

2022-2023 HCEA Job Satisfaction Survey

RIVER HILL HS

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	47	14	16	4		81	75.3%	24.7%
2) There is an atmosphere of open communication and trust in my school/worksite.	43	18	17	3		81	75.3%	24.7%
3) I personally feel successful in my work.	48	28	3	1		80	95.0%	5.0%
4) I feel involved in decision-making at my school/worksite.	39	10	19	7	6	81	65.3%	34.7%
5) I want to be involved in decision-making at my school/worksite.	51	13	13	1	2	80	82.1%	17.9%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	35	23	20	2		80	72.5%	27.5%
7) In my school/worksite, I am treated as a professional.	39	30	8	3		80	86.3%	13.8%
8) There is good teamwork among staff in my school/worksite.	44	18	15	2	1	80	78.5%	21.5%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	39	23	8	1	8	79	87.3%	12.7%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	33	39	8			80	90.0%	10.0%
11) My work performance is evaluated fairly.	45	31	5			81	93.8%	6.2%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	31	14	21	14		80	56.3%	43.8%
13) I am provided adequate work and storage space to prepare for and do my job.	40	32	8	1		81	88.9%	11.1%
14) My administrators/supervisors respect the negotiated contracts.	40	37	3			80	96.3%	3.8%
15) My planning time is respected by my school administrations/supervisors.	34	28	6	1	12	81	89.9%	10.1%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	33	16	13	11	8	81	67.1%	32.9%
17) In my school, student misbehavior interferes with learning.	23	2	39	14	3	81	32.1%	67.9%
18) Too much instructional time is spent administering assessments.	25	16	23	7	10	81	57.7%	42.3%
19) HCPSS professional development experiences are meaningful and worthwhile.	19	2	36	23	1	81	26.3%	73.8%
20) Increased workload has contributed to a decline in my morale.	27	24	22	2	2	77	68.0%	32.0%
21) I am paid fairly.	27	5	29	20		81	39.5%	60.5%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	37	6	22	12	2	79	55.8%	44.2%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	27	2	31	15	3	78	38.7%	61.3%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	52	18	6	2	1	79	89.7%	10.3%

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25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	47	8	15	4	5	79	74.3%	25.7%
26) In my position, I receive appropriate and adequate support and training.	45	7	27	2		81	64.2%	35.8%
27) During this current school year, I have experienced harassing behavior from colleagues.	7	1	25	47	1	81	10.0%	90.0%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	1	25	49	1	77	2.6%	97.4%
29) During this current school year, I have experienced harassing behavior from parents.	19	7	29	23	2	80	33.3%	66.7%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	24	1	29	12	14	80	37.9%	62.1%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	33	6	21	5	16	81	60.0%	40.0%
32) In my school/worksite, I spend too much time in meetings.	21	8	39	8	5	81	38.2%	61.8%
33) In my school, there is adequate support for special education students.	31	7	23	16	4	81	49.4%	50.6%