

2022-2023 HCEA Job Satisfaction Survey

CRADLEROCK ES

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	18	7	10	29		64	39.1%	60.9%
2) There is an atmosphere of open communication and trust in my school/worksite.	19	9	23	13		64	43.8%	56.3%
3) I personally feel successful in my work.	33	8	18	5		64	64.1%	35.9%
4) I feel involved in decision-making at my school/worksite.	21	9	23	9	1	63	48.4%	51.6%
5) I want to be involved in decision-making at my school/worksite.	32	23	3	1	3	62	93.2%	6.8%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	22	14	17	9	2	64	58.1%	41.9%
7) In my school/worksite, I am treated as a professional.	39	13	10	1		63	82.5%	17.5%
8) There is good teamwork among staff in my school/worksite.	31	17	13	3		64	75.0%	25.0%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	28	9	12	4	8	61	69.8%	30.2%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	29	10	15	10		64	60.9%	39.1%
11) My work performance is evaluated fairly.	37	16	8	2	1	64	84.1%	15.9%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	18	11	18	12	3	62	49.2%	50.8%
13) I am provided adequate work and storage space to prepare for and do my job.	29	12	16	6		63	65.1%	34.9%
14) My administrators/supervisors respect the negotiated contracts.	41	17	3	1		62	93.5%	6.5%
15) My planning time is respected by my school administrations/supervisors.	30	14	12	1	5	62	77.2%	22.8%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	25	9	12	7	7	60	64.2%	35.8%
17) In my school, student misbehavior interferes with learning.	12	45		3	3	63	95.0%	5.0%
18) Too much instructional time is spent administering assessments.	22	6	16	2	16	62	60.9%	39.1%
19) HCPSS professional development experiences are meaningful and worthwhile.	29	4	21	5	1	60	55.9%	44.1%
20) Increased workload has contributed to a decline in my morale.	16	22	14	4	2	58	67.9%	32.1%
21) I am paid fairly.	10	4	25	23		62	22.6%	77.4%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	29	5	12	13	1	60	57.6%	42.4%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	20	4	21	15	1	61	40.0%	60.0%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	37	14	9		2	62	85.0%	15.0%

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25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	33	9	11	4	3	60	73.7%	26.3%
26) In my position, I receive appropriate and adequate support and training.	32	10	14	6		62	67.7%	32.3%
27) During this current school year, I have experienced harassing behavior from colleagues.	3	1	27	30		61	6.6%	93.4%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	5	3	25	28	1	62	13.1%	86.9%
29) During this current school year, I have experienced harassing behavior from parents.	9	2	32	18	1	62	18.0%	82.0%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	15	3	16	6	19	59	45.0%	55.0%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	25	9	4		20	58	89.5%	10.5%
32) In my school/worksite, I spend too much time in meetings.	15	11	25	5	3	59	46.4%	53.6%
33) In my school, there is adequate support for special education students.	5	1	15	40	2	63	9.8%	90.2%