

**2022-2023 HCEA Job Satisfaction Survey**

**DEEP RUN ES**

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	53	6	15	2		76	77.6%	22.4%
2) There is an atmosphere of open communication and trust in my school/worksite.	50	7	19	1		77	74.0%	26.0%
3) I personally feel successful in my work.	48	14	10	3		75	82.7%	17.3%
4) I feel involved in decision-making at my school/worksite.	35	4	29	6	3	77	52.7%	47.3%
5) I want to be involved in decision-making at my school/worksite.	49	15	8		4	76	88.9%	11.1%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	38	16	20	2	1	77	71.1%	28.9%
7) In my school/worksite, I am treated as a professional.	41	24	12			77	84.4%	15.6%
8) There is good teamwork among staff in my school/worksite.	49	20	8			77	89.6%	10.4%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	44	11	12	5	3	75	76.4%	23.6%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	34	9	25	8	1	77	56.6%	43.4%
11) My work performance is evaluated fairly.	47	18	9	2		76	85.5%	14.5%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	26	4	27	15	5	77	41.7%	58.3%
13) I am provided adequate work and storage space to prepare for and do my job.	46	16	12	2		76	81.6%	18.4%
14) My administrators/supervisors respect the negotiated contracts.	40	30	6		1	77	92.1%	7.9%
15) My planning time is respected by my school administrations/supervisors.	36	16	12	1	12	77	80.0%	20.0%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	37	7	15	5	12	76	68.8%	31.3%
17) In my school, student misbehavior interferes with learning.	40	16	12	3	6	77	78.9%	21.1%
18) Too much instructional time is spent administering assessments.	30	11	20	1	15	77	66.1%	33.9%
19) HCPSS professional development experiences are meaningful and worthwhile.	27	4	32	7	4	74	44.3%	55.7%
20) Increased workload has contributed to a decline in my morale.	27	35	13	1	1	77	81.6%	18.4%
21) I am paid fairly.	26	1	30	20		77	35.1%	64.9%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	45	6	19	6	1	77	67.1%	32.9%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	38	1	26	11		76	51.3%	48.7%

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24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	44	23	8	1		76	88.2%	11.8%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	35	9	23	3	7	77	62.9%	37.1%
26) In my position, I receive appropriate and adequate support and training.	46	12	16	3		77	75.3%	24.7%
27) During this current school year, I have experienced harassing behavior from colleagues.	7	1	33	35	1	77	10.5%	89.5%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	5		22	49	1	77	6.6%	93.4%
29) During this current school year, I have experienced harassing behavior from parents.	5		41	30	1	77	6.6%	93.4%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	12	3	38	6	18	77	25.4%	74.6%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	46	1	5	1	23	76	88.7%	11.3%
32) In my school/worksite, I spend too much time in meetings.	19	17	32	4	4	76	50.0%	50.0%
33) In my school, there is adequate support for special education students.	22		26	26	2	76	29.7%	70.3%