

2022-2023 HCEA Job Satisfaction Survey

CENTRAL OFFICE

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	55	26	20	1		102	79.4%	20.6%
2) There is an atmosphere of open communication and trust in my school/worksite.	51	25	23	2		101	75.2%	24.8%
3) I personally feel successful in my work.	56	37	7	2		102	91.2%	8.8%
4) I feel involved in decision-making at my school/worksite.	57	16	15	6	7	101	77.7%	22.3%
5) I want to be involved in decision-making at my school/worksite.	59	28	2	1	11	101	96.7%	3.3%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	49	29	19	5		102	76.5%	23.5%
7) In my school/worksite, I am treated as a professional.	55	36	7	2	1	101	91.0%	9.0%
8) There is good teamwork among staff in my school/worksite.	51	37	12	1	1	102	87.1%	12.9%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	25	5	6	3	62	101	76.9%	23.1%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	58	22	18	3	1	102	79.2%	20.8%
11) My work performance is evaluated fairly.	63	28	3	3	2	99	93.8%	6.2%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	55	25	9	3	9	101	87.0%	13.0%
13) I am provided adequate work and storage space to prepare for and do my job.	54	32	6	4	4	100	89.6%	10.4%
14) My administrators/supervisors respect the negotiated contracts.	54	38	4	1	4	101	94.8%	5.2%
15) My planning time is respected by my school administrations/supervisors.	14	8	2	1	76	101	88.0%	12.0%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	7	1	3	1	88	100	66.7%	33.3%
17) In my school, student misbehavior interferes with learning.	1	1	1		97	100	66.7%	33.3%
18) Too much instructional time is spent administering assessments.	4	1	1	1	94	101	71.4%	28.6%
19) HCPSS professional development experiences are meaningful and worthwhile.	42	7	13	4	35	101	74.2%	25.8%
20) Increased workload has contributed to a decline in my morale.	21	14	40	11	12	98	40.7%	59.3%
21) I am paid fairly.	50	11	26	12	1	100	61.6%	38.4%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	57	23	9	6	2	97	84.2%	15.8%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	52	10	23	8	3	96	66.7%	33.3%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	60	23	7	1	5	96	91.2%	8.8%

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25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	39	8	16	8	29	100	66.2%	33.8%
26) In my position, I receive appropriate and adequate support and training.	59	16	19	5		99	75.8%	24.2%
27) During this current school year, I have experienced harassing behavior from colleagues.	6	2	27	54	11	100	9.0%	91.0%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	3	3	30	53	10	99	6.7%	93.3%
29) During this current school year, I have experienced harassing behavior from parents.	6	2	17	14	62	101	20.5%	79.5%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	2		1		97	100	66.7%	33.3%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.			1		100	101	0.0%	100.0%
32) In my school/worksite, I spend too much time in meetings.	15	3	64	5	12	99	20.7%	79.3%
33) In my school, there is adequate support for special education students.	2	1	1	2	95	101	50.0%	50.0%