

**2022-2023 HCEA Job Satisfaction Survey**

**JEFFERS HILL ES**

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	28		15	6		49	57.1%	42.9%
2) There is an atmosphere of open communication and trust in my school/worksite.	22	2	17	8		49	49.0%	51.0%
3) I personally feel successful in my work.	34	5	8	1		48	81.3%	18.8%
4) I feel involved in decision-making at my school/worksite.	18	3	17	8	3	49	45.7%	54.3%
5) I want to be involved in decision-making at my school/worksite.	32	7	7	1	2	49	83.0%	17.0%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	17	3	16	11	1	48	42.6%	57.4%
7) In my school/worksite, I am treated as a professional.	28	7	12	2		49	71.4%	28.6%
8) There is good teamwork among staff in my school/worksite.	28	12	6	2	1	49	83.3%	16.7%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	26	3	11	2	6	48	69.0%	31.0%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	22	10	8	7	1	48	68.1%	31.9%
11) My work performance is evaluated fairly.	21	15	9	3	1	49	75.0%	25.0%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	23	4	9	12	1	49	56.3%	43.8%
13) I am provided adequate work and storage space to prepare for and do my job.	27	6	9	7		49	67.3%	32.7%
14) My administrators/supervisors respect the negotiated contracts.	29	12	7		1	49	85.4%	14.6%
15) My planning time is respected by my school administrations/supervisors.	26	8	7	3	4	48	77.3%	22.7%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	18	1	14	12	4	49	42.2%	57.8%
17) In my school, student misbehavior interferes with learning.	21	25	1		2	49	97.9%	2.1%
18) Too much instructional time is spent administering assessments.	24	8	12		5	49	72.7%	27.3%
19) HCPSS professional development experiences are meaningful and worthwhile.	22	3	13	7	4	49	55.6%	44.4%
20) Increased workload has contributed to a decline in my morale.	22	19	6	1	1	49	85.4%	14.6%
21) I am paid fairly.	15	1	17	16		49	32.7%	67.3%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	25	4	15	3	1	48	61.7%	38.3%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	18	2	18	8	2	48	43.5%	56.5%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	25	21	1	1	1	49	95.8%	4.2%

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25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	27	7	10	2	3	49	73.9%	26.1%
26) In my position, I receive appropriate and adequate support and training.	28	3	11	6		48	64.6%	35.4%
27) During this current school year, I have experienced harassing behavior from colleagues.	4	2	22	19		47	12.8%	87.2%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	7		21	20	1	49	14.6%	85.4%
29) During this current school year, I have experienced harassing behavior from parents.	7	3	24	15		49	20.4%	79.6%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	7	1	22	8	10	48	21.1%	78.9%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	32	1	4	2	8	47	84.6%	15.4%
32) In my school/worksite, I spend too much time in meetings.	14	4	28		2	48	39.1%	60.9%
33) In my school, there is adequate support for special education students.	7	1	19	20	2	49	17.0%	83.0%