2022-2023 HCEA Job Satisfaction Survey Trend Report

Mount Hebron HS	14-15	15-16	16-17	17-18	18-19	19-20	21-22	22-23	22-23 Overall-HS	22-22 Overall-All
Overall, morale at my school/worksite is good.	86.4%	53.0%	9.0%	93.0%	83.5%	69.3%	49.5%	75.9%	64.7%	64.8%
There is an atmosphere of open communication and trust in my school/worksite.	84.8%	63.9%	11.4%	86.7%	75.3%	67.6%	74.0%	74.1%	65.9%	67.9%
I personally feel successful in my work.	75.8%	50.0%	14.6%	88.0%	84.5%	78.2%	75.0%	78.7%	84.5%	82.9%
I feel involved in decision-making at my school/worksite.	90.9%	75.3%	50.6%	68.1%	57.3%	53.0%	61.7%	63.6%	53.3%	60.2%
I want to be involved in decision-making at my school/worksite.	39.7%	10.8%	1.1%	83.3%	85.0%	81.6%	86.7%	82.7%	84.3%	89.0%
In my school/worksite, I can speak openly about important issues without fear of repercussions	58.3%	57.3%	28.6%	76.7%	59.5%	58.4%	63.9%	68.6%	68.2%	71.9%
In my school/worksite, I am treated as a professional	74.1%	55.3%	48.1%	93.1%	83.3%	79.2%	84.5%	84.3%	83.5%	85.8%
There is good teamwork among staff in my school/worksite.	48.4%	38.8%	24.1%	80.0%	83.3%	78.7%	76.0%	77.8%	77.0%	81.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	78.5%	73.2%	54.7%	78.9%	72.6%	61.3%	76.5%	79.8%	76.1%	74.8%
My working enviornment (i.e. safety, cleanliness) is conductive to success	75.4%	67.5%	51.7%	79.7%	72.9%	72.2%	68.0%	76.9%	69.0%	74.0%
My work performance is evaluated fairly.	93.1%	76.6%	69.5%	89.3%	83.3%	75.0%	87.0%	82.9%	87.1%	89.0%
I am provided adequate time during the workday to plan, prepare for and do my job.	39.7%	28.0%	19.8%	52.9%	40.2%	41.0%	41.7%	50.0%	47.9%	50.9%
I am provided adequate work and storage space to prepare for and do my job.	95.5%	85.2%	76.5%	86.3%	79.5%	86.1%	85.4%	87.9%	84.4%	83.4%
My administrators/supervisors respect the negotiated contracts	64.5%	58.8%	47.1%	92.0%	91.8%	92.0%	95.7%	90.7%	92.0%	92.3%
My planning time is respected by my school administrators/supervisors	78.5%	64.6%	61.4%	86.6%	69.3%	67.0%	86.9%	87.9%	84.4%	83.9%
In my school, administrators/supervisors support me in enforcing discipline	90.6%	75.9%	76.4%	80.3%	64.9%	55.4%	69.8%	64.2%	61.9%	67.3%
In my school, student misbehavior interferes with learning.	86.4%	78.3%	73.9%	54.3%	65.0%	67.0%	48.8%	55.7%	65.5%	72.7%
Too much instructional time is spent administering assessments.	45.3%	38.5%	41.6%	78.5%	72.7%	67.0%	70.2%	63.2%	57.5%	60.0%
HCPSS professional development experiences are meaningful and worthwhile	86.2%	85.4%	82.6%	23.9%	27.4%	30.0%	30.0%	37.9%	35.6%	46.3%
Increased workload has contributed to a decline in my morale.	43.8%	39.0%	41.0%	60.8%	68.8%	69.3%	76.1%	71.8%	72.6%	70.3%
I am paid fairly.	89.1%	88.9%	91.9%	32.0%	37.6%	46.4%	34.7%	33.6%	43.2%	40.7%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	78.7%	84.4%	87.1%	87.3%	81.0%	60.0%	42.4%	53.4%	51.9%	62.5%
I have confidence in the leadership exhibited by the Howard County Board of Education.	71.2%	81.9%	81.6%	80.0%	84.3%	47.5%	25.3%	36.9%	37.9%	47.7%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	31.8%	21.0%	42.7%	97.1%	90.6%	84.0%	83.0%	87.7%	90.3%	89.9%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	86.2%	85.2%	97.8%	68.9%	67.1%	60.0%	62.8%	68.3%	70.1%	75.0%
In my position, I receive appropriate and adequate support and training	11.5%	18.2%	25.3%	68.0%	67.1%	64.6%	68.8%	60.7%	66.1%	69.0%
In the last 12 months, I have experienced harassing behavior from colleagues	5.3%	11.4%	31.0%	21.4%	13.9%	12.8%	9.7%	7.5%	8.5%	10.2%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	27.9%	12.0%	60.7%	8.7%	10.0%	13.8%	8.6%	12.1%	6.8%	6.3%
In the last 12 months, I have experienced harassing behavior from parents	38.3%	45.5%	74.7%	36.6%	35.0%	32.6%	23.4%	19.0%	28.3%	22.8%
At my school I spend most of my PIP time on non-instructional activities.					56.9%	35	23.0%	24.1%	45.2%	33.5%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					60.3%	46	81.2%	82.9%	56.4%	73.7%
In my school, I spend too much time in meetings.						33	19.1%	26.5%	35.8%	41.4%
In my school, there is adequate support for special education students.						32.6	44.3%	41.0%	48.5%	33.8%
Participants	66	83	89	75	85 out of 160	101 out of 158	97 out of 151	108 out of 152		
Principal	Scott Ruehl	Andrew Cockley	Andrew Cockley	Joelle Miller	Joelle Miller	Joelle Miller	Joelle Miller	Joelle Miller		