

**2022-2023 HCEA Job Satisfaction Survey**

**PATUXENT VALLEY MS**

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	14	2	30	27	1	74	21.9%	78.1%
2) There is an atmosphere of open communication and trust in my school/worksite.	19	2	39	12	1	73	29.2%	70.8%
3) I personally feel successful in my work.	44	10	17	2	1	74	74.0%	26.0%
4) I feel involved in decision-making at my school/worksite.	28	1	29	11	5	74	42.0%	58.0%
5) I want to be involved in decision-making at my school/worksite.	46	13	6	2	5	72	88.1%	11.9%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	33	4	25	10	2	74	51.4%	48.6%
7) In my school/worksite, I am treated as a professional.	50	9	11	3		73	80.8%	19.2%
8) There is good teamwork among staff in my school/worksite.	43	13	10	7		73	76.7%	23.3%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	38	5	15	5	9	72	68.3%	31.7%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	38	8	23	5		74	62.2%	37.8%
11) My work performance is evaluated fairly.	45	7	16	4	1	73	72.2%	27.8%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	28	5	22	17		72	45.8%	54.2%
13) I am provided adequate work and storage space to prepare for and do my job.	47	17	5	4	1	74	87.7%	12.3%
14) My administrators/supervisors respect the negotiated contracts.	43	16	10	3	1	73	81.9%	18.1%
15) My planning time is respected by my school administrations/supervisors.	42	3	9	5	15	74	76.3%	23.7%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	15	3	28	24	4	74	25.7%	74.3%
17) In my school, student misbehavior interferes with learning.	20	49		4	1	74	94.5%	5.5%
18) Too much instructional time is spent administering assessments.	28	8	24	1	11	72	59.0%	41.0%
19) HCPSS professional development experiences are meaningful and worthwhile.	36	5	21	8	3	73	58.6%	41.4%
20) Increased workload has contributed to a decline in my morale.	30	23	14	1	4	72	77.9%	22.1%
21) I am paid fairly.	31	1	23	18		73	43.8%	56.2%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	44		17	6	5	72	65.7%	34.3%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	31		26	9	6	72	47.0%	53.0%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	44	20	2	1	6	73	95.5%	4.5%

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25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	47	6	11	5	4	73	76.8%	23.2%
26) In my position, I receive appropriate and adequate support and training.	45	5	15	6	2	73	70.4%	29.6%
27) During this current school year, I have experienced harassing behavior from colleagues.	7	4	27	33	3	74	15.5%	84.5%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	8	3	37	24	2	74	15.3%	84.7%
29) During this current school year, I have experienced harassing behavior from parents.	11	5	34	18	4	72	23.5%	76.5%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	20	5	24	3	20	72	48.1%	51.9%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	36	4	13	4	17	74	70.2%	29.8%
32) In my school/worksites, I spend too much time in meetings.	16	4	43	2	7	72	30.8%	69.2%
33) In my school, there is adequate support for special education students.	23	1	28	13	6	71	36.9%	63.1%