2022-2023 HCEA Job Satisfaction Survey Trend Report

Longfellow ES	14-15	15-16	16-17	17-18	18-19	19-20	21-22	22-23	22-23	22-22
									Overall-	Overall-
Querell merele at muscheel (worksite is good	EC 90/	F0 70/	40.6%	75.8%	80.0%	02.20/	45.2%	E1 10/	ES	All
Overall, morale at my school/worksite is good.	56.8%	58.7%			80.0%	92.3%		51.1%	67.5%	64.8%
There is an atmosphere of open communication and trust in my school/worksite.	59.1%	60.9%	68.8%	75.8%	77.1%	83.7%		68.9%	70.7%	67.9%
I personally feel successful in my work.	93.2%	89.4%	87.5%	87.9%	88.6%	92.3%		86.7%	02.770	82.9%
I feel involved in decision-making at my school/worksite.	55.8%	45.7%	58.1%	65.6%	63.6%	79.4%	57.1%	65.9%	63.5%	60.2%
I want to be involved in decision-making at my school/worksite.	97.6%	89.1%	96.8%	96.6%	94.3%	89.7%	92.5%	90.5%	91.8%	89.0%
In my school/worksite, I can speak openly about important issues without fear of repercussions	65.9%	59.6%	62.5%	87.9%	80.0%	84.6%	76.2%	77.8%	74.0%	71.9%
In my school/worksite, I am treated as a professional	81.4%	76.6%	75.0%	83.9%	88.6%	94.8%	88.1%	80.0%	87.0%	85.8%
There is good teamwork among staff in my school/worksite.	77.3%	56.5%	53.1%	78.8%	81.3%	84.6%	76.2%	84.1%	83.8%	81.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	74.4%	65.2%	61.3%	79.3%	87.5%	76.9%	69.2%	62.8%	75.0%	74.8%
My working enviornment (i.e. safety, cleanliness) is conductive to success	50.0%	72.3%	75.0%	59.4%	97.1%	89.7%	46.3%	77.8%	78.0%	74.0%
My work performance is evaluated fairly.	81.8%	76.1%	87.5%	90.0%	94.3%	97.4%	97.5%	95.5%	90.4%	89.0%
I am provided adequate time during the workday to plan, prepare for and do my job.	54.8%	53.3%	51.6%	51.6%	68.6%	61.5%	37.5%	43.2%	50.9%	50.9%
I am provided adequate work and storage space to prepare for and do my job.	72.7%	84.1%	78.1%	72.7%	93.9%	87.1%	88.1%	86.4%	82.5%	83.4%
My administrators/supervisors respect the negotiated contracts	93.0%	89.4%	93.8%	97.0%	88.6%	97.4%	85.7%	88.6%	92.8%	92.3%
My planning time is respected by my school administrators/supervisors	78.8%	81.6%	61.5%	88.0%	82.1%	79.4%	84.8%	74.4%	84.0%	83.9%
In my school, administrators/supervisors support me in enforcing discipline	66.7%	65.9%	55.6%	76.7%	87.5%	89.7%	76.9%	68.3%	71.5%	67.3%
In my school, student misbehavior interferes with learning.	87.2%	72.3%	93.5%	90.3%	67.6%	69.2%	53.7%	77.3%	74.6%	72.7%
Too much instructional time is spent administering assessments.	80.6%	81.4%	86.7%	82.8%	63.6%	46.1%	85.3%	79.5%	64.2%	60.0%
HCPSS professional development experiences are meaningful and worthwhile	57.1%	50.0%	51.7%	70.0%	61.8%	58.9%	29.7%	38.1%	49.4%	46.3%
Increased workload has contributed to a decline in my morale.	57.5%	60.0%	56.3%	63.6%	68.8%	53.8%	82.1%	81.0%	72.1%	70.3%
I am paid fairly.	46.5%	44.7%	51.6%	42.4%	44.1%	47.3%	38.1%	43.2%	35.9%	40.7%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	60.5%	23.9%	12.5%	93.8%	97.1%	64.1%	24.4%	45.2%	66.7%	62.5%
I have confidence in the leadership exhibited by the Howard County Board of Education.	66.7%	32.6%	46.7%	93.8%	88.2%	41.0%	26.2%	35.7%	50.8%	47.7%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	88.4%	78.3%	90.0%	83.9%	88.2%	82.0%	85.0%	73.8%	90.6%	89.9%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	70.0%	71.7%	62.1%	63.6%	69.7%	48.7%	75.0%	73.7%	77.6%	75.0%
In my position, I receive appropriate and adequate support and training	72.7%	78.7%	68.8%	81.3%	91.2%	81.5%	82.9%	65.9%	69.8%	69.0%
In the last 12 months, I have experienced harassing behavior from colleagues	15.4%	19.6%	18.8%	16.1%	14.7%	12.8%	14.6%	11.6%	10.2%	10.2%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	10.5%	4.4%	6.3%	9.7%	8.8%	7.6%	9.5%	15.6%	5.5%	6.3%
In the last 12 months, I have experienced harassing behavior from parents	20.0%	22.2%	32.3%	37.5%	29.4%	35.9%	24.4%	22.2%		22.8%
At my school I spend most of my PIP time on non-instructional activities.					42.1%	18.4%	53.6%	42.4%	27.0%	33.5%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					90.9%	57.8%	89.3%	83.9%	81.0%	73.7%
In my school, I spend too much time in meetings.						38.4%	70.0%	64.3%	46.4%	41.4%
In my school, there is adequate support for special education students.						35.9%		18.2%	22.2%	33.8%
Participants	44	47	32	33	35 out of 74		42 out of 69			
Principal			-							
	Laurel Marsh	Laurel Marsh	Laurel Marsh	Derek Anderson	Derek Anderson	Derek Anderson	Derek Anderson	Derek Anderson		