

2022-2023 HCEA Job Satisfaction Survey

ROCKBURN ES

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	32	3	15	8		58	60.3%	39.7%
2) There is an atmosphere of open communication and trust in my school/worksite.	29	7	18	4		58	62.1%	37.9%
3) I personally feel successful in my work.	37	9	8	3		57	80.7%	19.3%
4) I feel involved in decision-making at my school/worksite.	24	6	22	6		58	51.7%	48.3%
5) I want to be involved in decision-making at my school/worksite.	38	11	8			57	86.0%	14.0%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	31	9	13	5		58	69.0%	31.0%
7) In my school/worksite, I am treated as a professional.	36	17	2	2		57	93.0%	7.0%
8) There is good teamwork among staff in my school/worksite.	31	8	15	3		57	68.4%	31.6%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	25	10	13	3	6	57	68.6%	31.4%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	26	6	16	9		57	56.1%	43.9%
11) My work performance is evaluated fairly.	35	15	3	2	1	56	90.9%	9.1%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	24	7	18	9		58	53.4%	46.6%
13) I am provided adequate work and storage space to prepare for and do my job.	35	12	8	3		58	81.0%	19.0%
14) My administrators/supervisors respect the negotiated contracts.	34	22	2			58	96.6%	3.4%
15) My planning time is respected by my school administrations/supervisors.	29	12	7	1	8	57	83.7%	16.3%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	34	7	8	4	5	58	77.4%	22.6%
17) In my school, student misbehavior interferes with learning.	26	3	23	3	3	58	52.7%	47.3%
18) Too much instructional time is spent administering assessments.	20	12	15	1	9	57	66.7%	33.3%
19) HCPSS professional development experiences are meaningful and worthwhile.	24	4	23	7		58	48.3%	51.7%
20) Increased workload has contributed to a decline in my morale.	20	21	11	3	2	57	74.5%	25.5%
21) I am paid fairly.	23	5	23	6		57	49.1%	50.9%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	31	7	13	7		58	65.5%	34.5%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	23	2	17	11	3	56	47.2%	52.8%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	32	22	2		2	58	96.4%	3.6%

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25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	30	8	13	3	3	57	70.4%	29.6%
26) In my position, I receive appropriate and adequate support and training.	34	7	16	1		58	70.7%	29.3%
27) During this current school year, I have experienced harassing behavior from colleagues.	8	1	25	24		58	15.5%	84.5%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	3		20	34		57	5.3%	94.7%
29) During this current school year, I have experienced harassing behavior from parents.	8	5	26	17	2	58	23.2%	76.8%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	9	2	28	6	13	58	24.4%	75.6%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	28	2	5		21	56	85.7%	14.3%
32) In my school/worksite, I spend too much time in meetings.	15	10	28	4	1	58	43.9%	56.1%
33) In my school, there is adequate support for special education students.	11	3	16	28		58	24.1%	75.9%