

**2022-2023 HCEA Job Satisfaction Survey**

**HANOVER HILLS ES**

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	35	7	15	2		59	71.2%	28.8%
2) There is an atmosphere of open communication and trust in my school/worksite.	27	13	14	5		59	67.8%	32.2%
3) I personally feel successful in my work.	36	11	9	3		59	79.7%	20.3%
4) I feel involved in decision-making at my school/worksite.	32	8	12	5	2	59	70.2%	29.8%
5) I want to be involved in decision-making at my school/worksite.	37	16	3	1	2	59	93.0%	7.0%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	34	12	8	4		58	79.3%	20.7%
7) In my school/worksite, I am treated as a professional.	34	18	5	2		59	88.1%	11.9%
8) There is good teamwork among staff in my school/worksite.	33	14	10	2		59	79.7%	20.3%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	35	5	9	7	3	59	71.4%	28.6%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	37	16	4	2		59	89.8%	10.2%
11) My work performance is evaluated fairly.	33	20	4	1		58	91.4%	8.6%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	26	6	16	10	1	59	55.2%	44.8%
13) I am provided adequate work and storage space to prepare for and do my job.	31	11	11	5	1	59	72.4%	27.6%
14) My administrators/supervisors respect the negotiated contracts.	41	13	2	1		57	94.7%	5.3%
15) My planning time is respected by my school administrations/supervisors.	33	9	7	3	7	59	80.8%	19.2%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	33	7	12	2	4	58	74.1%	25.9%
17) In my school, student misbehavior interferes with learning.	33	12	12		1	58	78.9%	21.1%
18) Too much instructional time is spent administering assessments.	23	12	16		8	59	68.6%	31.4%
19) HCPSS professional development experiences are meaningful and worthwhile.	34	3	17	3	2	59	64.9%	35.1%
20) Increased workload has contributed to a decline in my morale.	23	16	12	3	5	59	72.2%	27.8%
21) I am paid fairly.	18		23	16	2	59	31.6%	68.4%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	37	5	15		2	59	73.7%	26.3%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	32	3	15	5	3	58	63.6%	36.4%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	38	16	4	1		59	91.5%	8.5%

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25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	33	11	9	2	3	58	80.0%	20.0%
26) In my position, I receive appropriate and adequate support and training.	28	9	21	1		59	62.7%	37.3%
27) During this current school year, I have experienced harassing behavior from colleagues.	6	2	24	26	1	59	13.8%	86.2%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	4	1	20	33	1	59	8.6%	91.4%
29) During this current school year, I have experienced harassing behavior from parents.	12	3	22	20	2	59	26.3%	73.7%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	15		23	4	17	59	35.7%	64.3%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	33	2	6	2	16	59	81.4%	18.6%
32) In my school/worksite, I spend too much time in meetings.	23	6	25	2	2	58	51.8%	48.2%
33) In my school, there is adequate support for special education students.	13	2	27	16	1	59	25.9%	74.1%