

2022-2023 HCEA Job Satisfaction Survey

LAUREL WOODS ES

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	36	7	13	7		63	68.3%	31.7%
2) There is an atmosphere of open communication and trust in my school/worksite.	33	17	10	3		63	79.4%	20.6%
3) I personally feel successful in my work.	43	13	6	1		63	88.9%	11.1%
4) I feel involved in decision-making at my school/worksite.	37	12	10	2	2	63	80.3%	19.7%
5) I want to be involved in decision-making at my school/worksite.	42	17	2		2	63	96.7%	3.3%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	35	22	6			63	90.5%	9.5%
7) In my school/worksite, I am treated as a professional.	37	21	3	1		62	93.5%	6.5%
8) There is good teamwork among staff in my school/worksite.	41	10	9	2		62	82.3%	17.7%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	39	12	6	3	3	63	85.0%	15.0%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	43	13	6	1		63	88.9%	11.1%
11) My work performance is evaluated fairly.	37	22	2		2	63	96.7%	3.3%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	30	9	16	7		62	62.9%	37.1%
13) I am provided adequate work and storage space to prepare for and do my job.	34	10	11	8		63	69.8%	30.2%
14) My administrators/supervisors respect the negotiated contracts.	32	30				62	100.0%	0.0%
15) My planning time is respected by my school administrations/supervisors.	30	20	3	1	9	63	92.6%	7.4%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	38	15	4		6	63	93.0%	7.0%
17) In my school, student misbehavior interferes with learning.	30	14	13	1	4	62	75.9%	24.1%
18) Too much instructional time is spent administering assessments.	17	19	10	3	14	63	73.5%	26.5%
19) HCPSS professional development experiences are meaningful and worthwhile.	28	9	19	4	3	63	61.7%	38.3%
20) Increased workload has contributed to a decline in my morale.	27	17	16	3		63	69.8%	30.2%
21) I am paid fairly.	18		25	20		63	28.6%	71.4%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	36	7	14	3	3	63	71.7%	28.3%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	28	3	22	7	3	63	51.7%	48.3%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	33	27	2		1	63	96.8%	3.2%

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25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	40	8	9	1	5	63	82.8%	17.2%
26) In my position, I receive appropriate and adequate support and training.	37	13	7	3	2	62	83.3%	16.7%
27) During this current school year, I have experienced harassing behavior from colleagues.	4	3	18	36	1	62	11.5%	88.5%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.			15	46	1	62	0.0%	100.0%
29) During this current school year, I have experienced harassing behavior from parents.	4		32	25	1	62	6.6%	93.4%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	15	1	26	5	16	63	34.0%	66.0%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	31	5	7		19	62	83.7%	16.3%
32) In my school/worksite, I spend too much time in meetings.	16	4	33	6	4	63	33.9%	66.1%
33) In my school, there is adequate support for special education students.	6	2	19	34	2	63	13.1%	86.9%