

2022-2023 HCEA Job Satisfaction Survey

DUNLOGGIN MS

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	15		23	8		46	32.6%	67.4%
2) There is an atmosphere of open communication and trust in my school/worksite.	15		24	7		46	32.6%	67.4%
3) I personally feel successful in my work.	30	7	9			46	80.4%	19.6%
4) I feel involved in decision-making at my school/worksite.	16	2	17	7	4	46	42.9%	57.1%
5) I want to be involved in decision-making at my school/worksite.	28	6	8	2	2	46	77.3%	22.7%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	20	5	11	9		45	55.6%	44.4%
7) In my school/worksite, I am treated as a professional.	24	9	10	3		46	71.7%	28.3%
8) There is good teamwork among staff in my school/worksite.	28	8	7	3		46	78.3%	21.7%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	15	1	13	10	7	46	41.0%	59.0%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	25	5	8	7	1	46	66.7%	33.3%
11) My work performance is evaluated fairly.	30	9	4	2	1	46	86.7%	13.3%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	18	2	13	10	3	46	46.5%	53.5%
13) I am provided adequate work and storage space to prepare for and do my job.	26	9	6	4	1	46	77.8%	22.2%
14) My administrators/supervisors respect the negotiated contracts.	34	4	6	1	1	46	84.4%	15.6%
15) My planning time is respected by my school administrations/supervisors.	20	4	10	2	10	46	66.7%	33.3%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	16		14	14	2	46	36.4%	63.6%
17) In my school, student misbehavior interferes with learning.	22	20	2	1	1	46	93.3%	6.7%
18) Too much instructional time is spent administering assessments.	22	7	10		7	46	74.4%	25.6%
19) HCPSS professional development experiences are meaningful and worthwhile.	19		16	7	4	46	45.2%	54.8%
20) Increased workload has contributed to a decline in my morale.	15	17	10	1	3	46	74.4%	25.6%
21) I am paid fairly.	19	2	15	9		45	46.7%	53.3%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	22	1	14	8		45	51.1%	48.9%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	14	1	21	7	2	45	34.9%	65.1%

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24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	23	13	6	4		46	78.3%	21.7%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	23	2	13	2	3	43	62.5%	37.5%
26) In my position, I receive appropriate and adequate support and training.	27	4	10	5		46	67.4%	32.6%
27) During this current school year, I have experienced harassing behavior from colleagues.	3	1	20	22		46	8.7%	91.3%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	7	2	22	15		46	19.6%	80.4%
29) During this current school year, I have experienced harassing behavior from parents.	10	6	19	9	1	45	36.4%	63.6%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	10	4	18	1	10	43	42.4%	57.6%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	23	1	5	3	12	44	75.0%	25.0%
32) In my school/worksite, I spend too much time in meetings.	8	1	33		4	46	21.4%	78.6%
33) In my school, there is adequate support for special education students.	10	2	15	15	4	46	28.6%	71.4%