

2022-2023 HCEA Job Satisfaction Survey

LAKE ELKHORN MS

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	17		20	18		55	30.9%	69.1%
2) There is an atmosphere of open communication and trust in my school/worksite.	21	2	21	11		55	41.8%	58.2%
3) I personally feel successful in my work.	33	6	13	3		55	70.9%	29.1%
4) I feel involved in decision-making at my school/worksite.	27	1	19	8		55	50.9%	49.1%
5) I want to be involved in decision-making at my school/worksite.	35	11	5	1	3	55	88.5%	11.5%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	23	9	15	7	1	55	59.3%	40.7%
7) In my school/worksite, I am treated as a professional.	33	14	5	3		55	85.5%	14.5%
8) There is good teamwork among staff in my school/worksite.	28	4	13	9		54	59.3%	40.7%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	36	2	9	7	1	55	70.4%	29.6%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	20	5	12	18		55	45.5%	54.5%
11) My work performance is evaluated fairly.	30	14	9	2		55	80.0%	20.0%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	24	2	14	14	1	55	48.1%	51.9%
13) I am provided adequate work and storage space to prepare for and do my job.	28	4	16	7		55	58.2%	41.8%
14) My administrators/supervisors respect the negotiated contracts.	26	15	10	2	2	55	77.4%	22.6%
15) My planning time is respected by my school administrations/supervisors.	25	7	9	2	12	55	74.4%	25.6%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	23	6	12	11	2	54	55.8%	44.2%
17) In my school, student misbehavior interferes with learning.	17	35	1	1	1	55	96.3%	3.7%
18) Too much instructional time is spent administering assessments.	13	2	31	2	7	55	31.3%	68.8%
19) HCPSS professional development experiences are meaningful and worthwhile.	18	6	21	8	2	55	45.3%	54.7%
20) Increased workload has contributed to a decline in my morale.	15	18	12	6	3	54	64.7%	35.3%
21) I am paid fairly.	23	3	18	9	1	54	49.1%	50.9%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	22	2	15	7	7	53	52.2%	47.8%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	17	2	20	10	5	54	38.8%	61.2%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	31	13	5	3	3	55	84.6%	15.4%

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25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	24	10	12	4	4	54	68.0%	32.0%
26) In my position, I receive appropriate and adequate support and training.	24	7	18	6		55	56.4%	43.6%
27) During this current school year, I have experienced harassing behavior from colleagues.	7	10	14	21	3	55	32.7%	67.3%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	2	1	18	30	4	55	5.9%	94.1%
29) During this current school year, I have experienced harassing behavior from parents.	14	2	18	17	4	55	31.4%	68.6%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	8	6	22	1	17	54	37.8%	62.2%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	18	2	5	8	20	53	60.6%	39.4%
32) In my school/worksite, I spend too much time in meetings.	16	2	31	1	4	54	36.0%	64.0%
33) In my school, there is adequate support for special education students.	12	1	28	13	1	55	24.1%	75.9%