

2022-2023 HCEA Job Satisfaction Survey Trend Report

Harper's Choice MS	14-15	15-16	16-17	17-18	18-19	19-20	21-22	22-23	22-23 Overall- MS	22-23 Overall- All
Overall, morale at my school/worksite is good.	18.0%	10.8%	33.3%	64.1%	39.7%	21.8%	53.7%	18.5%	54.9%	64.8%
There is an atmosphere of open communication and trust in my school/worksite.	24.0%	21.6%	46.7%	57.9%	57.5%	43.7%	75.6%	61.8%	61.6%	67.9%
I personally feel successful in my work.	78.0%	81.1%	69.0%	81.6%	72.6%	70.3%	70.0%	63.6%	80.2%	82.9%
I feel involved in decision-making at my school/worksite.	30.6%	38.9%	55.2%	55.3%	44.9%	46.8%	62.5%	65.4%	57.2%	60.2%
I want to be involved in decision-making at my school/worksite.	100.0%	100.0%	100.0%	89.5%	89.7%	88.8%	87.5%	90.4%	86.1%	89.0%
In my school/worksite, I can speak openly about important issues without fear of repercussions	49.0%	51.4%	70.0%	69.2%	72.2%	65.6%	87.8%	81.1%	69.2%	71.9%
In my school/worksite, I am treated as a professional	64.0%	75.7%	76.7%	89.7%	84.9%	80.9%	92.9%	89.1%	84.4%	85.8%
There is good teamwork among staff in my school/worksite.	53.1%	58.3%	63.3%	9.2%	65.3%	57.8%	80.5%	66.7%	80.3%	81.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	71.4%	75.0%	71.4%	88.6%	75.8%	67.1%	80.0%	69.2%	72.4%	74.8%
My working environment (i.e. safety, cleanliness) is conducive to success	78.0%	70.3%	56.7%	63.2%	51.4%	34.9%	54.8%	29.1%	69.6%	74.0%
My work performance is evaluated fairly.	77.8%	86.5%	72.4%	72.2%	84.5%	92.1%	100.0%	87.0%	86.7%	89.0%
I am provided adequate time during the workday to plan, prepare for and do my job.	70.8%	60.0%	70.0%	73.0%	68.1%	70.3%	55.3%	53.7%	46.7%	50.9%
I am provided adequate work and storage space to prepare for and do my job.	90.0%	97.2%	80.0%	82.1%	78.6%	84.3%	92.7%	85.5%	82.8%	83.4%
My administrators/supervisors respect the negotiated contracts	84.0%	91.7%	86.7%	92.1%	94.4%	90.4%	97.6%	98.1%	90.8%	92.3%
My planning time is respected by my school administrators/supervisors	88.4%	93.1%	85.2%	100.0%	89.8%	78.1%	88.2%	92.2%	82.1%	83.9%
In my school, administrators/supervisors support me in enforcing discipline	37.5%	27.3%	24.1%	47.2%	41.2%	28.1%	62.5%	60.4%	62.8%	67.3%
In my school, student misbehavior interferes with learning.	79.2%	86.5%	93.3%	81.1%	90.4%	92.1%	95.2%	96.4%	75.6%	72.7%
Too much instructional time is spent administering assessments.	71.1%	84.4%	77.8%	61.8%	57.6%	41.2%	34.2%	31.3%	56.3%	60.0%
HCPSS professional development experiences are meaningful and worthwhile	53.2%	50.0%	44.8%	45.9%	60.0%	56.2%	40.0%	64.0%	46.8%	46.3%
Increased workload has contributed to a decline in my morale.	55.1%	48.6%	43.3%	24.3%	41.2%	41.2%	73.2%	73.6%	71.6%	70.3%
I am paid fairly.	44.0%	52.8%	70.0%	71.1%	56.3%	68.7%	38.1%	50.0%	44.7%	40.7%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	52.2%	34.3%	31.0%	87.2%	83.1%	68.7%	56.1%	62.7%	59.8%	62.5%
I have confidence in the leadership exhibited by the Howard County Board of Education.	38.3%	38.9%	69.0%	73.7%	85.3%	53.1%	31.7%	47.1%	47.2%	47.7%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	91.7%	89.2%	93.1%	91.7%	93.0%	93.5%	87.8%	86.8%	88.2%	89.9%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	74.5%	64.9%	53.6%	69.2%	73.5%	76.1%	69.2%	75.5%	75.6%	75.0%
In my position, I receive appropriate and adequate support and training	78.0%	75.7%	73.3%	71.1%	74.6%	71.8%	85.0%	63.0%	69.1%	69.0%
In the last 12 months, I have experienced harassing behavior from colleagues	16.3%	31.4%	23.3%	11.1%	6.0%	6.4%	7.3%	7.4%	11.1%	10.2%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	12.0%	6.7%	20.7%	5.7%	4.4%	4.8%	0.0%	3.6%	7.8%	6.3%
In the last 12 months, I have experienced harassing behavior from parents	30.0%	33.3%	41.4%	26.5%	22.4%	22.2%	26.3%	25.9%	27.9%	22.8%
At my school I spend most of my PIP time on non-instructional activities.					22.6%	17.7%	35.5%	30.4%	34.8%	33.5%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					88.7%	55.5%	71.0%	79.2%	77.8%	73.7%
In my school, I spend too much time in meetings.						34.3%	30.6%	19.2%	40.7%	41.4%
In my school, there is adequate support for special education students.						17.1%	35.0%	19.2%	39.7%	33.8%
Participants	50	37	30	39	73 out of 81	64 out of 75	42 out of 71	55 out of 71		
Principal	Adam Eldridge	Aaron Dale	Alexia Couch							