

2022-2023 HCEA Job Satisfaction Survey

HAMMOND HS

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	68	7	14	2		91	82.4%	17.6%
2) There is an atmosphere of open communication and trust in my school/worksite.	58	13	18	2		91	78.0%	22.0%
3) I personally feel successful in my work.	58	25	6	2		91	91.2%	8.8%
4) I feel involved in decision-making at my school/worksite.	39	11	29	10	1	90	56.2%	43.8%
5) I want to be involved in decision-making at my school/worksite.	56	23	8	3	1	91	87.8%	12.2%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	44	21	24	2		91	71.4%	28.6%
7) In my school/worksite, I am treated as a professional.	54	23	14			91	84.6%	15.4%
8) There is good teamwork among staff in my school/worksite.	52	27	11	1		91	86.8%	13.2%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	47	11	17	8	7	90	69.9%	30.1%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	53	12	19	7		91	71.4%	28.6%
11) My work performance is evaluated fairly.	53	29	7		1	90	92.1%	7.9%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	30	8	26	22	4	90	44.2%	55.8%
13) I am provided adequate work and storage space to prepare for and do my job.	53	23	10	4	1	91	84.4%	15.6%
14) My administrators/supervisors respect the negotiated contracts.	54	31	5	1		91	93.4%	6.6%
15) My planning time is respected by my school administrations/supervisors.	41	20	12	3	15	91	80.3%	19.7%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	55	14	8	2	12	91	87.3%	12.7%
17) In my school, student misbehavior interferes with learning.	42	17	23	3	5	90	69.4%	30.6%
18) Too much instructional time is spent administering assessments.	28	8	38	2	14	90	47.4%	52.6%
19) HCPSS professional development experiences are meaningful and worthwhile.	25	3	33	26	4	91	32.2%	67.8%
20) Increased workload has contributed to a decline in my morale.	36	22	24	2	7	91	69.0%	31.0%
21) I am paid fairly.	32	6	38	15		91	41.8%	58.2%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	39	5	31	9	3	87	52.4%	47.6%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	28	1	39	16	4	88	34.5%	65.5%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	47	35	1	2	4	89	96.5%	3.5%

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25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	59	6	14	8	4	91	74.7%	25.3%
26) In my position, I receive appropriate and adequate support and training.	52	8	26	3	2	91	67.4%	32.6%
27) During this current school year, I have experienced harassing behavior from colleagues.	3	1	31	54	1	90	4.5%	95.5%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	3		33	55		91	3.3%	96.7%
29) During this current school year, I have experienced harassing behavior from parents.	18	6	31	32	4	91	27.6%	72.4%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	29	15	26	2	19	91	61.1%	38.9%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	32	1	26	14	16	89	45.2%	54.8%
32) In my school/worksite, I spend too much time in meetings.	31	5	40	2	11	89	46.2%	53.8%
33) In my school, there is adequate support for special education students.	39	11	28	8	5	91	58.1%	41.9%