

**2022-2023 HCEA Job Satisfaction Survey**

**HARPER'S CHOICE MS**

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	8	2	26	18	1	55	18.5%	81.5%
2) There is an atmosphere of open communication and trust in my school/worksite.	32	2	18	3		55	61.8%	38.2%
3) I personally feel successful in my work.	33	2	16	4		55	63.6%	36.4%
4) I feel involved in decision-making at my school/worksite.	28	6	15	3	2	54	65.4%	34.6%
5) I want to be involved in decision-making at my school/worksite.	28	19	3	2	3	55	90.4%	9.6%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	34	9	7	3	1	54	81.1%	18.9%
7) In my school/worksite, I am treated as a professional.	33	16	6			55	89.1%	10.9%
8) There is good teamwork among staff in my school/worksite.	27	9	16	2		54	66.7%	33.3%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	31	5	14	2	3	55	69.2%	30.8%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	15	1	24	15		55	29.1%	70.9%
11) My work performance is evaluated fairly.	36	11	6	1	1	55	87.0%	13.0%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	20	9	19	6	1	55	53.7%	46.3%
13) I am provided adequate work and storage space to prepare for and do my job.	33	14	7	1		55	85.5%	14.5%
14) My administrators/supervisors respect the negotiated contracts.	34	18	1			53	98.1%	1.9%
15) My planning time is respected by my school administrations/supervisors.	31	16	4		3	54	92.2%	7.8%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	29	3	13	8	2	55	60.4%	39.6%
17) In my school, student misbehavior interferes with learning.	6	47		2		55	96.4%	3.6%
18) Too much instructional time is spent administering assessments.	14	1	33		7	55	31.3%	68.8%
19) HCPSS professional development experiences are meaningful and worthwhile.	25	7	13	5	5	55	64.0%	36.0%
20) Increased workload has contributed to a decline in my morale.	26	13	13	1	2	55	73.6%	26.4%
21) I am paid fairly.	22	5	20	7	1	55	50.0%	50.0%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	29	3	13	6	4	55	62.7%	37.3%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	23	1	20	7	4	55	47.1%	52.9%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	32	14	5	2	2	55	86.8%	13.2%

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25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	34	6	6	7	2	55	75.5%	24.5%
26) In my position, I receive appropriate and adequate support and training.	27	7	18	2		54	63.0%	37.0%
27) During this current school year, I have experienced harassing behavior from colleagues.	3	1	26	24		54	7.4%	92.6%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	2		25	28		55	3.6%	96.4%
29) During this current school year, I have experienced harassing behavior from parents.	11	3	30	10		54	25.9%	74.1%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	12	2	29	3	9	55	30.4%	69.6%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	35	3	10		7	55	79.2%	20.8%
32) In my school/worksite, I spend too much time in meetings.	7	3	39	3	2	54	19.2%	80.8%
33) In my school, there is adequate support for special education students.	10		28	14	3	55	19.2%	80.8%