

2022-2023 HCEA Job Satisfaction Survey

HAMMOND ES

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	9	1	18	20		48	20.8%	79.2%
2) There is an atmosphere of open communication and trust in my school/worksite.	16	3	21	8		48	39.6%	60.4%
3) I personally feel successful in my work.	23	4	15	6		48	56.3%	43.8%
4) I feel involved in decision-making at my school/worksite.	16	5	17	8	2	48	45.7%	54.3%
5) I want to be involved in decision-making at my school/worksite.	32	10	2	1	3	48	93.3%	6.7%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	20	4	15	9		48	50.0%	50.0%
7) In my school/worksite, I am treated as a professional.	28	6	11	3		48	70.8%	29.2%
8) There is good teamwork among staff in my school/worksite.	28	10	8	1		47	80.9%	19.1%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	22	6	12	4	4	48	63.6%	36.4%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	26	4	14	4		48	62.5%	37.5%
11) My work performance is evaluated fairly.	31	9	5		3	48	88.9%	11.1%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	15	2	11	19		47	36.2%	63.8%
13) I am provided adequate work and storage space to prepare for and do my job.	30	8	6	2	2	48	82.6%	17.4%
14) My administrators/supervisors respect the negotiated contracts.	30	10	6	2		48	83.3%	16.7%
15) My planning time is respected by my school administrations/supervisors.	21	7	13	4	2	47	62.2%	37.8%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	16	4	14	11	3	48	44.4%	55.6%
17) In my school, student misbehavior interferes with learning.	12	30	5		1	48	89.4%	10.6%
18) Too much instructional time is spent administering assessments.	20	15	10		3	48	77.8%	22.2%
19) HCPSS professional development experiences are meaningful and worthwhile.	21		13	12	1	47	45.7%	54.3%
20) Increased workload has contributed to a decline in my morale.	12	31	3	1	1	48	91.5%	8.5%
21) I am paid fairly.	13	1	15	19		48	29.2%	70.8%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	25	1	16	6		48	54.2%	45.8%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	13	1	22	11	1	48	29.8%	70.2%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	29	11	6	2		48	83.3%	16.7%

2022-2023 HCEA Job Satisfaction Survey

HAMMOND ES

25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	29	3	9	5	2	48	69.6%	30.4%
26) In my position, I receive appropriate and adequate support and training.	22	4	16	6		48	54.2%	45.8%
27) During this current school year, I have experienced harassing behavior from colleagues.	2		16	28	2	48	4.3%	95.7%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	3	1	20	22	2	48	8.7%	91.3%
29) During this current school year, I have experienced harassing behavior from parents.	8	1	27	10	2	48	19.6%	80.4%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	14	2	17	4	11	48	43.2%	56.8%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	22	1	8	3	13	47	67.6%	32.4%
32) In my school/worksite, I spend too much time in meetings.	11	18	14	1	4	48	65.9%	34.1%
33) In my school, there is adequate support for special education students.	3	2	3	39	1	48	10.6%	89.4%