

**2022-2023 HCEA Job Satisfaction Survey**

**ST JOHN'S LANE ES**

<b>Questions</b>	<b>Agree</b>	<b>Strongly agree</b>	<b>Disagree</b>	<b>Strongly disagree</b>	<b>Does not apply</b>	<b>Grand Total</b>	<b>% Agree</b>	<b>% Disagree</b>
1) Overall, morale at my worksite is good	27	30	1			58	98.3%	1.7%
2) There is an atmosphere of open communication and trust in my school/worksite.	28	29	2			59	96.6%	3.4%
3) I personally feel successful in my work.	33	23	2	1		59	94.9%	5.1%
4) I feel involved in decision-making at my school/worksite.	29	17	7	1	5	59	85.2%	14.8%
5) I want to be involved in decision-making at my school/worksite.	33	19	3		4	59	94.5%	5.5%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	26	26	5	1		58	89.7%	10.3%
7) In my school/worksite, I am treated as a professional.	21	37	1			59	98.3%	1.7%
8) There is good teamwork among staff in my school/worksite.	30	26	3			59	94.9%	5.1%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	34	15	4	1	5	59	90.7%	9.3%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	28	5	21	5		59	55.9%	44.1%
11) My work performance is evaluated fairly.	32	26			1	59	100.0%	0.0%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	31	5	11	8	4	59	65.5%	34.5%
13) I am provided adequate work and storage space to prepare for and do my job.	40	8	7	2	2	59	84.2%	15.8%
14) My administrators/supervisors respect the negotiated contracts.	22	36	1			59	98.3%	1.7%
15) My planning time is respected by my school administrations/supervisors.	24	25	1		9	59	98.0%	2.0%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	28	26	2	1	2	59	94.7%	5.3%
17) In my school, student misbehavior interferes with learning.	22	2	27	7	1	59	41.4%	58.6%
18) Too much instructional time is spent administering assessments.	21	6	25	1	6	59	50.9%	49.1%
19) HCPSS professional development experiences are meaningful and worthwhile.	26	2	21	7	1	57	50.0%	50.0%
20) Increased workload has contributed to a decline in my morale.	20	15	18	3	2	58	62.5%	37.5%
21) I am paid fairly.	22	2	26	8	1	59	41.4%	58.6%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	37	6	7	5	2	57	78.2%	21.8%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	23	3	23	6	3	58	47.3%	52.7%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	33	19	6			58	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.	27	11	12	2	4	56	73.1%	26.9%
26) In my position, I receive appropriate and adequate support and training.	40	9	8	2		59	83.1%	16.9%
27) During this current school year, I have experienced harassing behavior from colleagues.			14	45		59	0.0%	100.0%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.		1	9	49		59	1.7%	98.3%
29) During this current school year, I have experienced harassing behavior from parents.	8	1	20	29	1	59	15.5%	84.5%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	3		31	13	12	59	6.4%	93.6%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	34	9	2		14	59	95.6%	4.4%
32) In my school/worksite, I spend too much time in meetings.	25	5	23	3	3	59	53.6%	46.4%
33) In my school, there is adequate support for special education students.	18	3	25	10	2	58	37.5%	62.5%