## 2022-2023 HCEA Job Satisfaction Survey Trend Report

| Clemens Crossing ES | 14-15 | 15-16 | 16-17 | 17-18 | 18-19 | 19-20 | 21-22 | 22-23 | 22-23 Overall-ES | 22-22 Overall-All |
|---|---|---|---|---|---|---|---|---|---|---|
| Overall, morale at my school/worksite is good. | 59.5% | 81.4% | 56.3% | 82.0% | 77.1% | 43.9% | 81.4% | 81.6% | 67.5% | 64.8% |
| There is an atmosphere of open communication and trust in my school/worksite. | 56.8% | 79.1% | 81.3% | 62.0% | 85.7% | 70.7% | 88.4% | 77.6% | 70.7% | 67.9% |
| I personally feel successful in my work. | 91.7% | 93.2% | 87.5% | 94.0% | 88.6% | 70.7% | 75.6% | 85.7% | 82.7% | 82.9% |
| I feel involved in decision-making at my school/worksite. | 38.9% | 70.5% | 50.0% | 71.4% | 66.7% | 51.2% | 78.6% | 69.6% | 63.5% | 60.2% |
| I want to be involved in decision-making at my school/worksite. | 97.2% | 90.9% | 87.1% | 85.7% | 84.8% | 87.8% | 87.8% | 87.8% | 91.8% | 89.0% |
| In my school/worksite, I can speak openly about important issues without fear of repercussions | 69.4% | 79.1% | 71.9% | 78.0% | 77.1% | 78.0% | 95.2% | 81.3% | 74.0% | 71.9% |
| In my school/worksite, I am treated as a professional | 70.3% | 86.0% | 93.5% | 98.0% | 88.6% | 85.3% | 97.7% | 89.8% | 87.0% | 85.8% |
| There is good teamwork among staff in my school/worksite. | 81.1% | 81.8% | 65.6% | 88.0% | 74.3% | 82.9% | 85.7% | 83.7% | 83.8% | 81.3% |
| Non-instructional duties are assigned on an equitable basis in my school/worksite | 74.3% | 86.8% | 70.0% | 80.9% | 72.7% | 51.2% | 83.8% | 79.1% | 75.0% | 74.8% |
| My working enviornment (i.e. safety, cleanliness) is conductive to success | 63.9% | 90.9% | 68.8% | 72.9% | 74.3% | 75.6% | 88.4% | 89.6% | 78.0% | 74.0% |
| My work performance is evaluated fairly. | 62.2% | 78.6% | 83.9% | 89.8% | 100.0% | 97.5% | 100.0% | 95.8% | 90.4% | 89.0% |
| I am provided adequate time during the workday to plan, prepare for and do my job. | 56.8% | 63.6% | 50.0% | 64.6% | 69.7% | 43.9% | 48.8% | 52.2% | 50.9% | 50.9% |
| I am provided adequate work and storage space to prepare for and do my job. | 89.2% | 95.3% | 93.8% | 93.9% | 100.0% | 90.2% | 81.0% | 81.6% | 82.5% | 83.4% |
| My administrators/supervisors respect the negotiated contracts | 77.8% | 97.7% | 96.9% | 88.0% | 97.1% | 95.1% | 100.0% | 95.7% | 92.8% | 92.3% |
| My planning time is respected by my school administrators/supervisors | 76.5% | 87.8% | 87.1% | 93.0% | 90.3% | 68.2% | 94.3% | 90.5% | 84.0% | 83.9% |
| In my school, administrators/supervisors support me in enforcing discipline | 63.6% | 85.7% | 77.4% | 74.5% | 87.5% | 80.0% | 92.3% | 82.6% | 71.5% | 67.3% |
| In my school, student misbehavior interferes with learning. | 38.2% | 35.0% | 20.0% | 20.4% | 35.3% | 53.6% | 22.5% | 64.6% | 74.6% | 72.7% |
| Too much instructional time is spent administering assessments. | 78.8% | 84.2% | 73.3% | 34.0% | 48.4% | 53.6% | 68.4% | 51.3% | 64.2% | 60.0% |
| HCPSS professional development experiences are meaningful and worthwhile | 32.4% | 40.5% | 16.1% | 27.1% | 36.4% | 26.8% | 37.5% | 38.8% | 49.4% | 46.3% |
| Increased workload has contributed to a decline in my morale. | 62.2% | 58.1% | 77.4% | 52.1% | 54.3% | 80.4% | 80.5% | 70.2% | 72.1% | 70.3% |
| I am paid fairly. | 51.4% | 40.9% | 65.6% | 66.0% | 45.7% | 48.7% | 50.0% | 46.9% | 35.9% | 40.7% |
| I have confidence in the leadership exhibited by the HCPSS Superintendent. | 32.4% | 11.6% | 3.1% | 98.0% | 97.1% | 46.3% | 50.0% | 71.4% | 66.7% | 62.5% |
| I have confidence in the leadership exhibited by the Howard County Board of Education. | 25.0% | 14.3% | 78.1% | 85.4% | 88.6% | 25.0% | 23.1% | 54.2% | 50.8% | 47.7% |
| I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). | 85.7% | 90.7% | 96.9% | 96.0% | 97.1% | 97.5% | 97.6% | 95.9% | 90.6% | 89.9% |
| I feel that HCPSS offers me the possibility of advancing professionally in the field of education | 59.4% | 78.0% | 71.0% | 89.6% | 82.4% | 70.0% | 84.6% | 83.0% | 77.6% | 75.0% |
| In my position, I receive appropriate and adequate support and training | 88.6% | 81.8% | 80.6% | 82.0% | 77.1% | 65.8% | 70.7% | 71.4% | 69.8% | 69.0% |
| In the last 12 months, I have experienced harassing behavior from colleagues | 27.8% | 14.3% | 18.8% | 8.7% | 24.2% | 31.7% | 9.5% | 12.2% | 10.2% | 10.2% |
| In the last 12 months, I have experienced harassing behavior from administrators/supervisors. | 13.9% | 7.0% | 3.2% | 8.7% | 2.9% | 7.3% | 0.0% | 4.2% | 5.5% | 6.3% |
| In the last 12 months, I have experienced harassing behavior from parents | 22.9% | 32.6% | 32.3% | 28.0% | 20.6% | 31.7% | 22.5% | 29.2% | 18.5% | 22.8% |
| At my school I spend most of my PIP time on non-instructional activities. | | | | | 32.0% | 21.0% | 23.3% | 14.3% | 27.0% | 33.5% |
| At my school our administrator includes time during PIP for teacher-initiated collaboration. | | | | | 75.0% | 41.0% | 90.0% | 83.9% | 81.0% | 73.7% |
| In my school, I spend too much time in meetings. | | | | | | 17.5% | 12.8% | 29.2% | 46.4% | 41.4% |
| In my school, there is adequate support for special education students. | | | | | | 0.0% | 17.1% | 4.2% | 22.2% | 33.8% |
| Participants | 37 | 44 | 32 | 50 | 35 out of 55 | 41 out of 53 | 43 out of 61 | 49 out of 63 | | |
| Principal | David Larner | Edward Cosentino | Edward Cosentino | Edward Cosentino | Edward Cosentino | Edward Cosentino | Edward Cosentino | Edward Cosentino | | |