

2022-2023 HCEA Job Satisfaction Survey

BUSHY PARK ES

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	26	9	15	6		56	62.5%	37.5%
2) There is an atmosphere of open communication and trust in my school/worksite.	29	8	12	6		55	67.3%	32.7%
3) I personally feel successful in my work.	31	17	4	4		56	85.7%	14.3%
4) I feel involved in decision-making at my school/worksite.	24	10	12	6	3	55	65.4%	34.6%
5) I want to be involved in decision-making at my school/worksite.	37	8	2	2	7	56	91.8%	8.2%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	23	10	13	8	1	55	61.1%	38.9%
7) In my school/worksite, I am treated as a professional.	35	10	6	5		56	80.4%	19.6%
8) There is good teamwork among staff in my school/worksite.	38	7	10	1		56	80.4%	19.6%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	39	2	9		6	56	82.0%	18.0%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	33	16	4	3		56	87.5%	12.5%
11) My work performance is evaluated fairly.	28	17	7	2	1	55	83.3%	16.7%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	21	5	18	9	3	56	49.1%	50.9%
13) I am provided adequate work and storage space to prepare for and do my job.	35	17	2		1	55	96.3%	3.7%
14) My administrators/supervisors respect the negotiated contracts.	36	19	1			56	98.2%	1.8%
15) My planning time is respected by my school administrations/supervisors.	29	11	3	1	12	56	90.9%	9.1%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	26	11	9	5	5	56	72.5%	27.5%
17) In my school, student misbehavior interferes with learning.	16	2	29	5	4	56	34.6%	65.4%
18) Too much instructional time is spent administering assessments.	21	10	12	2	11	56	68.9%	31.1%
19) HCPSS professional development experiences are meaningful and worthwhile.	17	3	24	9	2	55	37.7%	62.3%
20) Increased workload has contributed to a decline in my morale.	23	18	11	1	2	55	77.4%	22.6%
21) I am paid fairly.	18	3	25	10		56	37.5%	62.5%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	26	2	18	7	2	55	52.8%	47.2%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	24	1	23	6	1	55	46.3%	53.7%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	37	12	3	2	1	55	90.7%	9.3%

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25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	38	4	7	2	5	56	82.4%	17.6%
26) In my position, I receive appropriate and adequate support and training.	36	5	13	1		55	74.5%	25.5%
27) During this current school year, I have experienced harassing behavior from colleagues.	4	3	24	22	3	56	13.2%	86.8%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	2		23	27	4	56	3.8%	96.2%
29) During this current school year, I have experienced harassing behavior from parents.	12	5	19	16	4	56	32.7%	67.3%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	6		30	1	17	54	16.2%	83.8%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	32	1	3		18	54	91.7%	8.3%
32) In my school/worksite, I spend too much time in meetings.	16	4	27	5	3	55	38.5%	61.5%
33) In my school, there is adequate support for special education students.	14	3	19	19		55	30.9%	69.1%