

2022-2023 HCEA Job Satisfaction Survey

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Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	29	6	24	10		69	50.7%	49.3%
2) There is an atmosphere of open communication and trust in my school/worksite.	32	7	21	8		68	57.4%	42.6%
3) I personally feel successful in my work.	48	8	9	3		68	82.4%	17.6%
4) I feel involved in decision-making at my school/worksite.	21	6	30	9	3	69	40.9%	59.1%
5) I want to be involved in decision-making at my school/worksite.	44	18	4		3	69	93.9%	6.1%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	27	10	26	5	1	69	54.4%	45.6%
7) In my school/worksite, I am treated as a professional.	47	9	10	2	1	69	82.4%	17.6%
8) There is good teamwork among staff in my school/worksite.	39	16	12	2		69	79.7%	20.3%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	37	9	9	1	12	68	82.1%	17.9%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	42	15	9	1	1	68	85.1%	14.9%
11) My work performance is evaluated fairly.	39	9	8	1	11	68	84.2%	15.8%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	27	5	14	20	3	69	48.5%	51.5%
13) I am provided adequate work and storage space to prepare for and do my job.	41	16	9	2	1	69	83.8%	16.2%
14) My administrators/supervisors respect the negotiated contracts.	41	17	4	1	3	66	92.1%	7.9%
15) My planning time is respected by my school administrations/supervisors.	34	12	10	2	10	68	79.3%	20.7%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	24	7	17	7	11	66	56.4%	43.6%
17) In my school, student misbehavior interferes with learning.	29	18	16	1	5	69	73.4%	26.6%
18) Too much instructional time is spent administering assessments.	21	11	20		17	69	61.5%	38.5%
19) HCPSS professional development experiences are meaningful and worthwhile.	22	5	23	16	2	68	40.9%	59.1%
20) Increased workload has contributed to a decline in my morale.	26	26	14	2	1	69	76.5%	23.5%
21) I am paid fairly.	21	3	25	19		68	35.3%	64.7%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	41	4	18	2	2	67	69.2%	30.8%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	31	1	28	5	3	68	49.2%	50.8%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	35	31	2		1	69	97.1%	2.9%

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25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	38	8	17	1	4	68	71.9%	28.1%
26) In my position, I receive appropriate and adequate support and training.	33	5	25	5		68	55.9%	44.1%
27) During this current school year, I have experienced harassing behavior from colleagues.	5		26	37	1	69	7.4%	92.6%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	4		28	34	2	68	6.1%	93.9%
29) During this current school year, I have experienced harassing behavior from parents.	15	2	27	21	4	69	26.2%	73.8%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	8	5	29	4	22	68	28.3%	71.7%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	27	1	13	2	25	68	65.1%	34.9%
32) In my school/worksite, I spend too much time in meetings.	17	10	31	3	8	69	44.3%	55.7%
33) In my school, there is adequate support for special education students.	6	6	21	36		69	17.4%	82.6%