

**2022-2023 HCEA Job Satisfaction Survey**

**BELLOWS SPRING ES**

<b>Questions</b>	<b>Agree</b>	<b>Strongly agree</b>	<b>Disagree</b>	<b>Strongly disagree</b>	<b>Does not apply</b>	<b>Grand Total</b>	<b>% Agree</b>	<b>% Disagree</b>
1) Overall, morale at my worksite is good	55	17	13	2		87	82.8%	17.2%
2) There is an atmosphere of open communication and trust in my school/worksite.	59	20	3	5		87	90.8%	9.2%
3) I personally feel successful in my work.	54	14	14	4		86	79.1%	20.9%
4) I feel involved in decision-making at my school/worksite.	42	10	22	6	6	86	65.0%	35.0%
5) I want to be involved in decision-making at my school/worksite.	52	21	4	1	7	85	93.6%	6.4%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	56	21	4	4	1	86	90.6%	9.4%
7) In my school/worksite, I am treated as a professional.	41	37	5	3		86	90.7%	9.3%
8) There is good teamwork among staff in my school/worksite.	47	32	7	1		87	90.8%	9.2%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	49	14	8	3	10	84	85.1%	14.9%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	53	18	11	3	1	86	83.5%	16.5%
11) My work performance is evaluated fairly.	50	26	8		3	87	90.5%	9.5%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	19	13	30	19	6	87	39.5%	60.5%
13) I am provided adequate work and storage space to prepare for and do my job.	45	20	13	5	4	87	78.3%	21.7%
14) My administrators/supervisors respect the negotiated contracts.	46	38	1		1	86	98.8%	1.2%
15) My planning time is respected by my school administrations/supervisors.	32	28	8	1	17	86	87.0%	13.0%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	37	21	7	2	18	85	86.6%	13.4%
17) In my school, student misbehavior interferes with learning.	34	35	7	1	8	85	89.6%	10.4%
18) Too much instructional time is spent administering assessments.	30	10	20		27	87	66.7%	33.3%
19) HCPSS professional development experiences are meaningful and worthwhile.	25	5	35	13	4	82	38.5%	61.5%
20) Increased workload has contributed to a decline in my morale.	26	34	18	4	3	85	73.2%	26.8%
21) I am paid fairly.	29	5	30	23		87	39.1%	60.9%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	47	7	17	13	2	86	64.3%	35.7%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	38	4	32	11	2	87	49.4%	50.6%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	46	31	5	1	4	87	92.8%	7.2%

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25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	36	13	25	7	6	87	60.5%	39.5%
26) In my position, I receive appropriate and adequate support and training.	44	5	28	7	2	86	58.3%	41.7%
27) During this current school year, I have experienced harassing behavior from colleagues.	6	2	28	47	3	86	9.6%	90.4%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1		25	59	2	87	1.2%	98.8%
29) During this current school year, I have experienced harassing behavior from parents.	12	8	35	27	5	87	24.4%	75.6%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	16	2	31	7	31	87	32.1%	67.9%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	40	7	7	2	30	86	83.9%	16.1%
32) In my school/worksite, I spend too much time in meetings.	20	8	44	5	10	87	36.4%	63.6%
33) In my school, there is adequate support for special education students.	9	5	19	48	5	86	17.3%	82.7%