

2022-2023 HCEA Job Satisfaction Survey Trend Report

Homewood	14-15	15-16	16-17	17-18	18-19	19-20	21-22	22-23	22-22 Overall- All
Overall, morale at my school/worksite is good.	83.9%	83.3%	76.9%	71.9%	63.0%	63.6%	61.9%	67.9%	64.8%
There is an atmosphere of open communication and trust in my school/worksite.	83.9%	86.7%	76.9%	68.8%	60.9%	59.0%	63.5%	62.3%	67.9%
I personally feel successful in my work.	86.7%	80.0%	76.9%	78.1%	71.7%	72.7%	71.4%	75.5%	82.9%
I feel involved in decision-making at my school/worksite.	69.0%	63.3%	79.2%	74.2%	72.1%	52.2%	48.3%	53.8%	60.2%
I want to be involved in decision-making at my school/worksite.	88.9%	96.6%	88.5%	96.9%	97.7%	95.4%	91.9%	93.9%	89.0%
In my school/worksite, I can speak openly about important issues without fear of repercussions	86.2%	83.3%	76.9%	68.8%	71.1%	68.1%	63.5%	71.7%	71.9%
In my school/worksite, I am treated as a professional	90.0%	90.0%	92.3%	87.5%	80.4%	81.2%	87.1%	81.1%	85.8%
There is good teamwork among staff in my school/worksite.	96.7%	90.0%	96.2%	90.6%	80.4%	81.8%	79.0%	73.6%	81.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	86.2%	75.9%	70.8%	64.5%	72.7%	74.4%	78.0%	69.4%	74.8%
My working environment (i.e. safety, cleanliness) is conducive to success	93.3%	93.3%	96.2%	90.3%	63.0%	77.2%	77.8%	96.2%	74.0%
My work performance is evaluated fairly.	80.6%	83.3%	92.3%	80.0%	82.6%	81.8%	95.1%	92.0%	89.0%
I am provided adequate time during the workday to plan, prepare for and do my job.	50.0%	60.0%	54.2%	56.3%	56.8%	63.6%	79.4%	54.0%	50.9%
I am provided adequate work and storage space to prepare for and do my job.	93.1%	96.7%	84.6%	87.5%	81.8%	93.1%	96.8%	92.3%	83.4%
My administrators/supervisors respect the negotiated contracts	93.3%	90.0%	96.2%	96.8%	93.5%	88.3%	90.3%	94.3%	92.3%
My planning time is respected by my school administrators/supervisors	70.4%	84.0%	85.0%	88.9%	82.1%	75.0%	89.1%	87.8%	83.9%
In my school, administrators/supervisors support me in enforcing discipline	83.3%	65.5%	66.7%	67.7%	62.8%	56.8%	60.7%	68.1%	67.3%
In my school, student misbehavior interferes with learning.	90.3%	96.6%	88.0%	96.7%	97.8%	93.1%	89.8%	92.2%	72.7%
Too much instructional time is spent administering assessments.	79.3%	82.8%	72.0%	59.3%	78.4%	43.1%	38.0%	31.8%	60.0%
HCPSS professional development experiences are meaningful and worthwhile	51.6%	56.7%	30.8%	56.3%	45.5%	63.6%	46.7%	53.8%	46.3%
Increased workload has contributed to a decline in my morale.	43.3%	56.7%	52.0%	39.3%	33.3%	20.9%	40.7%	46.9%	70.3%
I am paid fairly.	51.6%	43.3%	57.7%	50.0%	45.7%	50.0%	34.9%	46.2%	40.7%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	65.5%	33.3%	20.0%	87.1%	80.0%	90.9%	50.8%	72.0%	62.5%
I have confidence in the leadership exhibited by the Howard County Board of Education.	62.1%	43.3%	76.9%	79.3%	83.7%	81.8%	43.9%	55.3%	47.7%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	86.7%	93.1%	96.0%	96.7%	91.3%	86.3%	88.9%	90.0%	89.9%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	64.5%	70.0%	76.0%	68.8%	71.1%	77.2%	71.7%	70.0%	75.0%
In my position, I receive appropriate and adequate support and training	80.6%	83.3%	92.3%	83.9%	82.2%	81.8%	80.3%	69.2%	69.0%
In the last 12 months, I have experienced harassing behavior from colleagues	7.7%	14.8%	12.0%	10.7%	22.0%	6.8%	12.7%	9.8%	10.2%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3.6%	3.8%	8.0%	3.4%	12.2%	2.3%	6.5%	3.8%	6.3%
In the last 12 months, I have experienced harassing behavior from parents	14.3%	22.2%	12.0%	17.2%	20.0%	6.8%	8.2%	12.5%	22.8%
At my school I spend most of my PIP time on non-instructional activities.					38.5%	34.0%	18.6%	32.3%	33.5%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					80.6%	74.4%	80.0%	70.3%	73.7%
In my school, I spend too much time in meetings.						43.1%	21.3%	42.3%	41.4%
In my school, there is adequate support for special education students.						61.3%	82.0%	76.5%	33.8%
Participants	31	30	26	32	46 out of	44 out of	63 out of 86	53 out of 81	
Principal					Christina Krabitz	Christina Krabitz	Christina Krabitz	Dwayne Williams	