

2022-2023 HCEA Job Satisfaction Survey Trend Report

| Dunloggin MS | 14-15 | 15-16 | 16-17 | 17-18 | 18-19 | 19-20 | 21-22 | 22-23 | 22-23 Overall- MS | 22-23 Overall- All |
|---|--------------|--------------|--------------|--------------|---------------------|---------------------|---------------------|---------------------|-------------------------|--------------------------|
| Overall, morale at my school/worksite is good. | 86.1% | 65.6% | 53.8% | 52.5% | 22.9% | 25.0% | 23.9% | 32.6% | 54.9% | 64.8% |
| There is an atmosphere of open communication and trust in my school/worksite. | 75.0% | 58.1% | 34.6% | 38.5% | 12.5% | 29.1% | 33.3% | 32.6% | 61.6% | 67.9% |
| I personally feel successful in my work. | 83.3% | 75.0% | 73.1% | 80.0% | 83.3% | 85.4% | 73.3% | 80.4% | 80.2% | 82.9% |
| I feel involved in decision-making at my school/worksite. | 69.4% | 56.3% | 60.0% | 52.5% | 29.5% | 40.4% | 38.6% | 42.9% | 57.2% | 60.2% |
| I want to be involved in decision-making at my school/worksite. | 91.7% | 87.5% | 80.0% | 92.3% | 85.4% | 75.0% | 79.1% | 77.3% | 86.1% | 89.0% |
| In my school/worksite, I can speak openly about important issues without fear of repercussions | 86.1% | 56.3% | 64.0% | 57.3% | 38.3% | 41.6% | 50.0% | 55.6% | 69.2% | 71.9% |
| In my school/worksite, I am treated as a professional | 91.7% | 84.4% | 80.0% | 77.5% | 57.4% | 68.0% | 68.9% | 71.7% | 84.4% | 85.8% |
| There is good teamwork among staff in my school/worksite. | 86.1% | 71.9% | 53.8% | 64.1% | 62.5% | 66.6% | 71.7% | 78.3% | 80.3% | 81.3% |
| Non-instructional duties are assigned on an equitable basis in my school/worksite | 81.8% | 69.0% | 64.0% | 55.3% | 57.8% | 58.3% | 23.8% | 41.0% | 72.4% | 74.8% |
| My working environment (i.e. safety, cleanliness) is conducive to success | 91.7% | 84.4% | 80.8% | 70.0% | 80.9% | 70.8% | 56.5% | 66.7% | 69.6% | 74.0% |
| My work performance is evaluated fairly. | 85.7% | 81.3% | 88.5% | 86.8% | 81.4% | 81.2% | 90.9% | 86.7% | 86.7% | 89.0% |
| I am provided adequate time during the workday to plan, prepare for and do my job. | 63.9% | 68.8% | 52.0% | 66.7% | 47.9% | 50.0% | 25.0% | 46.5% | 46.7% | 50.9% |
| I am provided adequate work and storage space to prepare for and do my job. | 88.9% | 84.4% | 80.8% | 85.0% | 77.1% | 79.1% | 65.9% | 77.8% | 82.8% | 83.4% |
| My administrators/supervisors respect the negotiated contracts | 94.4% | 96.9% | 92.3% | 82.5% | 85.4% | 83.3% | 89.1% | 84.4% | 90.8% | 92.3% |
| My planning time is respected by my school administrators/supervisors | 100.0% | 96.6% | 95.0% | 85.3% | 77.3% | 56.2% | 48.8% | 66.7% | 82.1% | 83.9% |
| In my school, administrators/supervisors support me in enforcing discipline | 84.4% | 50.0% | 58.3% | 37.8% | 43.2% | 37.5% | 39.5% | 36.4% | 62.8% | 67.3% |
| In my school, student misbehavior interferes with learning. | 38.2% | 56.7% | 56.0% | 44.7% | 63.8% | 67.3% | 82.6% | 93.3% | 75.6% | 72.7% |
| Too much instructional time is spent administering assessments. | 85.3% | 93.5% | 87.5% | 67.6% | 77.3% | 60.4% | 66.7% | 74.4% | 56.3% | 60.0% |
| HCPSS professional development experiences are meaningful and worthwhile | 61.8% | 44.8% | 45.8% | 42.1% | 45.5% | 44.6% | 37.0% | 45.2% | 46.8% | 46.3% |
| Increased workload has contributed to a decline in my morale. | 62.9% | 71.9% | 72.0% | 62.2% | 60.9% | 54.1% | 77.8% | 74.4% | 71.6% | 70.3% |
| I am paid fairly. | 52.8% | 34.4% | 46.2% | 55.0% | 41.7% | 43.4% | 42.2% | 46.7% | 44.7% | 40.7% |
| I have confidence in the leadership exhibited by the HCPSS Superintendent. | 50.0% | 16.1% | 12.5% | 92.1% | 81.3% | 67.3% | 31.1% | 51.1% | 59.8% | 62.5% |
| I have confidence in the leadership exhibited by the Howard County Board of Education. | 44.4% | 16.1% | 69.6% | 82.1% | 72.7% | 43.4% | 17.8% | 34.9% | 47.2% | 47.7% |
| I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). | 86.1% | 90.6% | 100.0% | 89.7% | 95.7% | 82.9% | 80.0% | 78.3% | 88.2% | 89.9% |
| I feel that HCPSS offers me the possibility of advancing professionally in the field of education | 77.1% | 68.8% | 53.8% | 75.0% | 67.4% | 62.5% | 68.3% | 62.5% | 75.6% | 75.0% |
| In my position, I receive appropriate and adequate support and training | 82.9% | 68.8% | 73.1% | 70.0% | 66.7% | 63.8% | 57.8% | 67.4% | 69.1% | 69.0% |
| In the last 12 months, I have experienced harassing behavior from colleagues | 19.4% | 23.3% | 37.5% | 26.3% | 25.5% | 25.0% | 6.7% | 8.7% | 11.1% | 10.2% |
| In the last 12 months, I have experienced harassing behavior from administrators/supervisors. | 3.2% | 9.7% | 8.3% | 13.2% | 19.6% | 20.8% | 11.1% | 19.6% | 7.8% | 6.3% |
| In the last 12 months, I have experienced harassing behavior from parents | 25.0% | 21.9% | 22.7% | 28.2% | 47.8% | 43.7% | 35.6% | 36.4% | 27.9% | 22.8% |
| At my school I spend most of my PIP time on non-instructional activities. | | | | | 20.0% | 12.7% | 58.8% | 42.4% | 34.8% | 33.5% |
| At my school our administrator includes time during PIP for teacher-initiated collaboration. | | | | | 81.3% | 52.0% | 31.4% | 75.0% | 77.8% | 73.7% |
| In my school, I spend too much time in meetings. | | | | | | 12.5% | 14.0% | 21.4% | 40.7% | 41.4% |
| In my school, there is adequate support for special education students. | | | | | | 37.5% | 20.5% | 28.6% | 39.7% | 33.8% |
| Participants | 36 | 32 | 26 | 40 | 48 out of 70 | 48 out of 72 | 46 out of 65 | 46 out of 64 | | |
| Principal | Jeffery Fink | Jeffery Fink | Jeffery Fink | Jeffery Fink | Antoinette Roberson | Antoinette Roberson | Antoinette Roberson | Antoinette Roberson | | |