

2022-2023 HCEA Job Satisfaction Survey

GUILFORD ES

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	19	5	23	14		61	39.3%	60.7%
2) There is an atmosphere of open communication and trust in my school/worksite.	24	3	24	10		61	44.3%	55.7%
3) I personally feel successful in my work.	32	16	8	4		60	80.0%	20.0%
4) I feel involved in decision-making at my school/worksite.	33	3	18	5	1	60	61.0%	39.0%
5) I want to be involved in decision-making at my school/worksite.	40	12	4	2	2	60	89.7%	10.3%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	29	5	17	8		59	57.6%	42.4%
7) In my school/worksite, I am treated as a professional.	35	12	9	5		61	77.0%	23.0%
8) There is good teamwork among staff in my school/worksite.	34	8	14	5		61	68.9%	31.1%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	28	2	13	6	11	60	61.2%	38.8%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	39	10	6	4		59	83.1%	16.9%
11) My work performance is evaluated fairly.	39	9	6	5	2	61	81.4%	18.6%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	25	2	21	11	1	60	45.8%	54.2%
13) I am provided adequate work and storage space to prepare for and do my job.	33	11	10	6		60	73.3%	26.7%
14) My administrators/supervisors respect the negotiated contracts.	35	14	7	3	1	60	83.1%	16.9%
15) My planning time is respected by my school administrations/supervisors.	37	6	3	5	9	60	84.3%	15.7%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	24	3	17	9	7	60	50.9%	49.1%
17) In my school, student misbehavior interferes with learning.	24	28	3	3	2	60	89.7%	10.3%
18) Too much instructional time is spent administering assessments.	24	8	14		13	59	69.6%	30.4%
19) HCPSS professional development experiences are meaningful and worthwhile.	29	2	22	4	3	60	54.4%	45.6%
20) Increased workload has contributed to a decline in my morale.	20	19	17	1	1	58	68.4%	31.6%
21) I am paid fairly.	12	4	24	20		60	26.7%	73.3%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	33	2	11	11		57	61.4%	38.6%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	26	1	23	8		58	46.6%	53.4%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	30	19	7	1	3	60	86.0%	14.0%

2022-2023 HCEA Job Satisfaction Survey

GUILFORD ES

25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	30	9	12	4	4	59	70.9%	29.1%
26) In my position, I receive appropriate and adequate support and training.	32	10	15	3	1	61	70.0%	30.0%
27) During this current school year, I have experienced harassing behavior from colleagues.	5	8	25	22	1	61	21.7%	78.3%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	4	4	30	22		60	13.3%	86.7%
29) During this current school year, I have experienced harassing behavior from parents.	12	7	27	12	2	60	32.8%	67.2%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	9	3	30	2	12	56	27.3%	72.7%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	27	2	9	3	15	56	70.7%	29.3%
32) In my school/worksite, I spend too much time in meetings.	15	12	25	2	5	59	50.0%	50.0%
33) In my school, there is adequate support for special education students.	11	2	17	28	2	60	22.4%	77.6%