

**2022-2023 HCEA Job Satisfaction Survey**

**HOMWOOD SCHOOL**

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	24	12	12	5		53	67.9%	32.1%
2) There is an atmosphere of open communication and trust in my school/worksite.	22	11	15	5		53	62.3%	37.7%
3) I personally feel successful in my work.	27	13	12	1		53	75.5%	24.5%
4) I feel involved in decision-making at my school/worksite.	23	5	15	9	1	53	53.8%	46.2%
5) I want to be involved in decision-making at my school/worksite.	33	13	1	2	4	53	93.9%	6.1%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	29	9	13	2		53	71.7%	28.3%
7) In my school/worksite, I am treated as a professional.	25	18	9	1		53	81.1%	18.9%
8) There is good teamwork among staff in my school/worksite.	27	12	12	2		53	73.6%	26.4%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	23	11	14	1	3	52	69.4%	30.6%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	34	16	2			52	96.2%	3.8%
11) My work performance is evaluated fairly.	30	16	4		3	53	92.0%	8.0%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	21	6	15	8	2	52	54.0%	46.0%
13) I am provided adequate work and storage space to prepare for and do my job.	29	19	2	2		52	92.3%	7.7%
14) My administrators/supervisors respect the negotiated contracts.	31	19	3			53	94.3%	5.7%
15) My planning time is respected by my school administrations/supervisors.	22	14	5		12	53	87.8%	12.2%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	23	9	11	4	6	53	68.1%	31.9%
17) In my school, student misbehavior interferes with learning.	26	21	3	1	2	53	92.2%	7.8%
18) Too much instructional time is spent administering assessments.	11	3	26	4	9	53	31.8%	68.2%
19) HCPSS professional development experiences are meaningful and worthwhile.	23	5	16	8		52	53.8%	46.2%
20) Increased workload has contributed to a decline in my morale.	12	11	21	5	3	52	46.9%	53.1%
21) I am paid fairly.	21	3	14	14		52	46.2%	53.8%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	30	6	13	1	2	52	72.0%	28.0%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	24	2	18	3	5	52	55.3%	44.7%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	31	14	5		2	52	90.0%	10.0%

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**HOMEWOOD SCHOOL**

25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	27	8	12	3	3	53	70.0%	30.0%
26) In my position, I receive appropriate and adequate support and training.	29	7	11	5		52	69.2%	30.8%
27) During this current school year, I have experienced harassing behavior from colleagues.	5		21	25	1	52	9.8%	90.2%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	1	22	28		52	3.8%	96.2%
29) During this current school year, I have experienced harassing behavior from parents.	3	3	21	21	4	52	12.5%	87.5%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	6	4	14	7	21	52	32.3%	67.7%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	19	7	9	2	15	52	70.3%	29.7%
32) In my school/worksite, I spend too much time in meetings.	14	8	25	5		52	42.3%	57.7%
33) In my school, there is adequate support for special education students.	22	17	10	2	1	52	76.5%	23.5%