

2022-2023 HCEA Job Satisfaction Survey

FOLLY QUARTER MS

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	28	11	13	5		57	68.4%	31.6%
2) There is an atmosphere of open communication and trust in my school/worksite.	37	11	6	3		57	84.2%	15.8%
3) I personally feel successful in my work.	32	14	10	1		57	80.7%	19.3%
4) I feel involved in decision-making at my school/worksite.	30	8	12	4	3	57	70.4%	29.6%
5) I want to be involved in decision-making at my school/worksite.	38	10	5		4	57	90.6%	9.4%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	32	14	9	2		57	80.7%	19.3%
7) In my school/worksite, I am treated as a professional.	29	20	7	1		57	86.0%	14.0%
8) There is good teamwork among staff in my school/worksite.	33	9	14	1		57	73.7%	26.3%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	28	6	12	8	3	57	63.0%	37.0%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	29	28				57	100.0%	0.0%
11) My work performance is evaluated fairly.	37	17	3			57	94.7%	5.3%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	22	6	16	11	2	57	50.9%	49.1%
13) I am provided adequate work and storage space to prepare for and do my job.	30	23	1	3		57	93.0%	7.0%
14) My administrators/supervisors respect the negotiated contracts.	26	29	1		1	57	98.2%	1.8%
15) My planning time is respected by my school administrations/supervisors.	21	20	2	4	10	57	87.2%	12.8%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	30	11	7	1	8	57	83.7%	16.3%
17) In my school, student misbehavior interferes with learning.	14	2	28	5	8	57	32.7%	67.3%
18) Too much instructional time is spent administering assessments.	22	9	12	2	12	57	68.9%	31.1%
19) HCPSS professional development experiences are meaningful and worthwhile.	17	2	18	14	6	57	37.3%	62.7%
20) Increased workload has contributed to a decline in my morale.	22	18	11	1	5	57	76.9%	23.1%
21) I am paid fairly.	24	2	18	13		57	45.6%	54.4%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	36	1	13	5	1	56	67.3%	32.7%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	19		25	9	2	55	35.8%	64.2%

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24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	27	16	9	1	2	55	81.1%	18.9%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	29	6	13	3	4	55	68.6%	31.4%
26) In my position, I receive appropriate and adequate support and training.	28	8	17	2	1	56	65.5%	34.5%
27) During this current school year, I have experienced harassing behavior from colleagues.	7	1	18	29	1	56	14.5%	85.5%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	3	1	14	36	1	55	7.4%	92.6%
29) During this current school year, I have experienced harassing behavior from parents.	13	1	23	16	3	56	26.4%	73.6%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	5	2	26	7	16	56	17.5%	82.5%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	28	9	4	1	14	56	88.1%	11.9%
32) In my school/worksite, I spend too much time in meetings.	20	8	14	3	10	55	62.2%	37.8%
33) In my school, there is adequate support for special education students.	16	9	15	7	9	56	53.2%	46.8%