

2022-2023 HCEA Job Satisfaction Survey

ASCEND ONE

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	13	11	9	1		34	70.6%	29.4%
2) There is an atmosphere of open communication and trust in my school/worksite.	15	12	8	1		36	75.0%	25.0%
3) I personally feel successful in my work.	15	14	5	2		36	80.6%	19.4%
4) I feel involved in decision-making at my school/worksite.	15	11	6	2	2	36	76.5%	23.5%
5) I want to be involved in decision-making at my school/worksite.	17	17			2	36	100.0%	0.0%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	12	14	9	1		36	72.2%	27.8%
7) In my school/worksite, I am treated as a professional.	12	21	1	1	1	36	94.3%	5.7%
8) There is good teamwork among staff in my school/worksite.	13	17	5		1	36	85.7%	14.3%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	14	4	2	2	14	36	81.8%	18.2%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	15	10	10	1		36	69.4%	30.6%
11) My work performance is evaluated fairly.	14	17	4	1		36	86.1%	13.9%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	14	9	10	2	1	36	65.7%	34.3%
13) I am provided adequate work and storage space to prepare for and do my job.	18	12	4	1	1	36	85.7%	14.3%
14) My administrators/supervisors respect the negotiated contracts.	15	13	6	1		35	80.0%	20.0%
15) My planning time is respected by my school administrations/supervisors.	6	6	3		21	36	80.0%	20.0%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	5	4	2		25	36	81.8%	18.2%
17) In my school, student misbehavior interferes with learning.	6	4	1	1	24	36	83.3%	16.7%
18) Too much instructional time is spent administering assessments.	6	1	2		27	36	77.8%	22.2%
19) HCPSS professional development experiences are meaningful and worthwhile.	23	5	5	2	1	36	80.0%	20.0%
20) Increased workload has contributed to a decline in my morale.	8	9	12	4	1	34	51.5%	48.5%
21) I am paid fairly.	11	2	11	12		36	36.1%	63.9%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	16	9	4	4		33	75.8%	24.2%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	18	2	8	6		34	58.8%	41.2%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	21	8	4	1		34	85.3%	14.7%

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25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	20	3	9	4		36	63.9%	36.1%
26) In my position, I receive appropriate and adequate support and training.	19	9	6	2		36	77.8%	22.2%
27) During this current school year, I have experienced harassing behavior from colleagues.	2	2	13	16	3	36	12.1%	87.9%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	3	1	13	16	3	36	12.1%	87.9%
29) During this current school year, I have experienced harassing behavior from parents.	2	2	14	9	9	36	14.8%	85.2%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	2		2		31	35	50.0%	50.0%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	2				34	36	100.0%	0.0%
32) In my school/worksite, I spend too much time in meetings.	6	4	11	6	9	36	37.0%	63.0%
33) In my school, there is adequate support for special education students.	3	1	7	6	19	36	23.5%	76.5%