

2022-2023 HCEA Job Satisfaction Survey

MOUNT HEBRON HS

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	67	15	18	8		108	75.9%	24.1%
2) There is an atmosphere of open communication and trust in my school/worksite.	62	18	23	5		108	74.1%	25.9%
3) I personally feel successful in my work.	58	27	18	5		108	78.7%	21.3%
4) I feel involved in decision-making at my school/worksite.	52	16	31	8	1	108	63.6%	36.4%
5) I want to be involved in decision-making at my school/worksite.	71	15	14	4	4	108	82.7%	17.3%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	50	22	24	9	1	106	68.6%	31.4%
7) In my school/worksite, I am treated as a professional.	54	37	11	6		108	84.3%	15.7%
8) There is good teamwork among staff in my school/worksite.	53	31	18	6		108	77.8%	22.2%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	64	15	15	5	8	107	79.8%	20.2%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	60	23	16	9		108	76.9%	23.1%
11) My work performance is evaluated fairly.	57	30	13	5	3	108	82.9%	17.1%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	35	16	26	25	6	108	50.0%	50.0%
13) I am provided adequate work and storage space to prepare for and do my job.	63	31	9	4		107	87.9%	12.1%
14) My administrators/supervisors respect the negotiated contracts.	52	46	7	3		108	90.7%	9.3%
15) My planning time is respected by my school administrations/supervisors.	50	30	8	3	16	107	87.9%	12.1%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	44	17	22	12	12	107	64.2%	35.8%
17) In my school, student misbehavior interferes with learning.	42	12	37	6	9	106	55.7%	44.3%
18) Too much instructional time is spent administering assessments.	42	18	31	4	12	107	63.2%	36.8%
19) HCPSS professional development experiences are meaningful and worthwhile.	33	6	38	26	4	107	37.9%	62.1%
20) Increased workload has contributed to a decline in my morale.	44	30	25	4	5	108	71.8%	28.2%
21) I am paid fairly.	32	4	44	27		107	33.6%	66.4%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	50	5	34	14	5	108	53.4%	46.6%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	37	1	42	23	5	108	36.9%	63.1%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	71	22	8	5	1	107	87.7%	12.3%

2022-2023 HCEA Job Satisfaction Survey

MOUNT HEBRON HS

25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	56	13	23	9	6	107	68.3%	31.7%
26) In my position, I receive appropriate and adequate support and training.	57	8	31	11		107	60.7%	39.3%
27) During this current school year, I have experienced harassing behavior from colleagues.	6	2	42	56	1	107	7.5%	92.5%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	8	5	37	57	1	108	12.1%	87.9%
29) During this current school year, I have experienced harassing behavior from parents.	18	2	48	37	3	108	19.0%	81.0%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	18	1	49	11	27	106	24.1%	75.9%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	59	9	12	2	25	107	82.9%	17.1%
32) In my school/worksite, I spend too much time in meetings.	18	9	66	9	5	107	26.5%	73.5%
33) In my school, there is adequate support for special education students.	35	6	41	18	8	108	41.0%	59.0%