

2022-2023 HCEA Job Satisfaction Survey

STEVENS FOREST ES

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	24	7	1	2		34	91.2%	8.8%
2) There is an atmosphere of open communication and trust in my school/worksite.	19	9	5			33	84.8%	15.2%
3) I personally feel successful in my work.	16	12	5	1		34	82.4%	17.6%
4) I feel involved in decision-making at my school/worksite.	18	10	5	1		34	82.4%	17.6%
5) I want to be involved in decision-making at my school/worksite.	21	11	1		1	34	97.0%	3.0%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	17	11	4	1		33	84.8%	15.2%
7) In my school/worksite, I am treated as a professional.	18	13	3			34	91.2%	8.8%
8) There is good teamwork among staff in my school/worksite.	20	11	3			34	91.2%	8.8%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	15	6	6	4	3	34	67.7%	32.3%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	18	8	5	3		34	76.5%	23.5%
11) My work performance is evaluated fairly.	16	15	1	1	1	34	93.9%	6.1%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	14	4	7	6	3	34	58.1%	41.9%
13) I am provided adequate work and storage space to prepare for and do my job.	19	8	6		1	34	81.8%	18.2%
14) My administrators/supervisors respect the negotiated contracts.	15	18	1			34	97.1%	2.9%
15) My planning time is respected by my school administrations/supervisors.	15	12	1		6	34	96.4%	3.6%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	16	9	3		6	34	89.3%	10.7%
17) In my school, student misbehavior interferes with learning.	16	5	9	1	3	34	67.7%	32.3%
18) Too much instructional time is spent administering assessments.	12	6	10		6	34	64.3%	35.7%
19) HCPSS professional development experiences are meaningful and worthwhile.	17	2	9	5		33	57.6%	42.4%
20) Increased workload has contributed to a decline in my morale.	12	8	12	1	1	34	60.6%	39.4%
21) I am paid fairly.	11	2	14	7		34	38.2%	61.8%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	22	5	5	2		34	79.4%	20.6%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	18	1	13	1	1	34	57.6%	42.4%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	19	12	2		1	34	93.9%	6.1%

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25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	20	3	5	3	3	34	74.2%	25.8%
26) In my position, I receive appropriate and adequate support and training.	19	6	9			34	73.5%	26.5%
27) During this current school year, I have experienced harassing behavior from colleagues.	2	1	10	21		34	8.8%	91.2%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.			9	25		34	0.0%	100.0%
29) During this current school year, I have experienced harassing behavior from parents.	2		12	20		34	5.9%	94.1%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	6		15	2	11	34	26.1%	73.9%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	16	4	5		9	34	80.0%	20.0%
32) In my school/worksite, I spend too much time in meetings.	9	4	16	3	2	34	40.6%	59.4%
33) In my school, there is adequate support for special education students.	12		10	9	3	34	38.7%	61.3%