

**2022-2023 HCEA Job Satisfaction Survey**

**PHELPS LUCK ES**

| Questions  | Agree | Strongly agree | Disagree | Strongly disagree | Does not apply | Grand Total | % Agree | % Disagree |
|--|-------|----------------|----------|-------------------|----------------|-------------|---------|------------|
| 1) Overall, morale at my worksite is good  | 45    | 4              | 18       | 7                 |                | 74          | 66.2%   | 33.8%      |
| 2) There is an atmosphere of open communication and trust in my school/worksite.                     | 50    | 7              | 12       | 5                 |                | 74          | 77.0%   | 23.0%      |
| 3) I personally feel successful in my work.  | 51    | 10             | 10       | 2                 |                | 73          | 83.6%   | 16.4%      |
| 4) I feel involved in decision-making at my school/worksite.   | 40    | 5              | 20       | 3                 | 6              | 74          | 66.2%   | 33.8%      |
| 5) I want to be involved in decision-making at my school/worksite.                                   | 45    | 15             | 8        | 1                 | 4              | 73          | 87.0%   | 13.0%      |
| 6) In my school/worksite, I can speak openly about important issues without fear of repercussions.   | 42    | 13             | 11       | 8                 |                | 74          | 74.3%   | 25.7%      |
| 7) In my school/worksite, I am treated as a professional.  | 51    | 17             | 4        | 2                 |                | 74          | 91.9%   | 8.1%       |
| 8) There is good teamwork among staff in my school/worksite.   | 56    | 12             | 4        | 2                 |                | 74          | 91.9%   | 8.1%       |
| 9) Non-instructional duties are assigned on an equitable basis in my school/worksite.                | 37    | 5              | 23       | 4                 | 5              | 74          | 60.9%   | 39.1%      |
| 10) My working environment (i.e. safety, cleanliness) is conducive to success.                       | 40    | 7              | 22       | 3                 |                | 72          | 65.3%   | 34.7%      |
| 11) My work performance is evaluated fairly.   | 55    | 16             | 2        | 1                 |                | 74          | 95.9%   | 4.1%       |
| 12) I am provided adequate time during the workday to plan, prepare for and do my job.               | 27    | 4              | 27       | 14                | 2              | 74          | 43.1%   | 56.9%      |
| 13) I am provided adequate work and storage space to prepare for and do my job.                      | 35    | 10             | 23       | 5                 | 1              | 74          | 61.6%   | 38.4%      |
| 14) My administrators/supervisors respect the negotiated contracts.                                  | 50    | 19             | 3        | 1                 | 1              | 74          | 94.5%   | 5.5%       |
| 15) My planning time is respected by my school administrations/supervisors.                          | 36    | 14             | 11       | 2                 | 11             | 74          | 79.4%   | 20.6%      |
| 16) In my school/worksite, administrators/supervisors support me in enforcing discipline.            | 33    | 4              | 18       | 13                | 4              | 72          | 54.4%   | 45.6%      |
| 17) In my school, student misbehavior interferes with learning.                                      | 39    | 27             | 7        | 1                 |                | 74          | 89.2%   | 10.8%      |
| 18) Too much instructional time is spent administering assessments.                                  | 20    | 16             | 21       | 1                 | 15             | 73          | 62.1%   | 37.9%      |
| 19) HCPSS professional development experiences are meaningful and worthwhile.                        | 32    | 1              | 27       | 13                | 1              | 74          | 45.2%   | 54.8%      |
| 20) Increased workload has contributed to a decline in my morale.                                    | 36    | 21             | 14       |                   | 3              | 74          | 80.3%   | 19.7%      |
| 21) I am paid fairly.  | 23    | 2              | 29       | 20                |                | 74          | 33.8%   | 66.2%      |
| 22) I have confidence in the leadership exhibited by the HCPSS Superintendent.                       | 38    | 6              | 24       | 3                 | 1              | 72          | 62.0%   | 38.0%      |
| 23) I have confidence in the leadership exhibited by the Howard County Board of Education.           | 36    | 3              | 21       | 8                 | 2              | 70          | 57.4%   | 42.6%      |
| 24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA). | 47    | 16             | 7        |                   | 1              | 71          | 90.0%   | 10.0%      |

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|   |    |   |    |    |    |    |       |       |
|---|----|---|----|----|----|----|-------|-------|
| 25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.      | 48 | 7 | 13 | 3  | 1  | 72 | 77.5% | 22.5% |
| 26) In my position, I receive appropriate and adequate support and training.                                | 46 | 8 | 16 | 3  |    | 73 | 74.0% | 26.0% |
| 27) During this current school year, I have experienced harassing behavior from colleagues.                 | 1  | 5 | 29 | 36 | 2  | 73 | 8.5%  | 91.5% |
| 28) During this current school year, I have experienced harassing behavior from administrators/supervisors. | 2  | 3 | 26 | 40 | 2  | 73 | 7.0%  | 93.0% |
| 29) During this current school year, I have experienced harassing behavior from parents.                    | 7  | 1 | 38 | 25 | 2  | 73 | 11.3% | 88.7% |
| 30) At my school I spend most of my PIP time doing non-instructional duties/assignments.                    | 16 | 5 | 24 | 7  | 20 | 72 | 40.4% | 59.6% |
| 31) At my school our administrator includes time during PIP for teacher-initiated collaboration.            | 27 | 4 | 10 | 1  | 27 | 69 | 73.8% | 26.2% |
| 32) In my school/worksite, I spend too much time in meetings.   | 28 | 9 | 29 | 1  | 4  | 71 | 55.2% | 44.8% |
| 33) In my school, there is adequate support for special education students.                                 | 9  | 1 | 29 | 32 | 2  | 73 | 14.1% | 85.9% |