

2022-2023 HCEA Job Satisfaction Survey Trend Report

Hanover Hills ES	18-19	19-20	21-22	22-23	22-23 Overall- ES	22-22 Overall-All
Overall, morale at my school/worksite is good.	100.0%	94.2%	47.5%	71.2%	67.5%	64.8%
There is an atmosphere of open communication and trust in my school/worksite.	100.0%	96.1%	67.8%	67.8%	70.7%	67.9%
I personally feel successful in my work.	100.0%	88.4%	74.6%	79.7%	82.7%	82.9%
I feel involved in decision-making at my school/worksite.	100.0%	78.8%	68.4%	70.2%	63.5%	60.2%
I want to be involved in decision-making at my school/worksite.	100.0%	88.4%	91.4%	93.0%	91.8%	89.0%
In my school/worksite, I can speak openly about important issues without fear of repercussions	100.0%	92.3%	84.7%	79.3%	74.0%	71.9%
In my school/worksite, I am treated as a professional	100.0%	94.1%	94.8%	88.1%	87.0%	85.8%
There is good teamwork among staff in my school/worksite.	100.0%	94.2%	84.7%	79.7%	83.8%	81.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	100.0%	73.0%	75.9%	71.4%	75.0%	74.8%
My working environment (i.e. safety, cleanliness) is conducive to success	100.0%	100.0%	76.3%	89.8%	78.0%	74.0%
My work performance is evaluated fairly.	100.0%	96.1%	96.4%	91.4%	90.4%	89.0%
I am provided adequate time during the workday to plan, prepare for and do my job.	87.5%	68.6%	45.6%	55.2%	50.9%	50.9%
I am provided adequate work and storage space to prepare for and do my job.	100.0%	98.0%	81.0%	72.4%	82.5%	83.4%
My administrators/supervisors respect the negotiated contracts	100.0%	96.1%	94.7%	94.7%	92.8%	92.3%
My planning time is respected by my school administrators/supervisors	100.0%	76.9%	88.2%	80.8%	84.0%	83.9%
In my school, administrators/supervisors support me in enforcing discipline	100.0%	88.4%	83.6%	74.1%	71.5%	67.3%
In my school, student misbehavior interferes with learning.	46.7%	59.6%	60.0%	78.9%	74.6%	72.7%
Too much instructional time is spent administering assessments.	23.1%	39.2%	64.7%	68.6%	64.2%	60.0%
HCPSS professional development experiences are meaningful and worthwhile	68.8%	72.5%	56.4%	64.9%	49.4%	46.3%
Increased workload has contributed to a decline in my morale.	13.3%	55.7%	82.1%	72.2%	72.1%	70.3%
I am paid fairly.	37.5%	36.5%	24.1%	31.6%	35.9%	40.7%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	100.0%	78.8%	32.2%	73.7%	66.7%	62.5%
I have confidence in the leadership exhibited by the Howard County Board of Education.	100.0%	58.8%	27.1%	63.6%	50.8%	47.7%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	100.0%	92.3%	91.2%	91.5%	90.6%	89.9%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	100.0%	84.3%	80.7%	80.0%	77.6%	75.0%
In my position, I receive appropriate and adequate support and training	100.0%	84.3%	70.7%	62.7%	69.8%	69.0%
In the last 12 months, I have experienced harassing behavior from colleagues	6.7%	9.6%	12.1%	13.8%	10.2%	10.2%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	0.0%	0.0%	1.7%	8.6%	5.5%	6.3%
In the last 12 months, I have experienced harassing behavior from parents	6.7%	9.8%	22.4%	26.3%	18.5%	22.8%
At my school I spend most of my PIP time on non-instructional activities.	28.6%	17.3%	39.0%	35.7%	27.0%	33.5%
At my school our administrator includes time during PIP for teacher-initiated collaboration.	100.0%	55.7%	75.6%	81.4%	81.0%	73.7%
In my school, I spend too much time in meetings.		36.5%	23.2%	51.8%	46.4%	41.4%
In my school, there is adequate support for special education students.		32.6%	19.6%	25.9%	22.2%	33.8%
Participants	16	52 out of 92	59 out of 117	59 out of 126		
Principal	Troy Todd	Troy Todd	Troy Todd	Troy Todd		