

**2022-2023 HCEA Job Satisfaction Survey**

**CENTENNIAL LANE ES**

<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	24	8	9	4		45	71.1%	28.9%
2) There is an atmosphere of open communication and trust in my school/worksite.	22	18	4	1		45	88.9%	11.1%
3) I personally feel successful in my work.	21	15	6	3		45	80.0%	20.0%
4) I feel involved in decision-making at my school/worksite.	20	13	9		2	44	78.6%	21.4%
5) I want to be involved in decision-making at my school/worksite.	22	16	2		4	44	95.0%	5.0%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	22	20	3			45	93.3%	6.7%
7) In my school/worksite, I am treated as a professional.	17	25	2	1		45	93.3%	6.7%
8) There is good teamwork among staff in my school/worksite.	22	17	3	2		44	88.6%	11.4%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	24	12	2	4	2	44	85.7%	14.3%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	22	18	4			44	90.9%	9.1%
11) My work performance is evaluated fairly.	17	25	2	1		45	93.3%	6.7%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	16	5	14	8	2	45	48.8%	51.2%
13) I am provided adequate work and storage space to prepare for and do my job.	24	14	3	4		45	84.4%	15.6%
14) My administrators/supervisors respect the negotiated contracts.	16	28			1	45	100.0%	0.0%
15) My planning time is respected by my school administrations/supervisors.	17	19	2	1	5	44	92.3%	7.7%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	20	22	1		2	45	97.7%	2.3%
17) In my school, student misbehavior interferes with learning.	17	8	13	6	1	45	56.8%	43.2%
18) Too much instructional time is spent administering assessments.	12	5	15	5	8	45	45.9%	54.1%
19) HCPSS professional development experiences are meaningful and worthwhile.	16	3	16	7	1	43	45.2%	54.8%
20) Increased workload has contributed to a decline in my morale.	18	14	10	3		45	71.1%	28.9%
21) I am paid fairly.	19	4	12	10		45	51.1%	48.9%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	22	3	15	4		44	56.8%	43.2%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	12	2	22	7		43	32.6%	67.4%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	27	13	3	1	1	45	90.9%	9.1%

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25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	23	11	7	1	3	45	81.0%	19.0%
26) In my position, I receive appropriate and adequate support and training.	25	6	11	3		45	68.9%	31.1%
27) During this current school year, I have experienced harassing behavior from colleagues.	2		18	25		45	4.4%	95.6%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1		10	33		44	2.3%	97.7%
29) During this current school year, I have experienced harassing behavior from parents.	6	1	22	16		45	15.6%	84.4%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	9		22	5	9	45	25.0%	75.0%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	25	3	6		9	43	82.4%	17.6%
32) In my school/worksite, I spend too much time in meetings.	15	5	22	1	2	45	46.5%	53.5%
33) In my school, there is adequate support for special education students.	7	1	16	19	2	45	18.6%	81.4%