

2022-2023 HCEA Job Satisfaction Survey

MOUNT VIEW MS

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	47	12	5			64	92.2%	7.8%
2) There is an atmosphere of open communication and trust in my school/worksite.	46	12	6			64	90.6%	9.4%
3) I personally feel successful in my work.	37	22	5			64	92.2%	7.8%
4) I feel involved in decision-making at my school/worksite.	39	7	13	4	1	64	73.0%	27.0%
5) I want to be involved in decision-making at my school/worksite.	40	15	6	1	2	64	88.7%	11.3%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	30	19	13		1	63	79.0%	21.0%
7) In my school/worksite, I am treated as a professional.	36	24	4			64	93.8%	6.3%
8) There is good teamwork among staff in my school/worksite.	28	26	9			63	85.7%	14.3%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	29	19	9	1	6	64	82.8%	17.2%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	32	22	8		1	63	87.1%	12.9%
11) My work performance is evaluated fairly.	34	25	2	2	1	64	93.7%	6.3%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	33	10	11	9	1	64	68.3%	31.7%
13) I am provided adequate work and storage space to prepare for and do my job.	32	20	9		1	62	85.2%	14.8%
14) My administrators/supervisors respect the negotiated contracts.	27	36	1			64	98.4%	1.6%
15) My planning time is respected by my school administrations/supervisors.	33	26	1		4	64	98.3%	1.7%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	35	21	3		5	64	94.9%	5.1%
17) In my school, student misbehavior interferes with learning.	11	2	29	18	3	63	21.7%	78.3%
18) Too much instructional time is spent administering assessments.	25	12	16	1	8	62	68.5%	31.5%
19) HCPSS professional development experiences are meaningful and worthwhile.	15	1	28	18	2	64	25.8%	74.2%
20) Increased workload has contributed to a decline in my morale.	28	9	23	3	1	64	58.7%	41.3%
21) I am paid fairly.	22	2	23	15		62	38.7%	61.3%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	29	4	21	9		63	52.4%	47.6%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	19	2	29	13		63	33.3%	66.7%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	43	14	3	1	1	62	93.4%	6.6%

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25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	30	11	15	2	5	63	70.7%	29.3%
26) In my position, I receive appropriate and adequate support and training.	39	8	15	1	1	64	74.6%	25.4%
27) During this current school year, I have experienced harassing behavior from colleagues.	2		18	40	2	62	3.3%	96.7%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1		14	48	1	64	1.6%	98.4%
29) During this current school year, I have experienced harassing behavior from parents.	12	4	25	20	1	62	26.2%	73.8%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	10		35	5	13	63	20.0%	80.0%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	33	10	6	2	13	64	84.3%	15.7%
32) In my school/worksite, I spend too much time in meetings.	22	4	30	3	4	63	44.1%	55.9%
33) In my school, there is adequate support for special education students.	32	13	13	2	4	64	75.0%	25.0%