

**2022-2023 HCEA Job Satisfaction Survey**

**HOLLIFIELD STATION ES**

| <b>Questions</b>   | <b>Agree</b> | <b>Strongly agree</b> | <b>Disagree</b> | <b>Strongly disagree</b> | <b>Does not apply</b> | <b>Grand Total</b> | <b>% Agree</b> | <b>% Disagree</b> |
|--|--------------|-----------------------|-----------------|--------------------------|-----------------------|--------------------|----------------|-------------------|
| 1) Overall, morale at my worksite is good  | 24           | 12                    | 9               | 3                        | 1                     | 49                 | 75.0%          | 25.0%             |
| 2) There is an atmosphere of open communication and trust in my school/worksite.                     | 26           | 14                    | 5               | 4                        |                       | 49                 | 81.6%          | 18.4%             |
| 3) I personally feel successful in my work.  | 26           | 18                    | 4               | 1                        |                       | 49                 | 89.8%          | 10.2%             |
| 4) I feel involved in decision-making at my school/worksite.   | 21           | 10                    | 10              | 6                        | 2                     | 49                 | 66.0%          | 34.0%             |
| 5) I want to be involved in decision-making at my school/worksite.                                   | 24           | 20                    | 3               |                          | 2                     | 49                 | 93.6%          | 6.4%              |
| 6) In my school/worksite, I can speak openly about important issues without fear of repercussions.   | 19           | 14                    | 11              | 5                        |                       | 49                 | 67.3%          | 32.7%             |
| 7) In my school/worksite, I am treated as a professional.  | 27           | 16                    | 4               | 1                        |                       | 48                 | 89.6%          | 10.4%             |
| 8) There is good teamwork among staff in my school/worksite.   | 23           | 20                    | 5               | 1                        |                       | 49                 | 87.8%          | 12.2%             |
| 9) Non-instructional duties are assigned on an equitable basis in my school/worksite.                | 25           | 7                     | 9               | 2                        | 6                     | 49                 | 74.4%          | 25.6%             |
| 10) My working environment (i.e. safety, cleanliness) is conducive to success.                       | 27           | 12                    | 6               | 4                        |                       | 49                 | 79.6%          | 20.4%             |
| 11) My work performance is evaluated fairly.   | 27           | 15                    | 4               | 2                        | 1                     | 49                 | 87.5%          | 12.5%             |
| 12) I am provided adequate time during the workday to plan, prepare for and do my job.               | 19           | 8                     | 9               | 11                       | 2                     | 49                 | 57.4%          | 42.6%             |
| 13) I am provided adequate work and storage space to prepare for and do my job.                      | 25           | 13                    | 7               | 3                        | 1                     | 49                 | 79.2%          | 20.8%             |
| 14) My administrators/supervisors respect the negotiated contracts.                                  | 22           | 22                    | 3               | 1                        | 1                     | 49                 | 91.7%          | 8.3%              |
| 15) My planning time is respected by my school administrations/supervisors.                          | 24           | 12                    | 5               | 1                        | 7                     | 49                 | 85.7%          | 14.3%             |
| 16) In my school/worksite, administrators/supervisors support me in enforcing discipline.            | 18           | 12                    | 9               | 5                        | 5                     | 49                 | 68.2%          | 31.8%             |
| 17) In my school, student misbehavior interferes with learning.                                      | 19           | 17                    | 9               | 2                        | 1                     | 48                 | 76.6%          | 23.4%             |
| 18) Too much instructional time is spent administering assessments.                                  | 17           | 11                    | 12              |                          | 9                     | 49                 | 70.0%          | 30.0%             |
| 19) HCPSS professional development experiences are meaningful and worthwhile.                        | 18           | 7                     | 13              | 10                       | 1                     | 49                 | 52.1%          | 47.9%             |
| 20) Increased workload has contributed to a decline in my morale.                                    | 16           | 19                    | 11              | 2                        |                       | 48                 | 72.9%          | 27.1%             |
| 21) I am paid fairly.  | 18           | 4                     | 13              | 14                       |                       | 49                 | 44.9%          | 55.1%             |
| 22) I have confidence in the leadership exhibited by the HCPSS Superintendent.                       | 25           | 12                    | 6               | 4                        |                       | 47                 | 78.7%          | 21.3%             |
| 23) I have confidence in the leadership exhibited by the Howard County Board of Education.           | 24           | 5                     | 14              | 6                        |                       | 49                 | 59.2%          | 40.8%             |
| 24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA). | 23           | 16                    | 4               | 1                        | 3                     | 47                 | 88.6%          | 11.4%             |

**2022-2023 HCEA Job Satisfaction Survey**

**HOLLIFIELD STATION ES**

|   |    |    |    |    |    |    |       |       |
|---|----|----|----|----|----|----|-------|-------|
| 25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.      | 27 | 9  | 7  | 1  | 4  | 48 | 81.8% | 18.2% |
| 26) In my position, I receive appropriate and adequate support and training.                                | 18 | 7  | 18 | 5  |    | 48 | 52.1% | 47.9% |
| 27) During this current school year, I have experienced harassing behavior from colleagues.                 | 4  | 2  | 15 | 25 | 2  | 48 | 13.0% | 87.0% |
| 28) During this current school year, I have experienced harassing behavior from administrators/supervisors. | 1  | 1  | 17 | 28 | 1  | 48 | 4.3%  | 95.7% |
| 29) During this current school year, I have experienced harassing behavior from parents.                    | 7  |    | 13 | 26 | 1  | 47 | 15.2% | 84.8% |
| 30) At my school I spend most of my PIP time doing non-instructional duties/assignments.                    | 8  | 1  | 23 | 5  | 11 | 48 | 24.3% | 75.7% |
| 31) At my school our administrator includes time during PIP for teacher-initiated collaboration.            | 25 | 4  | 3  | 1  | 15 | 48 | 87.9% | 12.1% |
| 32) In my school/worksite, I spend too much time in meetings.   | 11 | 11 | 17 | 1  | 8  | 48 | 55.0% | 45.0% |
| 33) In my school, there is adequate support for special education students.                                 | 4  | 4  | 13 | 26 | 2  | 49 | 17.0% | 83.0% |