

2022-2023 HCEA Job Satisfaction Survey

BOLLMAN BRIDGE ES

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	26	3	34	30		93	31.2%	68.8%
2) There is an atmosphere of open communication and trust in my school/worksite.	30	3	39	19	1	92	36.3%	63.7%
3) I personally feel successful in my work.	50	18	18	6		92	73.9%	26.1%
4) I feel involved in decision-making at my school/worksite.	33	4	36	18	2	93	40.7%	59.3%
5) I want to be involved in decision-making at my school/worksite.	55	24	11		2	92	87.8%	12.2%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	37	8	32	15	1	93	48.9%	51.1%
7) In my school/worksite, I am treated as a professional.	51	14	20	7	1	93	70.7%	29.3%
8) There is good teamwork among staff in my school/worksite.	52	12	23	5	1	93	69.6%	30.4%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	39	4	30	13	7	93	50.0%	50.0%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	58	12	18	5		93	75.3%	24.7%
11) My work performance is evaluated fairly.	59	15	12	5	2	93	81.3%	18.7%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	30	7	23	29	4	93	41.6%	58.4%
13) I am provided adequate work and storage space to prepare for and do my job.	52	23	16	2		93	80.6%	19.4%
14) My administrators/supervisors respect the negotiated contracts.	51	16	18	6	1	92	73.6%	26.4%
15) My planning time is respected by my school administrations/supervisors.	40	8	17	12	15	92	62.3%	37.7%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	36	6	21	22	8	93	49.4%	50.6%
17) In my school, student misbehavior interferes with learning.	38	41	9	2	3	93	87.8%	12.2%
18) Too much instructional time is spent administering assessments.	27	23	21	2	19	92	68.5%	31.5%
19) HCPSS professional development experiences are meaningful and worthwhile.	40	7	37	2	4	90	54.7%	45.3%
20) Increased workload has contributed to a decline in my morale.	23	41	23	4	2	93	70.3%	29.7%
21) I am paid fairly.	36	3	33	21		93	41.9%	58.1%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	45	6	30	6	5	92	58.6%	41.4%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	33	4	36	8	9	90	45.7%	54.3%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	49	32	6		4	91	93.1%	6.9%

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25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	58	11	14	4	5	92	79.3%	20.7%
26) In my position, I receive appropriate and adequate support and training.	55	7	24	7		93	66.7%	33.3%
27) During this current school year, I have experienced harassing behavior from colleagues.	12	2	39	39	1	93	15.2%	84.8%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	5	3	44	38	3	93	8.9%	91.1%
29) During this current school year, I have experienced harassing behavior from parents.	15	4	40	30	4	93	21.3%	78.7%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	19	8	27	5	30	89	45.8%	54.2%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	37	1	11	3	38	90	73.1%	26.9%
32) In my school/worksite, I spend too much time in meetings.	27	24	26	4	11	92	63.0%	37.0%
33) In my school, there is adequate support for special education students.	13	5	27	45	2	92	20.0%	80.0%