

2022-2023 HCEA Job Satisfaction Survey

FOREST RIDGE ES

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	25	6	13	1		45	68.9%	31.1%
2) There is an atmosphere of open communication and trust in my school/worksite.	25	6	15			46	67.4%	32.6%
3) I personally feel successful in my work.	28	7	10	1		46	76.1%	23.9%
4) I feel involved in decision-making at my school/worksite.	19	4	19	2	1	45	52.3%	47.7%
5) I want to be involved in decision-making at my school/worksite.	37	5	2		2	46	95.5%	4.5%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	28	9	8	1		46	80.4%	19.6%
7) In my school/worksite, I am treated as a professional.	26	12	7		1	46	84.4%	15.6%
8) There is good teamwork among staff in my school/worksite.	27	8	11			46	76.1%	23.9%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	25	4	15	1	1	46	64.4%	35.6%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	34	5	6	1		46	84.8%	15.2%
11) My work performance is evaluated fairly.	31	10	2		3	46	95.3%	4.7%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	18	3	13	10	2	46	47.7%	52.3%
13) I am provided adequate work and storage space to prepare for and do my job.	28	12	5		1	46	88.9%	11.1%
14) My administrators/supervisors respect the negotiated contracts.	32	11	2	1		46	93.5%	6.5%
15) My planning time is respected by my school administrations/supervisors.	17	9	12	1	6	45	66.7%	33.3%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	16	7	15	2	5	45	57.5%	42.5%
17) In my school, student misbehavior interferes with learning.	18	14	8	1	2	43	78.0%	22.0%
18) Too much instructional time is spent administering assessments.	20	10	10		6	46	75.0%	25.0%
19) HCPSS professional development experiences are meaningful and worthwhile.	22	1	16	4	3	46	53.5%	46.5%
20) Increased workload has contributed to a decline in my morale.	18	15	8		4	45	80.5%	19.5%
21) I am paid fairly.	15	1	18	12		46	34.8%	65.2%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	30	7	3	3	2	45	86.0%	14.0%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	24	2	13	4	1	44	60.5%	39.5%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	26	19			1	46	100.0%	0.0%

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25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	24	7	8		5	44	79.5%	20.5%
26) In my position, I receive appropriate and adequate support and training.	26	6	13		1	46	71.1%	28.9%
27) During this current school year, I have experienced harassing behavior from colleagues.	4	1	19	19	1	44	11.6%	88.4%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.			21	24	1	46	0.0%	100.0%
29) During this current school year, I have experienced harassing behavior from parents.	5		23	16	1	45	11.4%	88.6%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	5		23	6	12	46	14.7%	85.3%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	19	2	7	1	16	45	72.4%	27.6%
32) In my school/worksite, I spend too much time in meetings.	15	5	19	3	4	46	47.6%	52.4%
33) In my school, there is adequate support for special education students.	9	1	16	19	1	46	22.2%	77.8%