

2022-2023 HCEA Job Satisfaction Survey

GLENWOOD MS

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	25	7	2	2		36	88.9%	11.1%
2) There is an atmosphere of open communication and trust in my school/worksite.	23	10	1	2		36	91.7%	8.3%
3) I personally feel successful in my work.	22	6	7	1		36	77.8%	22.2%
4) I feel involved in decision-making at my school/worksite.	26	6	1	3		36	88.9%	11.1%
5) I want to be involved in decision-making at my school/worksite.	23	8	2		3	36	93.9%	6.1%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	20	13	1	2		36	91.7%	8.3%
7) In my school/worksite, I am treated as a professional.	21	13	1	1		36	94.4%	5.6%
8) There is good teamwork among staff in my school/worksite.	18	13	4	1		36	86.1%	13.9%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	23	6		1	6	36	96.7%	3.3%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	21	10	4	1		36	86.1%	13.9%
11) My work performance is evaluated fairly.	20	9	2	3	2	36	85.3%	14.7%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	11	3	10	10	2	36	41.2%	58.8%
13) I am provided adequate work and storage space to prepare for and do my job.	20	6	6	4		36	72.2%	27.8%
14) My administrators/supervisors respect the negotiated contracts.	22	11	1	2		36	91.7%	8.3%
15) My planning time is respected by my school administrations/supervisors.	16	7	5	1	7	36	79.3%	20.7%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	22	7	2		5	36	93.5%	6.5%
17) In my school, student misbehavior interferes with learning.	10	3	14	5	4	36	40.6%	59.4%
18) Too much instructional time is spent administering assessments.	17	3	7	1	8	36	71.4%	28.6%
19) HCPSS professional development experiences are meaningful and worthwhile.	15	4	8	5	4	36	59.4%	40.6%
20) Increased workload has contributed to a decline in my morale.	15	8	9	2	2	36	67.6%	32.4%
21) I am paid fairly.	13	3	13	6		35	45.7%	54.3%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	20	5	4	3	2	34	78.1%	21.9%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	17	2	10	2	4	35	61.3%	38.7%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	18	8	6		4	36	81.3%	18.8%

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25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	20	7	6		3	36	81.8%	18.2%
26) In my position, I receive appropriate and adequate support and training.	24	5	5	2		36	80.6%	19.4%
27) During this current school year, I have experienced harassing behavior from colleagues.	2	2	11	20		35	11.4%	88.6%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.		2	12	22		36	5.6%	94.4%
29) During this current school year, I have experienced harassing behavior from parents.	5	6	12	12	1	36	31.4%	68.6%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	7	2	14	2	11	36	36.0%	64.0%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	14	3	4	2	13	36	73.9%	26.1%
32) In my school/worksite, I spend too much time in meetings.	8	4	13	5	6	36	40.0%	60.0%
33) In my school, there is adequate support for special education students.	17		12	3	4	36	53.1%	46.9%