

2022-2023 HCEA Job Satisfaction Survey

MARRIOTTS RIDGE HS

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	58	16	16	3		93	79.6%	20.4%
2) There is an atmosphere of open communication and trust in my school/worksite.	53	15	19	6		93	73.1%	26.9%
3) I personally feel successful in my work.	54	26	12	1		93	86.0%	14.0%
4) I feel involved in decision-making at my school/worksite.	46	9	27	7	4	93	61.8%	38.2%
5) I want to be involved in decision-making at my school/worksite.	65	10	12	1	5	93	85.2%	14.8%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	47	19	25	2		93	71.0%	29.0%
7) In my school/worksite, I am treated as a professional.	50	33	5	4		92	90.2%	9.8%
8) There is good teamwork among staff in my school/worksite.	53	23	12	5		93	81.7%	18.3%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	49	14	17	4	9	93	75.0%	25.0%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	46	13	27	6	1	93	64.1%	35.9%
11) My work performance is evaluated fairly.	61	24	6		2	93	93.4%	6.6%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	36	7	24	23	3	93	47.8%	52.2%
13) I am provided adequate work and storage space to prepare for and do my job.	56	18	14	5		93	79.6%	20.4%
14) My administrators/supervisors respect the negotiated contracts.	57	33	2		1	93	97.8%	2.2%
15) My planning time is respected by my school administrations/supervisors.	49	25	6		13	93	92.5%	7.5%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	48	13	15	1	16	93	79.2%	20.8%
17) In my school, student misbehavior interferes with learning.	30	3	42	9	7	91	39.3%	60.7%
18) Too much instructional time is spent administering assessments.	32	12	36	3	10	93	53.0%	47.0%
19) HCPSS professional development experiences are meaningful and worthwhile.	27	1	38	20	7	93	32.6%	67.4%
20) Increased workload has contributed to a decline in my morale.	45	24	16	3	3	91	78.4%	21.6%
21) I am paid fairly.	39		38	16		93	41.9%	58.1%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	41	7	30	10	3	91	54.5%	45.5%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	38	2	36	12	3	91	45.5%	54.5%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	62	24	5			91	94.5%	5.5%

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25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	56	6	18	4	6	90	73.8%	26.2%
26) In my position, I receive appropriate and adequate support and training.	50	7	30	5		92	62.0%	38.0%
27) During this current school year, I have experienced harassing behavior from colleagues.	1	2	41	48	1	93	3.3%	96.7%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1		35	56	1	93	1.1%	98.9%
29) During this current school year, I have experienced harassing behavior from parents.	29	6	35	18	5	93	39.8%	60.2%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	26	7	33	7	19	92	45.2%	54.8%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	34	3	23	9	22	91	53.6%	46.4%
32) In my school/worksite, I spend too much time in meetings.	18	5	58	4	8	93	27.1%	72.9%
33) In my school, there is adequate support for special education students.	33	11	35	5	8	92	52.4%	47.6%