

2022-2023 HCEA Job Satisfaction Survey

RESERVOIR HS

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	74	10	29	10	1	124	68.3%	31.7%
2) There is an atmosphere of open communication and trust in my school/worksite.	61	10	40	11	1	123	58.2%	41.8%
3) I personally feel successful in my work.	84	15	21	2	1	123	81.1%	18.9%
4) I feel involved in decision-making at my school/worksite.	41	6	51	21	4	123	39.5%	60.5%
5) I want to be involved in decision-making at my school/worksite.	78	23	17	4	2	124	82.8%	17.2%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	66	10	32	13	3	124	62.8%	37.2%
7) In my school/worksite, I am treated as a professional.	85	21	13	5		124	85.5%	14.5%
8) There is good teamwork among staff in my school/worksite.	81	12	26	5		124	75.0%	25.0%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	75	17	14	8	10	124	80.7%	19.3%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	59	47	12	4		122	86.9%	13.1%
11) My work performance is evaluated fairly.	71	24	22	3	4	124	79.2%	20.8%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	44	11	37	25	7	124	47.0%	53.0%
13) I am provided adequate work and storage space to prepare for and do my job.	79	22	12	6	5	124	84.9%	15.1%
14) My administrators/supervisors respect the negotiated contracts.	86	26	8	3	1	124	91.1%	8.9%
15) My planning time is respected by my school administrations/supervisors.	63	22	13	3	23	124	84.2%	15.8%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	66	13	21	8	15	123	73.1%	26.9%
17) In my school, student misbehavior interferes with learning.	40	22	49	4	9	124	53.9%	46.1%
18) Too much instructional time is spent administering assessments.	46	16	37	5	20	124	59.6%	40.4%
19) HCPSS professional development experiences are meaningful and worthwhile.	35	1	49	32	7	124	30.8%	69.2%
20) Increased workload has contributed to a decline in my morale.	60	27	22	5	10	124	76.3%	23.7%
21) I am paid fairly.	41	3	51	27		122	36.1%	63.9%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	46	7	44	23	2	122	44.2%	55.8%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	42	1	53	23	3	122	36.1%	63.9%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	68	38	5	7	4	122	89.8%	10.2%

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25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	65	5	30	10	14	124	63.6%	36.4%
26) In my position, I receive appropriate and adequate support and training.	67	9	37	10	1	124	61.8%	38.2%
27) During this current school year, I have experienced harassing behavior from colleagues.	15	6	38	60	4	123	17.6%	82.4%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	9	1	46	63	3	122	8.4%	91.6%
29) During this current school year, I have experienced harassing behavior from parents.	27	6	46	38	6	123	28.2%	71.8%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	31	5	46	10	29	121	39.1%	60.9%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	53	8	22	9	30	122	66.3%	33.7%
32) In my school/worksite, I spend too much time in meetings.	30	7	68	9	10	124	32.5%	67.5%
33) In my school, there is adequate support for special education students.	41	13	41	20	9	124	47.0%	53.0%