

**2022-2023 HCEA Job Satisfaction Survey**

**ELKRIDGE ES**

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	51	9	9	2	1	72	84.5%	15.5%
2) There is an atmosphere of open communication and trust in my school/worksite.	46	13	13			72	81.9%	18.1%
3) I personally feel successful in my work.	46	12	10	4		72	80.6%	19.4%
4) I feel involved in decision-making at my school/worksite.	37	5	23	5	2	72	60.0%	40.0%
5) I want to be involved in decision-making at my school/worksite.	48	14	7		3	72	89.9%	10.1%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	41	11	17	2	1	72	73.2%	26.8%
7) In my school/worksite, I am treated as a professional.	45	17	7	2		71	87.3%	12.7%
8) There is good teamwork among staff in my school/worksite.	45	16	9	2		72	84.7%	15.3%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	40	6	18	3	4	71	68.7%	31.3%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	43	14	14	1		72	79.2%	20.8%
11) My work performance is evaluated fairly.	45	17	8	1		71	87.3%	12.7%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	16	7	30	18	1	72	32.4%	67.6%
13) I am provided adequate work and storage space to prepare for and do my job.	39	17	13	2	1	72	78.9%	21.1%
14) My administrators/supervisors respect the negotiated contracts.	42	25	4	1		72	93.1%	6.9%
15) My planning time is respected by my school administrations/supervisors.	33	17	15	2	5	72	74.6%	25.4%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	37	16	10	5	2	70	77.9%	22.1%
17) In my school, student misbehavior interferes with learning.	28	37	4		2	71	94.2%	5.8%
18) Too much instructional time is spent administering assessments.	22	18	20	1	10	71	65.6%	34.4%
19) HCPSS professional development experiences are meaningful and worthwhile.	29	2	32	6	2	71	44.9%	55.1%
20) Increased workload has contributed to a decline in my morale.	30	24	12	1	4	71	80.6%	19.4%
21) I am paid fairly.	20	1	28	22	1	72	29.6%	70.4%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	44	2	18	6	2	72	65.7%	34.3%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	25	2	35	7	2	71	39.1%	60.9%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	44	25	2		1	72	97.2%	2.8%

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25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	44	9	15	2	2	72	75.7%	24.3%
26) In my position, I receive appropriate and adequate support and training.	34	9	25	3	1	72	60.6%	39.4%
27) During this current school year, I have experienced harassing behavior from colleagues.	6	1	35	29		71	9.9%	90.1%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	4	1	27	38	1	71	7.1%	92.9%
29) During this current school year, I have experienced harassing behavior from parents.	9	4	30	28	1	72	18.3%	81.7%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	20	2	34	5	11	72	36.1%	63.9%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	46	1	8	3	14	72	81.0%	19.0%
32) In my school/worksite, I spend too much time in meetings.	19	23	24	4	2	72	60.0%	40.0%
33) In my school, there is adequate support for special education students.	12	3	37	19	1	72	21.1%	78.9%