

**2022-2023 HCEA Job Satisfaction Survey**

**HAMMOND MS**

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	33	12	3	1		49	91.8%	8.2%
2) There is an atmosphere of open communication and trust in my school/worksite.	31	13	3	2		49	89.8%	10.2%
3) I personally feel successful in my work.	26	14	6	3		49	81.6%	18.4%
4) I feel involved in decision-making at my school/worksite.	29	10	7	2		48	81.3%	18.8%
5) I want to be involved in decision-making at my school/worksite.	33	9	2	1	3	48	93.3%	6.7%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	28	14	5	2		49	85.7%	14.3%
7) In my school/worksite, I am treated as a professional.	19	26	2	1		48	93.8%	6.3%
8) There is good teamwork among staff in my school/worksite.	27	15	6	1		49	85.7%	14.3%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	25	18	4		2	49	91.5%	8.5%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	31	13	5			49	89.8%	10.2%
11) My work performance is evaluated fairly.	19	20	8	2		49	79.6%	20.4%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	13	11	8	14	2	48	52.2%	47.8%
13) I am provided adequate work and storage space to prepare for and do my job.	27	15	6	1		49	85.7%	14.3%
14) My administrators/supervisors respect the negotiated contracts.	16	30	2			48	95.8%	4.2%
15) My planning time is respected by my school administrations/supervisors.	22	18	3		6	49	93.0%	7.0%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	24	20	2	1	1	48	93.6%	6.4%
17) In my school, student misbehavior interferes with learning.	21	10	17		1	49	64.6%	35.4%
18) Too much instructional time is spent administering assessments.	15	12	16		6	49	62.8%	37.2%
19) HCPSS professional development experiences are meaningful and worthwhile.	19	1	23	4	2	49	42.6%	57.4%
20) Increased workload has contributed to a decline in my morale.	16	19	10	3	1	49	72.9%	27.1%
21) I am paid fairly.	18	4	15	10	1	48	46.8%	53.2%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	28	2	11	5	3	49	65.2%	34.8%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	22		17	5	5	49	50.0%	50.0%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	26	15	5	1	2	49	87.2%	12.8%

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25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	28	5	12	1	2	48	71.7%	28.3%
26) In my position, I receive appropriate and adequate support and training.	26	5	15	1		47	66.0%	34.0%
27) During this current school year, I have experienced harassing behavior from colleagues.	4	1	19	24		48	10.4%	89.6%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	2	1	11	35		49	6.1%	93.9%
29) During this current school year, I have experienced harassing behavior from parents.	6	5	17	21		49	22.4%	77.6%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	4	1	28	6	10	49	12.8%	87.2%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	25	7	5		10	47	86.5%	13.5%
32) In my school/worksite, I spend too much time in meetings.	9	2	33	4	1	49	22.9%	77.1%
33) In my school, there is adequate support for special education students.	13	5	22	7	1	48	38.3%	61.7%