2022-2023 HCEA Job Satisfaction Survey Trend Report

| Phelps Luck ES | 14-15 | 15-16 | 16-17 | 17-18 | 18-19 | 19-20 | 21-22 | 22-23 | 22-23 | 22-22 |
|---|----------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|--------------------|----------|----------|
| · · | | | | | | | | | Overall- | Overall- |
| | | | | | | | | | ES | All |
| Overall, morale at my school/worksite is good. | 95.9% | 76.0% | 25.0% | 74.1% | 80.5% | 76.9% | 67.2% | 66.2% | 67.5% | 64.8% |
| There is an atmosphere of open communication and trust in my school/worksite. | 100.0% | 80.0% | 57.7% | 86.8% | 87.5% | 82.6% | 85.1% | 77.0% | 70.7% | 67.9% |
| I personally feel successful in my work. | 85.7% | 71.4% | 70.6% | 79.6% | 87.8% | 86.2% | 77.6% | 83.6% | 82.7% | 82.9% |
| I feel involved in decision-making at my school/worksite. | 72.9% | 52.1% | 56.9% | 74.5% | 76.9% | 63.4% | 75.8% | 66.2% | 63.5% | 60.2% |
| I want to be involved in decision-making at my school/worksite. | 95.7% | 93.9% | 98.0% | 94.1% | 87.5% | 84.6% | 91.9% | 87.0% | 91.8% | 89.0% |
| In my school/worksite, I can speak openly about important issues without fear of repercussions | 95.9% | 74.0% | 70.0% | 86.8% | 90.2% | 78.8% | 83.3% | 74.3% | 74.0% | 71.9% |
| In my school/worksite, I am treated as a professional | 95.9% | 92.0% | 88.2% | 94.4% | 87.8% | 94.2% | 94.0% | 91.9% | 87.0% | 85.8% |
| There is good teamwork among staff in my school/worksite. | 95.9% | 94.0% | 84.6% | 94.4% | 95.0% | 88.4% | 89.6% | 91.9% | 83.8% | 81.3% |
| Non-instructional duties are assigned on an equitable basis in my school/worksite | 83.0% | 76.7% | 60.4% | 72.3% | 84.6% | 61.5% | 72.6% | 60.9% | 75.0% | 74.8% |
| My working enviornment (i.e. safety, cleanliness) is conductive to success | 75.5% | 68.0% | 42.3% | 61.1% | 70.7% | 56.8% | 65.2% | 65.3% | 78.0% | 74.0% |
| My work performance is evaluated fairly. | 83.3% | 83.3% | 88.5% | 94.3% | 92.7% | 98.0% | 98.5% | 95.9% | 90.4% | 89.0% |
| I am provided adequate time during the workday to plan, prepare for and do my job. | 54.2% | 23.4% | 47.1% | 59.3% | 51.3% | 46.10% | 31.3% | 43.1% | 50.9% | 50.9% |
| I am provided adequate work and storage space to prepare for and do my job. | 85.7% | 79.6% | 78.4% | 81.5% | 77.5% | 72.50% | 65.2% | 61.6% | 82.5% | 83.4% |
| My administrators/supervisors respect the negotiated contracts | 98.0% | 88.0% | 82.4% | 94.4% | 90.0% | 94.20% | 93.9% | 94.5% | 92.8% | 92.3% |
| My planning time is respected by my school administrators/supervisors | 81.4% | 70.5% | 77.3% | 70.2% | 79.4% | 61.50% | 82.7% | 79.4% | 84.0% | 83.9% |
| In my school, administrators/supervisors support me in enforcing discipline | 95.8% | 77.1% | 39.2% | 71.2% | 65.0% | 55.70% | 78.0% | 54.4% | 71.5% | 67.3% |
| In my school, student misbehavior interferes with learning. | 72.3% | 90.0% | 86.5% | 92.6% | 89.7% | 90.30% | 78.3% | 89.2% | 74.6% | 72.7% |
| Too much instructional time is spent administering assessments. | 87.2% | 93.6% | 76.0% | 64.4% | 74.3% | 58.80% | 77.1% | 62.1% | 64.2% | 60.0% |
| HCPSS professional development experiences are meaningful and worthwhile | 64.6% | 63.3% | 54.0% | 60.0% | 53.8% | 47.00% | 37.5% | 45.2% | 49.4% | 46.3% |
| Increased workload has contributed to a decline in my morale. | 64.3% | 78.7% | 76.0% | 55.6% | 69.2% | 73.00% | 84.4% | 80.3% | 72.1% | 70.3% |
| I am paid fairly. | 41.7% | 22.4% | 41.2% | 48.1% | 36.6% | 41.10% | 32.8% | 33.8% | 35.9% | 40.7% |
| I have confidence in the leadership exhibited by the HCPSS Superintendent. | 53.3% | 23.9% | 10.2% | 90.6% | 95.1% | 75.00% | 46.9% | 62.0% | 66.7% | 62.5% |
| I have confidence in the leadership exhibited by the Howard County Board of Education. | 43.5% | 26.7% | 67.3% | 79.6% | 89.7% | 44.20% | 26.2% | 57.4% | 50.8% | 47.7% |
| I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). | 82.6% | 91.3% | 98.0% | 96.0% | 95.0% | 90.20% | 92.5% | 90.0% | 90.6% | 89.9% |
| I feel that HCPSS offers me the possibility of advancing professionally in the field of education | 80.6% | 74.0% | 68.6% | 80.4% | 73.7% | 71.10% | 76.3% | 77.5% | 77.6% | 75.0% |
| In my position, I receive appropriate and adequate support and training | 77.6% | 65.3% | 80.0% | 86.8% | 82.9% | 80.30% | 75.4% | 74.0% | 69.8% | 69.0% |
| In the last 12 months, I have experienced harassing behavior from colleagues | 6.7% | 2.3% | 10.0% | 1.9% | 7.3% | 9.80% | 6.0% | 8.5% | 10.2% | 10.2% |
| In the last 12 months, I have experienced harassing behavior from administrators/supervisors. | 0.0% | 2.2% | 8.0% | 3.8% | 7.5% | 1.90% | 0.0% | 7.0% | 5.5% | 6.3% |
| In the last 12 months, I have experienced harassing behavior from parents | 13.3% | 11.1% | 11.8% | 19.6% | 9.8% | 15.30% | 16.7% | 11.3% | 18.5% | 22.8% |
| At my school I spend most of my PIP time on non-instructional activities. | | | | | 41.7% | 28.00% | 46.8% | 40.4% | 27.0% | 33.5% |
| At my school our administrator includes time during PIP for teacher-initiated collaboration. | | | | | 68.2% | 40.80% | 80.4% | 73.8% | 81.0% | 73.7% |
| In my school, I spend too much time in meetings. | | | | | | 58.80% | 52.5% | 55.2% | 46.4% | 41.4% |
| In my school, there is adequate support for special education students. | | | | | | 17.30% | 23.8% | 14.1% | 22.2% | 33.8% |
| Particip | ants 49 | 50 | 52 | 54 | 41 out o f 95 | 52 out of 93 | 67 out of 94 | 74 out of 98 | | |
| Prin | ipal | | | | | | | | | |
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| | Sean Martin | Michelle Leader | | |
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