

**2022-2023 HCEA Job Satisfaction Survey**

**SWANSFIELD ES**

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	39	12	18	9		78	65.4%	34.6%
2) There is an atmosphere of open communication and trust in my school/worksite.	32	18	18	9	1	78	64.9%	35.1%
3) I personally feel successful in my work.	46	25	6	1		78	91.0%	9.0%
4) I feel involved in decision-making at my school/worksite.	32	15	20	6	4	77	64.4%	35.6%
5) I want to be involved in decision-making at my school/worksite.	37	34	2	1	4	78	95.9%	4.1%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	37	23	14	4		78	76.9%	23.1%
7) In my school/worksite, I am treated as a professional.	30	37	7	4		78	85.9%	14.1%
8) There is good teamwork among staff in my school/worksite.	35	26	14	2		77	79.2%	20.8%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	39	13	14	7	5	78	71.2%	28.8%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	38	32	7	1		78	89.7%	10.3%
11) My work performance is evaluated fairly.	42	28	2	3	3	78	93.3%	6.7%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	29	16	18	12	3	78	60.0%	40.0%
13) I am provided adequate work and storage space to prepare for and do my job.	39	30	8		1	78	89.6%	10.4%
14) My administrators/supervisors respect the negotiated contracts.	34	36	3	4	1	78	90.9%	9.1%
15) My planning time is respected by my school administrations/supervisors.	35	25	3	2	13	78	92.3%	7.7%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	33	18	6	4	16	77	83.6%	16.4%
17) In my school, student misbehavior interferes with learning.	34	25	10	1	8	78	84.3%	15.7%
18) Too much instructional time is spent administering assessments.	17	13	28	3	17	78	49.2%	50.8%
19) HCPSS professional development experiences are meaningful and worthwhile.	39	6	25	3	5	78	61.6%	38.4%
20) Increased workload has contributed to a decline in my morale.	21	19	30	4	4	78	54.1%	45.9%
21) I am paid fairly.	22	1	29	25		77	29.9%	70.1%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	49	7	15	4	2	77	74.7%	25.3%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	43	1	24	5	3	76	60.3%	39.7%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	43	17	8	6	3	77	81.1%	18.9%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	50	10	10	1	6	77	84.5%	15.5%

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26) In my position, I receive appropriate and adequate support and training.	43	12	16	6	1	78	71.4%	28.6%
27) During this current school year, I have experienced harassing behavior from colleagues.	9	1	14	50	4	78	13.5%	86.5%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	3	2	16	56	1	78	6.5%	93.5%
29) During this current school year, I have experienced harassing behavior from parents.	11	3	21	42	1	78	18.2%	81.8%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	6	3	33	10	26	78	17.3%	82.7%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	35	5	6	1	28	75	85.1%	14.9%
32) In my school/worksite, I spend too much time in meetings.	16	7	40	6	9	78	33.3%	66.7%
33) In my school, there is adequate support for special education students.	12	2	12	42	10	78	20.6%	79.4%