

2022-2023 HCEA Job Satisfaction Survey

HOWARD HS

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	29	2	53	46	1	131	23.8%	76.2%
2) There is an atmosphere of open communication and trust in my school/worksite.	42	1	59	27	1	130	33.3%	66.7%
3) I personally feel successful in my work.	79	19	27	6		131	74.8%	25.2%
4) I feel involved in decision-making at my school/worksite.	39	5	57	27	4	132	34.4%	65.6%
5) I want to be involved in decision-making at my school/worksite.	78	25	17	5	7	132	82.4%	17.6%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	63	7	42	18	1	131	53.8%	46.2%
7) In my school/worksite, I am treated as a professional.	74	17	25	15		131	69.5%	30.5%
8) There is good teamwork among staff in my school/worksite.	65	11	42	12	1	131	58.5%	41.5%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	64	4	29	23	11	131	56.7%	43.3%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	48	6	41	36		131	41.2%	58.8%
11) My work performance is evaluated fairly.	83	19	19	7	4	132	79.7%	20.3%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	37	10	51	28	6	132	37.3%	62.7%
13) I am provided adequate work and storage space to prepare for and do my job.	83	27	14	7	1	132	84.0%	16.0%
14) My administrators/supervisors respect the negotiated contracts.	80	22	21	5	3	131	79.7%	20.3%
15) My planning time is respected by my school administrations/supervisors.	76	12	16	9	19	132	77.9%	22.1%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	33	4	30	52	11	130	31.1%	68.9%
17) In my school, student misbehavior interferes with learning.	54	59	13	3	3	132	87.6%	12.4%
18) Too much instructional time is spent administering assessments.	49	10	52	6	14	131	50.4%	49.6%
19) HCPSS professional development experiences are meaningful and worthwhile.	40	3	47	37	4	131	33.9%	66.1%
20) Increased workload has contributed to a decline in my morale.	50	55	16	6	4	131	82.7%	17.3%
21) I am paid fairly.	43	4	56	28		131	35.9%	64.1%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	58	2	40	22	7	129	49.2%	50.8%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	41	3	57	20	8	129	36.4%	63.6%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	78	36	13	1	3	131	89.1%	10.9%

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25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	67	9	32	11	13	132	63.9%	36.1%
26) In my position, I receive appropriate and adequate support and training.	67	8	39	17		131	57.3%	42.7%
27) During this current school year, I have experienced harassing behavior from colleagues.	9	5	64	52	1	131	10.8%	89.2%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	11	7	65	47	1	131	13.8%	86.2%
29) During this current school year, I have experienced harassing behavior from parents.	34	10	54	28	5	131	34.9%	65.1%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	45	22	37	3	24	131	62.6%	37.4%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	34	2	39	26	30	131	35.6%	64.4%
32) In my school/worksite, I spend too much time in meetings.	52	15	52	7	5	131	53.2%	46.8%
33) In my school, there is adequate support for special education students.	35	5	56	32	4	132	31.3%	68.8%