

2022-2023 HCEA Job Satisfaction Survey

PATAPSCO MS

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	31	6	10	7		54	68.5%	31.5%
2) There is an atmosphere of open communication and trust in my school/worksite.	29	8	14	3		54	68.5%	31.5%
3) I personally feel successful in my work.	27	14	11	2		54	75.9%	24.1%
4) I feel involved in decision-making at my school/worksite.	25	10	13	6		54	64.8%	35.2%
5) I want to be involved in decision-making at my school/worksite.	36	7	8	1	2	54	82.7%	17.3%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	28	9	15	2		54	68.5%	31.5%
7) In my school/worksite, I am treated as a professional.	29	17	7	1		54	85.2%	14.8%
8) There is good teamwork among staff in my school/worksite.	26	22	6			54	88.9%	11.1%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	29	7	11	5	2	54	69.2%	30.8%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	27	15	8	4		54	77.8%	22.2%
11) My work performance is evaluated fairly.	30	18	5	1		54	88.9%	11.1%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	19	4	13	16	2	54	44.2%	55.8%
13) I am provided adequate work and storage space to prepare for and do my job.	27	17	7	3		54	81.5%	18.5%
14) My administrators/supervisors respect the negotiated contracts.	31	14	7	1	1	54	84.9%	15.1%
15) My planning time is respected by my school administrations/supervisors.	25	13	4	3	8	53	84.4%	15.6%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	24	8	12	9	1	54	60.4%	39.6%
17) In my school, student misbehavior interferes with learning.	26	11	14	2		53	69.8%	30.2%
18) Too much instructional time is spent administering assessments.	19	6	22		5	52	53.2%	46.8%
19) HCPSS professional development experiences are meaningful and worthwhile.	18	2	23	10	1	54	37.7%	62.3%
20) Increased workload has contributed to a decline in my morale.	23	16	12		2	53	76.5%	23.5%
21) I am paid fairly.	24		15	14	1	54	45.3%	54.7%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	30	3	13	4	4	54	66.0%	34.0%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	28	2	11	8	5	54	61.2%	38.8%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	31	11	4	3	3	52	85.7%	14.3%

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25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	35	5	8	3	3	54	78.4%	21.6%
26) In my position, I receive appropriate and adequate support and training.	33	7	10	4		54	74.1%	25.9%
27) During this current school year, I have experienced harassing behavior from colleagues.	6	1	23	24		54	13.0%	87.0%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	8		18	28		54	14.8%	85.2%
29) During this current school year, I have experienced harassing behavior from parents.	15	1	22	14	2	54	30.8%	69.2%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	12	3	26	2	10	53	34.9%	65.1%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	31	6	5	1	10	53	86.0%	14.0%
32) In my school/worksite, I spend too much time in meetings.	23	14	12		5	54	75.5%	24.5%
33) In my school, there is adequate support for special education students.	17	7	17	11	2	54	46.2%	53.8%