2022-2023 HCEA Job Satisfaction Survey Trend Report

Bonnie Branch MS	14-15	15-16	16-17	17-18	18-19	19-20	21-22	22-23	22-23 Overall-MS	22-22 Overall-All
Overall, morale at my school/worksite is good.	91.1%	97.4%	65.9%	77.6%	68.8%	42.8%	28.0%	46.6%	54.9%	64.8%
There is an atmosphere of open communication and trust in my school/worksite.	84.4%	94.7%	72.7%	69.4%	59.4%	40.8%	48.0%	43.1%	61.6%	67.9%
I personally feel successful in my work.	86.7%	89.5%	90.5%	93.9%	87.5%	93.8%	84.0%	91.4%	80.2%	82.9%
I feel involved in decision-making at my school/worksite.	73.7%	66.7%	56.8%	60.0%	66.7%	48.9%	33.3%	50.0%	57.2%	60.2%
I want to be involved in decision-making at my school/worksite.	95.0%	86.5%	90.9%	97.9%	93.3%	91.8%	85.7%	85.2%	86.1%	89.0%
In my school/worksite, I can speak openly about important issues without fear of repercussions	81.8%	89.5%	61.4%	75.0%	68.8%	51.0%	58.0%	51.7%	69.2%	71.9%
In my school/worksite, I am treated as a professional	88.9%	94.7%	90.9%	81.3%	84.4%	73.4%	71.4%	72.4%	84.4%	85.8%
There is good teamwork among staff in my school/worksite.	93.2%	92.1%	90.9%	89.8%	75.0%	69.3%	80.0%	79.3%	80.3%	81.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	61.9%	78.4%	72.1%	66.7%	80.0%	73.4%	60.4%	50.0%	72.4%	74.8%
My working enviornment (i.e. safety, cleanliness) is conductive to success	72.7%	81.6%	75.0%	61.2%	62.5%	44.9%	52.0%	48.3%	69.6%	74.0%
My work performance is evaluated fairly.	65.9%	89.5%	88.6%	88.6%	77.4%	93.8%	87.2%	85.7%	86.7%	89.0%
I am provided adequate time during the workday to plan, prepare for and do my job.	38.6%	44.4%	44.2%	46.8%	41.9%	54.1%	36.7%	42.9%	46.7%	50.9%
I am provided adequate work and storage space to prepare for and do my job.	84.4%	78.4%	83.7%	83.7%	87.5%	83.6%	91.7%	91.4%	82.8%	83.4%
My administrators/supervisors respect the negotiated contracts	95.6%	100.0%	90.9%	91.5%	96.8%	95.9%	93.8%	85.2%	90.8%	92.3%
My planning time is respected by my school administrators/supervisors	80.0%	94.4%	90.0%	85.7%	92.3%	77.5%	77.5%	66.0%	82.1%	83.9%
In my school, administrators/supervisors support me in enforcing discipline	75.0%	86.5%	61.4%	75.5%	86.2%	71.4%	59.1%	35.2%	62.8%	67.3%
In my school, student misbehavior interferes with learning.	77.3%	57.6%	90.9%	87.8%	66.7%	71.4%	64.6%	80.7%	75.6%	72.7%
Too much instructional time is spent administering assessments.	85.4%	88.2%	73.8%	89.4%	67.9%	57.1%	60.5%	51.1%	56.3%	60.0%
HCPSS professional development experiences are meaningful and worthwhile	67.4%	62.2%	40.9%	55.3%	45.2%	42.8%	38.8%	47.4%	46.8%	46.3%
Increased workload has contributed to a decline in my morale.	72.1%	67.6%	69.0%	68.1%	67.7%	55.1%	83.7%	70.7%	71.6%	70.3%
I am paid fairly.	46.7%	39.5%	50.0%	61.2%	53.1%	63.2%	32.7%	36.2%	44.7%	40.7%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	73.2%	22.9%	14.3%	93.6%	90.6%	46.9%	31.3%	51.8%	59.8%	62.5%
I have confidence in the leadership exhibited by the Howard County Board of Education.	38.6%	17.1%	61.0%	83.0%	80.0%	42.5%	23.4%	47.2%	47.2%	47.7%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	97.7%	100.0%	97.7%	95.9%	100.0%	89.5%	89.4%	98.2%	88.2%	89.9%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	63.4%	69.7%	77.5%	84.8%	61.5%	69.3%	76.7%	84.9%	75.6%	75.0%
In my position, I receive appropriate and adequate support and training	86.0%	78.9%	88.6%	75.5%	84.4%	68.7%	70.0%	59.6%	69.1%	69.0%
In the last 12 months, I have experienced harassing behavior from colleagues	2.5%	2.8%	9.8%	6.3%	12.9%	20.8%	6.1%	12.7%	11.1%	10.2%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2.5%	0.0%	2.4%	8.3%	10.3%	10.2%	18.0%	13.2%	7.8%	6.3%
In the last 12 months, I have experienced harassing behavior from parents	31.0%	33.3%	26.8%	31.9%	48.3%	34.6%	25.0%	41.5%	27.9%	22.8%
At my school I spend most of my PIP time on non-instructional activities.					37.5%	32.6%	42.5%	39.5%	34.8%	33.5%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					88.0%	66.6%	73.7%	77.8%	77.8%	73.7%
In my school, I spend too much time in meetings.						31.2%	66.7%	46.9%	40.7%	41.4%
In my school, there is adequate support for special education students.						22.4%	22.9%	28.1%	39.7%	33.8%
Participants	45	38	44	49	32 out of 83	49 out of 78	50 out of 73	58 out of 77		
Principal	Cher Jones	Cher Jones	Cher Jones	Drew Cockley	Drew Cockley	Drew Cockley	Drew Cockley	Drew Cockley		