

2022-2023 HCEA Job Satisfaction Survey

GLENELG HS

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	51	19	9			79	88.6%	11.4%
2) There is an atmosphere of open communication and trust in my school/worksite.	51	20	6	2		79	89.9%	10.1%
3) I personally feel successful in my work.	49	24	4	3		80	91.3%	8.8%
4) I feel involved in decision-making at my school/worksite.	44	9	18	4	5	80	70.7%	29.3%
5) I want to be involved in decision-making at my school/worksite.	51	14	11		4	80	85.5%	14.5%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	43	19	11	5	1	79	79.5%	20.5%
7) In my school/worksite, I am treated as a professional.	45	28	7			80	91.3%	8.8%
8) There is good teamwork among staff in my school/worksite.	42	26	10	1		79	86.1%	13.9%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	49	16			14	79	100.0%	0.0%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	52	17	10	1		80	86.3%	13.8%
11) My work performance is evaluated fairly.	45	26	5	2	1	79	91.0%	9.0%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	35	13	18	11	1	78	62.3%	37.7%
13) I am provided adequate work and storage space to prepare for and do my job.	49	23	5	3		80	90.0%	10.0%
14) My administrators/supervisors respect the negotiated contracts.	42	34	1		3	80	98.7%	1.3%
15) My planning time is respected by my school administrations/supervisors.	31	28	2		19	80	96.7%	3.3%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	39	14	10	5	11	79	77.9%	22.1%
17) In my school, student misbehavior interferes with learning.	18	6	36	14	6	80	32.4%	67.6%
18) Too much instructional time is spent administering assessments.	38	12	17		13	80	74.6%	25.4%
19) HCPSS professional development experiences are meaningful and worthwhile.	19		28	26	7	80	26.0%	74.0%
20) Increased workload has contributed to a decline in my morale.	30	18	24	4	4	80	63.2%	36.8%
21) I am paid fairly.	33	7	29	11		80	50.0%	50.0%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	28	5	28	12	6	79	45.2%	54.8%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	24	2	27	20	5	78	35.6%	64.4%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	44	16	11	4	5	80	80.0%	20.0%

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25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	45	10	14	3	6	78	76.4%	23.6%
26) In my position, I receive appropriate and adequate support and training.	48	7	17	6	1	79	70.5%	29.5%
27) During this current school year, I have experienced harassing behavior from colleagues.	2	1	35	41	1	80	3.8%	96.2%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	4		36	39	1	80	5.1%	94.9%
29) During this current school year, I have experienced harassing behavior from parents.	16	6	32	24	2	80	28.2%	71.8%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	3	3	36	13	25	80	10.9%	89.1%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	31	9	10	4	25	79	74.1%	25.9%
32) In my school/worksite, I spend too much time in meetings.	17	2	43	9	8	79	26.8%	73.2%
33) In my school, there is adequate support for special education students.	42	14	11	3	10	80	80.0%	20.0%