

2022-2023 HCEA Job Satisfaction Survey

MURRAY HILL MS

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	42	3	13	5		63	71.4%	28.6%
2) There is an atmosphere of open communication and trust in my school/worksite.	37	5	16	5		63	66.7%	33.3%
3) I personally feel successful in my work.	43	13	6	1		63	88.9%	11.1%
4) I feel involved in decision-making at my school/worksite.	28	4	22	5	4	63	54.2%	45.8%
5) I want to be involved in decision-making at my school/worksite.	35	17	8	1	2	63	85.2%	14.8%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	31	11	15	5	1	63	67.7%	32.3%
7) In my school/worksite, I am treated as a professional.	37	18	5	3		63	87.3%	12.7%
8) There is good teamwork among staff in my school/worksite.	36	11	11	5		63	74.6%	25.4%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	31	3	14	10	5	63	58.6%	41.4%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	31	20	9	3		63	81.0%	19.0%
11) My work performance is evaluated fairly.	37	16	4	4	1	62	86.9%	13.1%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	24	3	20	13	3	63	45.0%	55.0%
13) I am provided adequate work and storage space to prepare for and do my job.	41	17	3	2		63	92.1%	7.9%
14) My administrators/supervisors respect the negotiated contracts.	40	19	4			63	93.7%	6.3%
15) My planning time is respected by my school administrations/supervisors.	27	17	6	4	8	62	81.5%	18.5%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	36	5	12	6	4	63	69.5%	30.5%
17) In my school, student misbehavior interferes with learning.	35	15	12		1	63	80.6%	19.4%
18) Too much instructional time is spent administering assessments.	19	14	23		6	62	58.9%	41.1%
19) HCPSS professional development experiences are meaningful and worthwhile.	29	3	20	10	1	63	51.6%	48.4%
20) Increased workload has contributed to a decline in my morale.	28	13	19	1	1	62	67.2%	32.8%
21) I am paid fairly.	34	3	13	12		62	59.7%	40.3%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	39	6	12	4	2	63	73.8%	26.2%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	33	2	18	6	4	63	59.3%	40.7%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	39	14	5		5	63	91.4%	8.6%

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25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	38	5	12	3	4	62	74.1%	25.9%
26) In my position, I receive appropriate and adequate support and training.	40	5	13	5		63	71.4%	28.6%
27) During this current school year, I have experienced harassing behavior from colleagues.	4	2	25	31	1	63	9.7%	90.3%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	1	23	38		63	3.2%	96.8%
29) During this current school year, I have experienced harassing behavior from parents.	10		27	26		63	15.9%	84.1%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	13	9	19	3	19	63	50.0%	50.0%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	20	2	17	4	19	62	51.2%	48.8%
32) In my school/worksite, I spend too much time in meetings.	19	5	33	4	1	62	39.3%	60.7%
33) In my school, there is adequate support for special education students.	18	6	26	12	1	63	38.7%	61.3%