

2022-2023 HCEA Job Satisfaction Survey

ELKRIDGE LANDING MS

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	23	3	39	7	1	73	36.1%	63.9%
2) There is an atmosphere of open communication and trust in my school/worksite.	28	2	36	7		73	41.1%	58.9%
3) I personally feel successful in my work.	44	11	16	3		74	74.3%	25.7%
4) I feel involved in decision-making at my school/worksite.	23	2	34	9	6	74	36.8%	63.2%
5) I want to be involved in decision-making at my school/worksite.	48	13	9		4	74	87.1%	12.9%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	34	8	28	4		74	56.8%	43.2%
7) In my school/worksite, I am treated as a professional.	50	11	13			74	82.4%	17.6%
8) There is good teamwork among staff in my school/worksite.	46	7	19	1	1	74	72.6%	27.4%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	42	9	12	4	6	73	76.1%	23.9%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	43	4	19	7	1	74	64.4%	35.6%
11) My work performance is evaluated fairly.	49	14	8		3	74	88.7%	11.3%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	16	1	35	22		74	23.0%	77.0%
13) I am provided adequate work and storage space to prepare for and do my job.	49	12	5	7	1	74	83.6%	16.4%
14) My administrators/supervisors respect the negotiated contracts.	45	23	4		2	74	94.4%	5.6%
15) My planning time is respected by my school administrations/supervisors.	36	5	18	4	10	73	65.1%	34.9%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	34	4	20	7	6	71	58.5%	41.5%
17) In my school, student misbehavior interferes with learning.	31	21	14		7	73	78.8%	21.2%
18) Too much instructional time is spent administering assessments.	26	6	25	1	16	74	55.2%	44.8%
19) HCPSS professional development experiences are meaningful and worthwhile.	24		25	19	6	74	35.3%	64.7%
20) Increased workload has contributed to a decline in my morale.	29	32	7		6	74	89.7%	10.3%
21) I am paid fairly.	20	1	30	23		74	28.4%	71.6%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	38		21	9	3	71	55.9%	44.1%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	32	1	25	9	4	71	49.3%	50.7%

2022-2023 HCEA Job Satisfaction Survey

ELKRIDGE LANDING MS

24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	37	19	12	2	2	72	80.0%	20.0%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	35	6	16	7	10	74	64.1%	35.9%
26) In my position, I receive appropriate and adequate support and training.	38	7	23	6		74	60.8%	39.2%
27) During this current school year, I have experienced harassing behavior from colleagues.	5		32	34	3	74	7.0%	93.0%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	2		35	32	3	72	2.9%	97.1%
29) During this current school year, I have experienced harassing behavior from parents.	21	8	29	10	5	73	42.6%	57.4%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	24	3	23	3	21	74	50.9%	49.1%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	33	3	10	2	25	73	75.0%	25.0%
32) In my school/worksite, I spend too much time in meetings.	18	2	35	5	13	73	33.3%	66.7%
33) In my school, there is adequate support for special education students.	17	2	27	25	2	73	26.8%	73.2%