

2022-2023 HCEA Job Satisfaction Survey

DUCKETTS LANE ES

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	45	22	6	2		75	89.3%	10.7%
2) There is an atmosphere of open communication and trust in my school/worksite.	50	20	4	1		75	93.3%	6.7%
3) I personally feel successful in my work.	47	20	5	1		73	91.8%	8.2%
4) I feel involved in decision-making at my school/worksite.	40	16	13	3	3	75	77.8%	22.2%
5) I want to be involved in decision-making at my school/worksite.	39	27	4	2	3	75	91.7%	8.3%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	44	21	7	2		74	87.8%	12.2%
7) In my school/worksite, I am treated as a professional.	37	34	3	1		75	94.7%	5.3%
8) There is good teamwork among staff in my school/worksite.	41	28	5	1		75	92.0%	8.0%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	41	20	8		6	75	88.4%	11.6%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	39	31	4	1		75	93.3%	6.7%
11) My work performance is evaluated fairly.	39	25	4	1	4	73	92.8%	7.2%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	27	11	28	5	4	75	53.5%	46.5%
13) I am provided adequate work and storage space to prepare for and do my job.	36	27	8	3	1	75	85.1%	14.9%
14) My administrators/supervisors respect the negotiated contracts.	30	40	2	1	1	74	95.9%	4.1%
15) My planning time is respected by my school administrations/supervisors.	24	27	4	1	19	75	91.1%	8.9%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	41	16	8	1	7	73	86.4%	13.6%
17) In my school, student misbehavior interferes with learning.	41	18	11		5	75	84.3%	15.7%
18) Too much instructional time is spent administering assessments.	30	11	17	1	16	75	69.5%	30.5%
19) HCPSS professional development experiences are meaningful and worthwhile.	36	2	24	9	3	74	53.5%	46.5%
20) Increased workload has contributed to a decline in my morale.	27	17	22		8	74	66.7%	33.3%
21) I am paid fairly.	24	3	23	25		75	36.0%	64.0%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	50	8	11	3	2	74	80.6%	19.4%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	41	3	22	3	5	74	63.8%	36.2%

2022-2023 HCEA Job Satisfaction Survey

DUCKETTS LANE ES

24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	38	26	7		1	72	90.1%	9.9%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	47	13	7	2	4	73	87.0%	13.0%
26) In my position, I receive appropriate and adequate support and training.	42	7	22	2	1	74	67.1%	32.9%
27) During this current school year, I have experienced harassing behavior from colleagues.	2	2	23	46	1	74	5.5%	94.5%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	1	21	51		74	2.7%	97.3%
29) During this current school year, I have experienced harassing behavior from parents.	10	6	26	30	2	74	22.2%	77.8%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	6	1	36	6	24	73	14.3%	85.7%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	31	3	8	4	26	72	73.9%	26.1%
32) In my school/worksite, I spend too much time in meetings.	21	10	33	4	5	73	45.6%	54.4%
33) In my school, there is adequate support for special education students.	18		35	20	2	75	24.7%	75.3%