

2022-2023 HCEA Job Satisfaction Survey

LIME KILN MS

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	27	2	14	2		45	64.4%	35.6%
2) There is an atmosphere of open communication and trust in my school/worksite.	24	3	15	4		46	58.7%	41.3%
3) I personally feel successful in my work.	29	9	8			46	82.6%	17.4%
4) I feel involved in decision-making at my school/worksite.	16	3	20	6	1	46	42.2%	57.8%
5) I want to be involved in decision-making at my school/worksite.	27	11	6	1	1	46	84.4%	15.6%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	18	3	20	5		46	45.7%	54.3%
7) In my school/worksite, I am treated as a professional.	30	7	8	1		46	80.4%	19.6%
8) There is good teamwork among staff in my school/worksite.	25	17	3	1		46	91.3%	8.7%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	26	9	9		2	46	79.5%	20.5%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	27	11	6	2		46	82.6%	17.4%
11) My work performance is evaluated fairly.	29	10	5	1	1	46	86.7%	13.3%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	10	4	21	10	1	46	31.1%	68.9%
13) I am provided adequate work and storage space to prepare for and do my job.	27	11	6	2		46	82.6%	17.4%
14) My administrators/supervisors respect the negotiated contracts.	29	10	6	1		46	84.8%	15.2%
15) My planning time is respected by my school administrations/supervisors.	21	8	8	2	7	46	74.4%	25.6%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	26	4	8	2	6	46	75.0%	25.0%
17) In my school, student misbehavior interferes with learning.	21	5	15	5		46	56.5%	43.5%
18) Too much instructional time is spent administering assessments.	17	6	15	1	5	44	59.0%	41.0%
19) HCPSS professional development experiences are meaningful and worthwhile.	18	3	14	9	2	46	47.7%	52.3%
20) Increased workload has contributed to a decline in my morale.	21	19	5		1	46	88.9%	11.1%
21) I am paid fairly.	16	4	16	10		46	43.5%	56.5%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	23	4	14	1	2	44	64.3%	35.7%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	25		15	2	3	45	59.5%	40.5%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	23	19	3	1		46	91.3%	8.7%

2022-2023 HCEA Job Satisfaction Survey

LIME KILN MS

25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	29	6	7	1	3	46	81.4%	18.6%
26) In my position, I receive appropriate and adequate support and training.	19	9	16	2		46	60.9%	39.1%
27) During this current school year, I have experienced harassing behavior from colleagues.	3	2	19	22		46	10.9%	89.1%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	3	18	23	1	46	8.9%	91.1%
29) During this current school year, I have experienced harassing behavior from parents.	8	5	19	14		46	28.3%	71.7%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	14	1	17	2	12	46	44.1%	55.9%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	26	3	5	1	10	45	82.9%	17.1%
32) In my school/worksite, I spend too much time in meetings.	14	11	17		4	46	59.5%	40.5%
33) In my school, there is adequate support for special education students.	8	2	17	17	2	46	22.7%	77.3%