

2022-2023 HCEA Job Satisfaction Survey

DAYTON OAKS ES

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	52	10	30	6		98	63.3%	36.7%
2) There is an atmosphere of open communication and trust in my school/worksite.	39	13	36	8	1	97	54.2%	45.8%
3) I personally feel successful in my work.	62	28	7	1		98	91.8%	8.2%
4) I feel involved in decision-making at my school/worksite.	41	11	32	11	3	98	54.7%	45.3%
5) I want to be involved in decision-making at my school/worksite.	59	24	10	1	3	97	88.3%	11.7%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	43	10	27	15	2	97	55.8%	44.2%
7) In my school/worksite, I am treated as a professional.	61	20	13	2	1	97	84.4%	15.6%
8) There is good teamwork among staff in my school/worksite.	59	27	12			98	87.8%	12.2%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	47	16	19	9	6	97	69.2%	30.8%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	53	18	24	2	1	98	73.2%	26.8%
11) My work performance is evaluated fairly.	57	20	18	2	1	98	79.4%	20.6%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	41	8	26	18	5	98	52.7%	47.3%
13) I am provided adequate work and storage space to prepare for and do my job.	64	21	8	5		98	86.7%	13.3%
14) My administrators/supervisors respect the negotiated contracts.	61	21	10	3	2	97	86.3%	13.7%
15) My planning time is respected by my school administrations/supervisors.	53	15	14	1	15	98	81.9%	18.1%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	36	12	23	12	15	98	57.8%	42.2%
17) In my school, student misbehavior interferes with learning.	45	10	24	11	7	97	61.1%	38.9%
18) Too much instructional time is spent administering assessments.	34	11	28	1	23	97	60.8%	39.2%
19) HCPSS professional development experiences are meaningful and worthwhile.	42	5	30	15	4	96	51.1%	48.9%
20) Increased workload has contributed to a decline in my morale.	43	27	22	2	4	98	74.5%	25.5%
21) I am paid fairly.	23	3	46	26		98	26.5%	73.5%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	60	9	18	5	5	97	75.0%	25.0%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	56	3	25	5	4	93	66.3%	33.7%

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24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	57	29	7	4	1	98	88.7%	11.3%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	67	7	12	4	7	97	82.2%	17.8%
26) In my position, I receive appropriate and adequate support and training.	60	12	22	4		98	73.5%	26.5%
27) During this current school year, I have experienced harassing behavior from colleagues.	9	2	40	45	1	97	11.5%	88.5%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	9	1	39	48	1	98	10.3%	89.7%
29) During this current school year, I have experienced harassing behavior from parents.	9	2	47	37	3	98	11.6%	88.4%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	19	5	38	7	27	96	34.8%	65.2%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	49	6	9	2	31	97	83.3%	16.7%
32) In my school/worksites, I spend too much time in meetings.	28	21	39	1	9	98	55.1%	44.9%
33) In my school, there is adequate support for special education students.	28	6	40	24		98	34.7%	65.3%