

**2022-2023 HCEA Job Satisfaction Survey**

**RUNNING BROOK ES**

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	37	19	5	1	1	63	90.3%	9.7%
2) There is an atmosphere of open communication and trust in my school/worksite.	34	23	5	1		63	90.5%	9.5%
3) I personally feel successful in my work.	35	20	7	1		63	87.3%	12.7%
4) I feel involved in decision-making at my school/worksite.	35	10	10	4	4	63	76.3%	23.7%
5) I want to be involved in decision-making at my school/worksite.	40	17	3		3	63	95.0%	5.0%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	29	25	4	3	2	63	88.5%	11.5%
7) In my school/worksite, I am treated as a professional.	22	39	1	1		63	96.8%	3.2%
8) There is good teamwork among staff in my school/worksite.	29	33			1	63	100.0%	0.0%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	31	16	7	3	6	63	82.5%	17.5%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	31	24	7			62	88.7%	11.3%
11) My work performance is evaluated fairly.	26	34	3			63	95.2%	4.8%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	31	16	9	6	1	63	75.8%	24.2%
13) I am provided adequate work and storage space to prepare for and do my job.	36	23	3		1	63	95.2%	4.8%
14) My administrators/supervisors respect the negotiated contracts.	23	38	1			62	98.4%	1.6%
15) My planning time is respected by my school administrations/supervisors.	25	30	3	1	3	62	93.2%	6.8%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	32	12	5	3	11	63	84.6%	15.4%
17) In my school, student misbehavior interferes with learning.	24	27	1	1	10	63	96.2%	3.8%
18) Too much instructional time is spent administering assessments.	20	6	21	1	15	63	54.2%	45.8%
19) HCPSS professional development experiences are meaningful and worthwhile.	36	7	14	2	4	63	72.9%	27.1%
20) Increased workload has contributed to a decline in my morale.	21	6	27	4	4	62	46.6%	53.4%
21) I am paid fairly.	21	4	27	11		63	39.7%	60.3%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	34	11	12	2	3	62	76.3%	23.7%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	33	2	18	5	3	61	60.3%	39.7%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	40	17	1	1	3	62	96.6%	3.4%

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25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	39	11	7	1	5	63	86.2%	13.8%
26) In my position, I receive appropriate and adequate support and training.	43	13	5	2		63	88.9%	11.1%
27) During this current school year, I have experienced harassing behavior from colleagues.			15	47	1	63	0.0%	100.0%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1		14	47	1	63	1.6%	98.4%
29) During this current school year, I have experienced harassing behavior from parents.	8	1	23	28	3	63	15.0%	85.0%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	10		25	7	21	63	23.8%	76.2%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	23	4	4	3	28	62	79.4%	20.6%
32) In my school/worksite, I spend too much time in meetings.	10	1	43	7	2	63	18.0%	82.0%
33) In my school, there is adequate support for special education students.	13	8	19	17	6	63	36.8%	63.2%