

2022-2023 HCEA Job Satisfaction Survey

ATHOLTON ES

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	5	27	3	8		43	74.4%	25.6%
2) There is an atmosphere of open communication and trust in my school/worksite.	9	18	3	13		43	62.8%	37.2%
3) I personally feel successful in my work.	11	27		5		43	88.4%	11.6%
4) I feel involved in decision-making at my school/worksite.	4	21	3	15		43	58.1%	41.9%
5) I want to be involved in decision-making at my school/worksite.	11	28	1	3		43	90.7%	9.3%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	8	25	2	7	1	43	78.6%	21.4%
7) In my school/worksite, I am treated as a professional.	14	25	1	2		42	92.9%	7.1%
8) There is good teamwork among staff in my school/worksite.	5	31	1	6		43	83.7%	16.3%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	29		6	4	43	84.6%	15.4%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	7	25	4	7		43	74.4%	25.6%
11) My work performance is evaluated fairly.	10	28	1	1	2	42	95.0%	5.0%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	3	21	2	14	3	43	60.0%	40.0%
13) I am provided adequate work and storage space to prepare for and do my job.	7	24	4	7		42	73.8%	26.2%
14) My administrators/supervisors respect the negotiated contracts.	14	28			1	43	####	0.0%
15) My planning time is respected by my school administrations/supervisors.	7	27		4	5	43	89.5%	10.5%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	7	22		10	4	43	74.4%	25.6%
17) In my school, student misbehavior interferes with learning.	4	22	2	13	1	42	63.4%	36.6%
18) Too much instructional time is spent administering assessments.	5	14		15	9	43	55.9%	44.1%
19) HCPSS professional development experiences are meaningful and worthwhile.	3	17	2	18	2	42	50.0%	50.0%
20) Increased workload has contributed to a decline in my morale.	10	23	1	8	1	43	78.6%	21.4%
21) I am paid fairly.	1	13	10	18		42	33.3%	66.7%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	28	4	9		43	69.8%	30.2%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	1	20	5	15	2	43	51.2%	48.8%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	15	24		3	1	43	92.9%	7.1%

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25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	29	1	6	3	43	82.5%	17.5%
26) In my position, I receive appropriate and adequate support and training.	4	25	1	13		43	67.4%	32.6%
27) During this current school year, I have experienced harassing behavior from colleagues.	1	4	19	18	1	43	11.9%	88.1%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	1	27	13		42	4.8%	95.2%
29) During this current school year, I have experienced harassing behavior from parents.	2	6	19	16		43	18.6%	81.4%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	1	6	4	22	9	42	21.2%	78.8%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	3	21		7	12	43	77.4%	22.6%
32) In my school/worksite, I spend too much time in meetings.	5	9		26	3	43	35.0%	65.0%
33) In my school, there is adequate support for special education students.	5	16	4	16	1	42	51.2%	48.8%