

2022-2023 HCEA Job Satisfaction Survey

BONNIE BRANCH MS

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	23	4	23	8		58	46.6%	53.4%
2) There is an atmosphere of open communication and trust in my school/worksite.	20	5	27	6		58	43.1%	56.9%
3) I personally feel successful in my work.	34	19	3	2		58	91.4%	8.6%
4) I feel involved in decision-making at my school/worksite.	26	3	19	10		58	50.0%	50.0%
5) I want to be involved in decision-making at my school/worksite.	32	14	5	3	4	58	85.2%	14.8%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	24	6	22	6		58	51.7%	48.3%
7) In my school/worksite, I am treated as a professional.	32	10	11	5		58	72.4%	27.6%
8) There is good teamwork among staff in my school/worksite.	29	17	10	2		58	79.3%	20.7%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	26	2	20	8	2	58	50.0%	50.0%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	21	7	17	13		58	48.3%	51.7%
11) My work performance is evaluated fairly.	36	12	8		1	57	85.7%	14.3%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	20	4	18	14	1	57	42.9%	57.1%
13) I am provided adequate work and storage space to prepare for and do my job.	35	18	4	1		58	91.4%	8.6%
14) My administrators/supervisors respect the negotiated contracts.	35	11	6	2	3	57	85.2%	14.8%
15) My planning time is respected by my school administrations/supervisors.	24	9	14	3	8	58	66.0%	34.0%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	14	5	16	19	3	57	35.2%	64.8%
17) In my school, student misbehavior interferes with learning.	27	19	7	4	1	58	80.7%	19.3%
18) Too much instructional time is spent administering assessments.	17	7	22	1	11	58	51.1%	48.9%
19) HCPSS professional development experiences are meaningful and worthwhile.	25	2	16	14	1	58	47.4%	52.6%
20) Increased workload has contributed to a decline in my morale.	21	20	17			58	70.7%	29.3%
21) I am paid fairly.	18	3	25	12		58	36.2%	63.8%

2022-2023 HCEA Job Satisfaction Survey

BONNIE BRANCH MS

22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	27	2	21	6	1	57	51.8%	48.2%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	23	2	22	6	4	57	47.2%	52.8%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	32	22	1		2	57	98.2%	1.8%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	41	4	6	2	5	58	84.9%	15.1%
26) In my position, I receive appropriate and adequate support and training.	30	4	21	2	1	58	59.6%	40.4%
27) During this current school year, I have experienced harassing behavior from colleagues.	7		25	23	2	57	12.7%	87.3%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	5	2	28	18	2	55	13.2%	86.8%
29) During this current school year, I have experienced harassing behavior from parents.	15	7	18	13	4	57	41.5%	58.5%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	14	3	22	4	14	57	39.5%	60.5%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	31	4	9	1	12	57	77.8%	22.2%
32) In my school/worksite, I spend too much time in meetings.	19	4	25	1	9	58	46.9%	53.1%
33) In my school, there is adequate support for special education students.	14	2	23	18	1	58	28.1%	71.9%