

**2022-2023 HCEA Job Satisfaction Survey**

**ILCHESTER ES**

<b>Questions</b>	<b>Agree</b>	<b>Strongly agree</b>	<b>Disagree</b>	<b>Strongly disagree</b>	<b>Does not apply</b>	<b>Grand Total</b>	<b>% Agree</b>	<b>% Disagree</b>
1) Overall, morale at my worksite is good	11	1	29	5		46	26.1%	73.9%
2) There is an atmosphere of open communication and trust in my school/worksite.	25	2	14	5		46	58.7%	41.3%
3) I personally feel successful in my work.	24	10	8	3	1	46	75.6%	24.4%
4) I feel involved in decision-making at my school/worksite.	21		19	4	1	45	47.7%	52.3%
5) I want to be involved in decision-making at my school/worksite.	32	7	4		2	45	90.7%	9.3%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	25	6	12	2	1	46	68.9%	31.1%
7) In my school/worksite, I am treated as a professional.	25	13	5	2		45	84.4%	15.6%
8) There is good teamwork among staff in my school/worksite.	27	5	10	4		46	69.6%	30.4%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	24	3	9		9	45	75.0%	25.0%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	28	14	1	2		45	93.3%	6.7%
11) My work performance is evaluated fairly.	28	12	5	1		46	87.0%	13.0%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	15	1	14	14	1	45	36.4%	63.6%
13) I am provided adequate work and storage space to prepare for and do my job.	35	6	4	1		46	89.1%	10.9%
14) My administrators/supervisors respect the negotiated contracts.	32	12			1	45	100.0%	0.0%
15) My planning time is respected by my school administrations/supervisors.	20	9	5	1	11	46	82.9%	17.1%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	15	1	12	12	6	46	40.0%	60.0%
17) In my school, student misbehavior interferes with learning.	17	19	7	1	2	46	81.8%	18.2%
18) Too much instructional time is spent administering assessments.	12	9	16	1	8	46	55.3%	44.7%
19) HCPSS professional development experiences are meaningful and worthwhile.	15	1	15	15		46	34.8%	65.2%
20) Increased workload has contributed to a decline in my morale.	13	22	7		4	46	83.3%	16.7%
21) I am paid fairly.	18	1	15	11		45	42.2%	57.8%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	18	4	12	11	1	46	48.9%	51.1%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	16	1	14	11	3	45	40.5%	59.5%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	20	18	1	5	1	45	86.4%	13.6%

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25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	23	4	10	4	4	45	65.9%	34.1%
26) In my position, I receive appropriate and adequate support and training.	24	6	14	1		45	66.7%	33.3%
27) During this current school year, I have experienced harassing behavior from colleagues.	9	2	14	20	1	46	24.4%	75.6%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.		1	19	25		45	2.2%	97.8%
29) During this current school year, I have experienced harassing behavior from parents.	10	2	23	11		46	26.1%	73.9%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	8	1	16	6	14	45	29.0%	71.0%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	12	1	6	3	21	43	59.1%	40.9%
32) In my school/worksite, I spend too much time in meetings.	18	7	14	3	3	45	59.5%	40.5%
33) In my school, there is adequate support for special education students.	5	2	11	27	1	46	15.6%	84.4%