-making at my school/worksite.	37	7	22	5	2	73	62.0%	38.0%
5) I want to be involved in decision-making at my school/worksite.	44	20	6	2	1	73	88.9%	11.1%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	38	20	10	4		72	80.6%	19.4%
7) In my school/worksite, I am treated as a professional.	37	31	2	1		71	95.8%	4.2%
8) There is good teamwork among staff in my school/worksite.	38	21	10	3		72	81.9%	18.1%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	29	13	6	2	21	71	84.0%	16.0%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	35	17	14	4	2	72	74.3%	25.7%
11) My work performance is evaluated fairly.	38	32	2	1		73	95.9%	4.1%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	33	23	8	4	5	73	82.4%	17.6%
13) I am provided adequate work and storage space to prepare for and do my job.	38	21	8	1	3	71	86.8%	13.2%
14) My administrators/supervisors respect the negotiated contracts.	38	30	1	1	1	71	97.1%	2.9%
15) My planning time is respected by my school administrations/supervisors.	24	21	2	1	22	70	93.8%	6.3%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	23	9	9	4	26	71	71.1%	28.9%
17) In my school, student misbehavior interferes with learning.	16	3	19	6	27	71	43.2%	56.8%
18) Too much instructional time is spent administering assessments.	13	3	15	4	35	70	45.7%	54.3%
19) HCPSS professional development experiences are meaningful and worthwhile.	27	6	26	9	3	71	48.5%	51.5%
20) Increased workload has contributed to a decline in my morale.	19	10	32	5	4	70	43.9%	56.1%
21) I am paid fairly.	31	9	26	5		71	56.3%	43.7%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	29	12	18	6	2	67	63.1%	36.9%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	30	4	24	8	1	67	51.5%	48.5%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	39	18	7	3	1	68	85.1%	14.9%

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25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	35	11	14	5	5	70	70.8%	29.2%
26) In my position, I receive appropriate and adequate support and training.	38	16	13	2	1	70	78.3%	21.7%
27) During this current school year, I have experienced harassing behavior from colleagues.	7	3	25	33	3	71	14.7%	85.3%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	5		23	40	3	71	7.4%	92.6%
29) During this current school year, I have experienced harassing behavior from parents.	14	5	23	22	7	71	29.7%	70.3%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	5	1	21	4	40	71	19.4%	80.6%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	27	6	1		36	70	97.1%	2.9%
32) In my school/worksite, I spend too much time in meetings.	17	2	37	10	5	71	28.8%	71.2%
33) In my school, there is adequate support for special education students.	17	5	11	13	26	72	47.8%	52.2%