2022-2023 HCEA Job Satisfaction Survey Trend Report

Howard HS	14-15	15-16	16-17	17-18	18-19	19-20	21-22	22-23	22-23	22-22
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Overall, morale at my school/worksite is good.	37.5%	91.7%	53.9%	59.5%	65.9%	34.8%	19.1%	23.8%	64.7%	64.8%
There is an atmosphere of open communication and trust in my school/worksite.	35.9%	87.1%	67.1%	64.6%	65.1%	41.8%	31.5%	33.3%	65.9%	67.9%
I personally feel successful in my work.	84.6%	96.5%	85.5%	86.9%	86.7%	79.8%	70.0%	74.8%	84.5%	82.9%
I feel involved in decision-making at my school/worksite.	33.3%	72.2%	56.0%	58.0%	60.0%	37.2%	32.4%	34.4%	53.3%	60.2%
I want to be involved in decision-making at my school/worksite.	85.3%	88.8%	76.4%	82.7%	83.1%	77.4%	77.1%	82.4%	84.3%	89.0%
In my school/worksite, I can speak openly about important issues without fear of repercussions	25.7%	82.4%	79.9%	79.5%	80.5%	61.4%	60.6%	53.8%	68.2%	71.9%
In my school/worksite, I am treated as a professional	67.3%	89.5%	85.3%	82.1%	86.4%	69.0%	67.6%	69.5%	83.5%	85.8%
There is good teamwork among staff in my school/worksite.	86.4%	87.2%	85.5%	77.4%	74.4%	68.4%	67.0%	58.5%	77.0%	81.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	72.9%	72.5%	72.6%	77.8%	81.8%	60.9%	69.6%	56.7%	76.1%	74.8%
My working enviornment (i.e. safety, cleanliness) is conductive to success	86.5%	82.6%	74.7%	79.8%	84.3%	67.5%	42.3%	41.2%	69.0%	74.0%
My work performance is evaluated fairly.	67.0%	90.1%	81.1%	81.9%	80.5%	77.2%	83.6%	79.7%	87.1%	89.0%
I am provided adequate time during the workday to plan, prepare for and do my job.	46.0%	55.3%	50.0%	57.3%	54.9%	39.0%	40.6%	37.3%	47.9%	50.9%
I am provided adequate work and storage space to prepare for and do my job.	78.4%	83.7%	82.9%	78.6%	86.7%	77.2%	80.7%	84.0%	84.4%	83.4%
My administrators/supervisors respect the negotiated contracts	80.8%	96.4%	96.0%	92.8%	95.0%	88.1%	90.7%	79.7%	92.0%	92.3%
My planning time is respected by my school administrators/supervisors	76.7%	90.9%	82.4%	83.1%	86.1%	58.1%	83.0%	77.9%	84.4%	83.9%
In my school, administrators/supervisors support me in enforcing discipline	89.4%	60.5%	40.8%	40.3%	50.7%	36.0%	29.7%	31.1%	61.9%	67.3%
In my school, student misbehavior interferes with learning.	26.8%	55.8%	70.8%	64.9%	62.8%	59.0%	87.7%	87.6%	65.5%	72.7%
Too much instructional time is spent administering assessments.	76.3%	80.8%	81.7%	81.3%	80.5%	68.8%	71.9%	50.4%	57.5%	60.0%
HCPSS professional development experiences are meaningful and worthwhile	41.0%	45.8%	19.4%	31.6%	36.8%	33.6%	24.0%	33.9%	35.6%	46.3%
Increased workload has contributed to a decline in my morale.	74.7%	58.5%	69.9%	66.3%	66.3%	71.1%	88.7%	82.7%	72.6%	70.3%
I am paid fairly.	46.2%	40.7%	42.1%	47.6%	47.6%	49.0%	27.0%	35.9%	43.2%	40.7%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	49.0%	32.1%	19.2%	83.3%	81.7%	65.1%	36.0%	49.2%	51.9%	62.5%
I have confidence in the leadership exhibited by the Howard County Board of Education.	39.4%	32.9%	62.0%	71.6%	74.7%	41.8%	22.0%	36.4%	37.9%	47.7%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	88.9%	91.8%	86.3%	93.8%	91.0%	70.9%	77.6%	89.1%	90.3%	89.9%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	68.3%	67.1%	69.4%	75.9%	71.4%	64.5%	53.4%	63.9%	70.1%	75.0%
In my position, I receive appropriate and adequate support and training	79.8%	84.9%	80.3%	79.5%	75.0%	69.0%	55.5%	57.3%	66.1%	69.0%
In the last 12 months, I have experienced harassing behavior from colleagues	7.3%	6.2%	8.2%	9.0%	6.5%	12.6%	8.3%	10.8%	8.5%	10.2%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	24.5%	10.8%	2.7%	10.4%	9.0%	13.5%	11.9%	13.8%	6.8%	6.3%
In the last 12 months, I have experienced harassing behavior from parents	38.8%	31.3%	30.6%	34.2%	33.8%	39.0%	35.2%	34.9%	28.3%	22.8%
At my school I spend most of my PIP time on non-instructional activities.					27.3%	39.0%	22.5%	62.6%	45.2%	33.5%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					58.6%	34.2%	63.5%	35.6%	56.4%	73.7%
In my school, I spend too much time in meetings.						53.2%	31.1%	53.2%	35.8%	41.4%
In my school, there is adequate support for special education students.						35.1%	26.9%	31.3%	48.5%	33.8%
Participants	104	86	76	84	83 out of 174	111 out of 175		131 out of 164		
Principal		_	~	~	×	~	~	~		
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