

2022-2023 HCEA Job Satisfaction Survey

ATHOLTON HS

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	55	15	22	6		98	71.4%	28.6%
2) There is an atmosphere of open communication and trust in my school/worksite.	56	15	23	3	1	98	73.2%	26.8%
3) I personally feel successful in my work.	64	23	10	1		98	88.8%	11.2%
4) I feel involved in decision-making at my school/worksite.	44	12	30	7	5	98	60.2%	39.8%
5) I want to be involved in decision-making at my school/worksite.	64	14	16		3	97	83.0%	17.0%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	55	18	19	4	2	98	76.0%	24.0%
7) In my school/worksite, I am treated as a professional.	54	30	11	2		97	86.6%	13.4%
8) There is good teamwork among staff in my school/worksite.	55	23	18	1	1	98	80.4%	19.6%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	56	21	11	3	5	96	84.6%	15.4%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	57	21	16	3		97	80.4%	19.6%
11) My work performance is evaluated fairly.	61	24	10	2		97	87.6%	12.4%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	36	14	27	19		96	52.1%	47.9%
13) I am provided adequate work and storage space to prepare for and do my job.	62	28	5	1	1	97	93.8%	6.3%
14) My administrators/supervisors respect the negotiated contracts.	62	31	3		1	97	96.9%	3.1%
15) My planning time is respected by my school administrations/supervisors.	62	15	7	1	12	97	90.6%	9.4%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	47	16	14	12	7	96	70.8%	29.2%
17) In my school, student misbehavior interferes with learning.	48	19	18	5	7	97	74.4%	25.6%
18) Too much instructional time is spent administering assessments.	42	6	35	5	9	97	54.5%	45.5%
19) HCPSS professional development experiences are meaningful and worthwhile.	30	5	42	16	3	96	37.6%	62.4%
20) Increased workload has contributed to a decline in my morale.	42	21	21	10	3	97	67.0%	33.0%
21) I am paid fairly.	39	6	31	20		96	46.9%	53.1%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	53	9	23	12		97	63.9%	36.1%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	32	5	39	20	1	97	38.5%	61.5%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	59	27	7	2	2	97	90.5%	9.5%

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25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	61	10	14	7	5	97	77.2%	22.8%
26) In my position, I receive appropriate and adequate support and training.	51	10	28	4	3	96	65.6%	34.4%
27) During this current school year, I have experienced harassing behavior from colleagues.	2	2	43	49		96	4.2%	95.8%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	7	1	36	52	1	97	8.3%	91.7%
29) During this current school year, I have experienced harassing behavior from parents.	20	6	42	28		96	27.1%	72.9%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	24	9	32	9	23	97	44.6%	55.4%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	24	2	35	11	25	97	36.1%	63.9%
32) In my school/worksite, I spend too much time in meetings.	13	2	63	13	6	97	16.5%	83.5%
33) In my school, there is adequate support for special education students.	36	10	33	16	2	97	48.4%	51.6%