

2022-2023 HCEA Job Satisfaction Survey

MAYFIELD WOODS MS

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	13	2	26	29		70	21.4%	78.6%
2) There is an atmosphere of open communication and trust in my school/worksite.	17	3	33	18		71	28.2%	71.8%
3) I personally feel successful in my work.	37	11	15	7	1	71	68.6%	31.4%
4) I feel involved in decision-making at my school/worksite.	25	5	25	13	3	71	44.1%	55.9%
5) I want to be involved in decision-making at my school/worksite.	42	8	12	3	5	70	76.9%	23.1%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	37	9	17	8		71	64.8%	35.2%
7) In my school/worksite, I am treated as a professional.	36	12	18	5		71	67.6%	32.4%
8) There is good teamwork among staff in my school/worksite.	39	19	8	5		71	81.7%	18.3%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	43	5	11	5	6	70	75.0%	25.0%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	20	6	26	17		69	37.7%	62.3%
11) My work performance is evaluated fairly.	40	14	14	2		70	77.1%	22.9%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	15	7	24	16	9	71	35.5%	64.5%
13) I am provided adequate work and storage space to prepare for and do my job.	39	16	7	4	4	70	83.3%	16.7%
14) My administrators/supervisors respect the negotiated contracts.	41	14	13	1	1	70	79.7%	20.3%
15) My planning time is respected by my school administrations/supervisors.	39	8	11	4	9	71	75.8%	24.2%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	9	3	24	31	4	71	17.9%	82.1%
17) In my school, student misbehavior interferes with learning.	13	54	3	1		71	94.4%	5.6%
18) Too much instructional time is spent administering assessments.	23	12	21	1	14	71	61.4%	38.6%
19) HCPSS professional development experiences are meaningful and worthwhile.	14	1	32	20	4	71	22.4%	77.6%
20) Increased workload has contributed to a decline in my morale.	19	29	17	1	5	71	72.7%	27.3%
21) I am paid fairly.	32	6	19	14		71	53.5%	46.5%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	21	2	25	19	4	71	34.3%	65.7%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	17	2	29	17	6	71	29.2%	70.8%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	40	16	10	2	3	71	82.4%	17.6%

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25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	36	5	11	9	9	70	67.2%	32.8%
26) In my position, I receive appropriate and adequate support and training.	44	4	15	6	2	71	69.6%	30.4%
27) During this current school year, I have experienced harassing behavior from colleagues.	5	4	28	33	1	71	12.9%	87.1%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	4	3	33	30	1	71	10.0%	90.0%
29) During this current school year, I have experienced harassing behavior from parents.	22	7	25	15	2	71	42.0%	58.0%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	18	3	23	5	21	70	42.9%	57.1%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	35	4	6	7	19	71	75.0%	25.0%
32) In my school/worksite, I spend too much time in meetings.	30	13	19	4	5	71	65.2%	34.8%
33) In my school, there is adequate support for special education students.	20	8	27	12	4	71	41.8%	58.2%