

2022-2023 HCEA Job Satisfaction Survey

OLD CEDAR LANE

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	33	10	10	1	1	55	79.6%	20.4%
2) There is an atmosphere of open communication and trust in my school/worksite.	24	17	10	2	1	54	77.4%	22.6%
3) I personally feel successful in my work.	34	14	5			53	90.6%	9.4%
4) I feel involved in decision-making at my school/worksite.	31	8	9	4	2	54	75.0%	25.0%
5) I want to be involved in decision-making at my school/worksite.	32	16	4		2	54	92.3%	7.7%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	31	15	5	2	1	54	86.8%	13.2%
7) In my school/worksite, I am treated as a professional.	24	25	2	2	1	54	92.5%	7.5%
8) There is good teamwork among staff in my school/worksite.	21	22	5	3	2	53	84.3%	15.7%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	14	4	2		33	53	90.0%	10.0%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	27	9	14	4		54	66.7%	33.3%
11) My work performance is evaluated fairly.	24	23	4	1	1	53	90.4%	9.6%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	26	13	5	3	7	54	83.0%	17.0%
13) I am provided adequate work and storage space to prepare for and do my job.	30	16	7		1	54	86.8%	13.2%
14) My administrators/supervisors respect the negotiated contracts.	21	29	1	1	1	53	96.2%	3.8%
15) My planning time is respected by my school administrations/supervisors.	6	12	1		35	54	94.7%	5.3%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	5	3	1	1	43	53	80.0%	20.0%
17) In my school, student misbehavior interferes with learning.	3	1	1		48	53	80.0%	20.0%
18) Too much instructional time is spent administering assessments.	3	1	3		47	54	57.1%	42.9%
19) HCPSS professional development experiences are meaningful and worthwhile.	21	2	16	4	8	51	53.5%	46.5%
20) Increased workload has contributed to a decline in my morale.	15	7	26	3	3	54	43.1%	56.9%
21) I am paid fairly.	27	3	18	6		54	55.6%	44.4%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	33	8	8	3	1	53	78.8%	21.2%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	29	1	14	4	3	51	62.5%	37.5%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	35	13	2		2	52	96.0%	4.0%

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25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	26	6	5	7	10	54	72.7%	27.3%
26) In my position, I receive appropriate and adequate support and training.	31	8	9	5	1	54	73.6%	26.4%
27) During this current school year, I have experienced harassing behavior from colleagues.	1	4	13	34	2	54	9.6%	90.4%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	2	2	11	37	2	54	7.7%	92.3%
29) During this current school year, I have experienced harassing behavior from parents.	7	1	13	23	9	53	18.2%	81.8%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.				3	51	54	0.0%	100.0%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	1	1			52	54	100.0%	0.0%
32) In my school/worksite, I spend too much time in meetings.	5	2	26	6	15	54	17.9%	82.1%
33) In my school, there is adequate support for special education students.	10	2	1	4	36	53	70.6%	29.4%