2023-2023 HCEA Job Satisfaction Survey Trend Report

Deep Run 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.	60.3%	63.6%	78.4%	82.7%	89.6%	92.5%	70.2%	77.6%	67.5%	64.8%
There is an atmosphere of open communication and trust in my school/worksite.	67.2%	50.9%	84.0%	79.2%	79.2%	85.1%	83.3%	74.0%	70.7%	67.9%
I personally feel successful in my work.	84.5%	83.3%	96.1%	86.5%	91.7%	88.8%	81.2%	82.7%	82.7%	82.9%
I feel involved in decision-making at my school/worksite.	48.1%	49.1%	50.0%	64.7%	46.7%	64.8%	65.8%	52.7%	63.5%	60.2%
I want to be involved in decision-making at my school/worksite.	87.0%	88.7%	86.0%	86.3%	88.4%	90.3%	96.2%	88.9%	91.8%	89.0%
In my school/worksite, I can speak openly about important issues without fear of repercussions	73.6%	67.3%	74.5%	66.0%	83.0%	81.4%	75.0%	71.1%	74.0%	71.9%
In my school/worksite, I am treated as a professional	87.5%	83.6%	92.0%	88.5%	91.7%	90.7%	86.7%	84.4%	87.0%	85.8%
There is good teamwork among staff in my school/worksite.	82.8%	76.4%	88.0%	94.2%	93.6%	92.5%	92.9%	89.6%	83.8%	81.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	88.0%	73.5%	78.7%	78.4%	76.6%	74.0%	78.9%	76.4%	75.0%	74.8%
My working enviornment (i.e. safety, cleanliness) is conductive to success	70.7%	50.9%	85.7%	79.2%	47.8%	57.4%	53.0%	56.6%	78.0%	74.0%
My work performance is evaluated fairly.	85.7%	80.0%	83.7%	83.0%	95.7%	90.7%	89.2%	85.5%	90.4%	89.0%
I am provided adequate time during the workday to plan, prepare for and do my job.	36.8%	48.1%	34.7%	61.5%	63.8%	66.6%	52.5%	41.7%	50.9%	50.9%
I am provided adequate work and storage space to prepare for and do my job.	58.9%	67.3%	86.0%	86.5%	89.6%	94.4%	83.3%	81.6%	82.5%	83.4%
My administrators/supervisors respect the negotiated contracts	89.7%	88.7%	95.9%	92.5%	93.6%	94.4%	92.7%	92.1%	92.8%	92.3%
My planning time is respected by my school administrators/supervisors	82.0%	80.4%	72.7%	79.6%	86.1%	75.9%	87.8%	80.0%	84.0%	83.9%
In my school, administrators/supervisors support me in enforcing discipline	86.5%	83.7%	91.5%	85.7%	83.7%	75.9%	75.7%	68.8%	71.5%	67.3%
In my school, student misbehavior interferes with learning.	64.3%	62.3%	71.4%	69.2%	72.9%	72.2%	65.8%	78.9%	74.6%	72.7%
Too much instructional time is spent administering assessments.	90.9%	83.7%	72.3%	43.2%	68.6%	49.0%	62.9%	66.1%	64.2%	60.0%
HCPSS professional development experiences are meaningful and worthwhile	61.4%	64.8%	48.0%	69.2%	60.9%	63.0%	51.2%	44.3%	49.4%	46.3%
Increased workload has contributed to a decline in my morale.	71.9%	69.8%	72.5%	58.5%	50.0%	48.1%	70.4%	81.6%	72.1%	70.3%
I am paid fairly.	48.3%	38.9%	41.2%	46.2%	34.8%	48.1%	29.4%	35.1%	35.9%	40.7%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	26.8%	21.2%	16.7%	98.1%	100.0%	72.2%	60.7%	67.1%	66.7%	62.5%
I have confidence in the leadership exhibited by the Howard County Board of Education.	38.2%	32.7%	75.5%	90.6%	93.8%	64.8%	34.5%	51.3%	50.8%	47.7%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	87.5%	87.0%	92.2%	96.2%	97.9%	88.8%	90.2%	88.2%	90.6%	89.9%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	69.8%	80.4%	70.0%	84.6%	84.1%	75.9%	68.8%	62.9%	77.6%	75.0%
In my position, I receive appropriate and adequate support and training	78.9%	80.0%	80.0%	83.0%	77.1%	87.0%	82.1%	75.3%	69.8%	69.0%
In the last 12 months, I have experienced harassing behavior from colleagues	14.3%	5.5%	8.2%	10.0%	6.8%	9.2%	7.2%	10.5%	10.2%	10.2%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	17.9%	5.7%	4.1%	2.0%	4.7%	3.7%	3.6%	6.6%	5.5%	6.3%
In the last 12 months, I have experienced harassing behavior from parents	13.8%	11.3%	4.1%	10.0%	6.8%	5.6%	12.0%	6.6%	18.5%	22.8%
At my school I spend most of my PIP time on non-instructional activities.					37.0%	15.0%	27.0%	25.4%	27.0%	33.5%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					88.9%	60.3%	86.9%	88.7%	81.0%	73.7%
In my school, I spend too much time in meetings.						40.7%	38.6%	50.0%	46.4%	41.4%
In my school, there is adequate support for special education students.						24.0%	30.0%	29.7%	22.2%	33.8%
Participants	58	55	51	53	49 out of 121	54 out of 118	85 out of 106	77 out of 122		
Principal	Tricia Collins-McCarthy	Tricia Collins-McCarthy	Denise Lancaster	Denise Lancaster	Denise Lancaster	Denise Lancaster	Denise Lancaster	Denise Lancaster		