

**2022-2023 HCEA Job Satisfaction Survey**

**BRYANT WOODS ES**

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	35	18	4			57	93.0%	7.0%
2) There is an atmosphere of open communication and trust in my school/worksite.	37	14	6			57	89.5%	10.5%
3) I personally feel successful in my work.	29	19	9			57	84.2%	15.8%
4) I feel involved in decision-making at my school/worksite.	38	9	8		2	57	85.5%	14.5%
5) I want to be involved in decision-making at my school/worksite.	35	17	3		2	57	94.5%	5.5%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	31	16	8		1	56	85.5%	14.5%
7) In my school/worksite, I am treated as a professional.	31	24	2			57	96.5%	3.5%
8) There is good teamwork among staff in my school/worksite.	27	24	6			57	89.5%	10.5%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	33	8	10	3	2	56	75.9%	24.1%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	31	11	12	2		56	75.0%	25.0%
11) My work performance is evaluated fairly.	29	24	3			56	94.6%	5.4%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	26	9	9	11	1	56	63.6%	36.4%
13) I am provided adequate work and storage space to prepare for and do my job.	31	12	13	1		57	75.4%	24.6%
14) My administrators/supervisors respect the negotiated contracts.	26	28	2		1	57	96.4%	3.6%
15) My planning time is respected by my school administrations/supervisors.	27	17	5		8	57	89.8%	10.2%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	28	20	2		7	57	96.0%	4.0%
17) In my school, student misbehavior interferes with learning.	34	10	10		2	56	81.5%	18.5%
18) Too much instructional time is spent administering assessments.	17	6	22	1	11	57	50.0%	50.0%
19) HCPSS professional development experiences are meaningful and worthwhile.	30	4	21	2		57	59.6%	40.4%
20) Increased workload has contributed to a decline in my morale.	23	14	14	3	3	57	68.5%	31.5%
21) I am paid fairly.	18	2	19	18		57	35.1%	64.9%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	25	7	16	4	4	56	61.5%	38.5%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	21	1	27	4	3	56	41.5%	58.5%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	30	19	4	2	2	57	89.1%	10.9%

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25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	37	8	5		5	55	90.0%	10.0%
26) In my position, I receive appropriate and adequate support and training.	32	15	9	1		57	82.5%	17.5%
27) During this current school year, I have experienced harassing behavior from colleagues.	2		15	38	1	56	3.6%	96.4%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.			11	44	1	56	0.0%	100.0%
29) During this current school year, I have experienced harassing behavior from parents.	9		23	22	2	56	16.7%	83.3%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	9	1	19	8	19	56	27.0%	73.0%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	30	3	3		19	55	91.7%	8.3%
32) In my school/worksite, I spend too much time in meetings.	14	10	26	2	5	57	46.2%	53.8%
33) In my school, there is adequate support for special education students.	15	1	29	10	2	57	29.1%	70.9%