

**2022-2023 HCEA Job Satisfaction Survey**

**CEDAR LANE - FULTON CAMPUS**

<b>Questions</b>	<b>Agree</b>	<b>Strongly agree</b>	<b>Disagree</b>	<b>Strongly disagree</b>	<b>Does not apply</b>	<b>Grand Total</b>	<b>% Agree</b>	<b>% Disagree</b>
1) Overall, morale at my worksite is good	39	5	14	1		59	74.6%	25.4%
2) There is an atmosphere of open communication and trust in my school/worksite.	35	5	17	1		58	69.0%	31.0%
3) I personally feel successful in my work.	34	17	6	1	1	59	87.9%	12.1%
4) I feel involved in decision-making at my school/worksite.	28	8	13	4	6	59	67.9%	32.1%
5) I want to be involved in decision-making at my school/worksite.	37	14	4		4	59	92.7%	7.3%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	35	7	10	6	1	59	72.4%	27.6%
7) In my school/worksite, I am treated as a professional.	33	15	10	1		59	81.4%	18.6%
8) There is good teamwork among staff in my school/worksite.	38	7	9	5		59	76.3%	23.7%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	30	5	11	5	6	57	68.6%	31.4%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	33	5	15	4	2	59	66.7%	33.3%
11) My work performance is evaluated fairly.	39	15	3	1	1	59	93.1%	6.9%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	23	7	15	5	8	58	60.0%	40.0%
13) I am provided adequate work and storage space to prepare for and do my job.	35	13	6	1	3	58	87.3%	12.7%
14) My administrators/supervisors respect the negotiated contracts.	33	24	1			58	98.3%	1.7%
15) My planning time is respected by my school administrations/supervisors.	23	12	3	2	19	59	87.5%	12.5%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	31	3	9	2	14	59	75.6%	24.4%
17) In my school, student misbehavior interferes with learning.	20	22	3	1	12	58	91.3%	8.7%
18) Too much instructional time is spent administering assessments.	9	3	16	1	30	59	41.4%	58.6%
19) HCPSS professional development experiences are meaningful and worthwhile.	24	3	20	9	2	58	48.2%	51.8%
20) Increased workload has contributed to a decline in my morale.	19	8	21	2	7	57	54.0%	46.0%
21) I am paid fairly.	18	5	25	8	1	57	41.1%	58.9%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	38	4	8	2	4	56	80.8%	19.2%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	30	1	20	2	5	58	58.5%	41.5%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	40	12	3	1	2	58	92.9%	7.1%

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25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	31	7	10	2	6	56	76.0%	24.0%
26) In my position, I receive appropriate and adequate support and training.	26	8	17	6	1	58	59.6%	40.4%
27) During this current school year, I have experienced harassing behavior from colleagues.	8	5	21	22	3	59	23.2%	76.8%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.		1	18	37	3	59	1.8%	98.2%
29) During this current school year, I have experienced harassing behavior from parents.	4		24	26	5	59	7.4%	92.6%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	11	1	18	4	22	56	35.3%	64.7%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	19	3	7	1	27	57	73.3%	26.7%
32) In my school/worksite, I spend too much time in meetings.	11	3	33	5	5	57	26.9%	73.1%
33) In my school, there is adequate support for special education students.	25	11	14	8	1	59	62.1%	37.9%