

2022-2023 HCEA Job Satisfaction Survey

ELLCOTT MILLS MS

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	23	4	16	6		49	55.1%	44.9%
2) There is an atmosphere of open communication and trust in my school/worksite.	21	6	16	6		49	55.1%	44.9%
3) I personally feel successful in my work.	34	9	6			49	87.8%	12.2%
4) I feel involved in decision-making at my school/worksite.	25	3	13	6	2	49	59.6%	40.4%
5) I want to be involved in decision-making at my school/worksite.	28	9	8	2	2	49	78.7%	21.3%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	24	5	16	4		49	59.2%	40.8%
7) In my school/worksite, I am treated as a professional.	25	14	9	1		49	79.6%	20.4%
8) There is good teamwork among staff in my school/worksite.	27	13	7	1	1	49	83.3%	16.7%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	25	8	11	4	1	49	68.8%	31.3%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	34	11	4			49	91.8%	8.2%
11) My work performance is evaluated fairly.	33	11	5			49	89.8%	10.2%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	17	7	11	11	2	48	52.2%	47.8%
13) I am provided adequate work and storage space to prepare for and do my job.	27	13	6	3		49	81.6%	18.4%
14) My administrators/supervisors respect the negotiated contracts.	29	14	5			48	89.6%	10.4%
15) My planning time is respected by my school administrations/supervisors.	27	10	6	1	5	49	84.1%	15.9%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	24	4	12	4	5	49	63.6%	36.4%
17) In my school, student misbehavior interferes with learning.	22	16	10	1		49	77.6%	22.4%
18) Too much instructional time is spent administering assessments.	14	3	21	3	8	49	41.5%	58.5%
19) HCPSS professional development experiences are meaningful and worthwhile.	27	3	13	5	1	49	62.5%	37.5%
20) Increased workload has contributed to a decline in my morale.	22	11	8	2	6	49	76.7%	23.3%
21) I am paid fairly.	19	2	22	6		49	42.9%	57.1%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	28	5	8	5	3	49	71.7%	28.3%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	26	3	15	3	2	49	61.7%	38.3%

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24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	24	18	3	2	2	49	89.4%	10.6%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	32	6	5	3	3	49	82.6%	17.4%
26) In my position, I receive appropriate and adequate support and training.	28	8	10	1	1	48	76.6%	23.4%
27) During this current school year, I have experienced harassing behavior from colleagues.	8	1	18	21		48	18.8%	81.3%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	4		22	23		49	8.2%	91.8%
29) During this current school year, I have experienced harassing behavior from parents.	8	4	21	15		48	25.0%	75.0%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	5	1	23	6	13	48	17.1%	82.9%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	23	9	3	2	11	48	86.5%	13.5%
32) In my school/worksite, I spend too much time in meetings.	14	2	24	4	5	49	36.4%	63.6%
33) In my school, there is adequate support for special education students.	16	3	22	7	1	49	39.6%	60.4%