

2022-2023 HCEA Job Satisfaction Survey

TALBOTT SPRINGS ES

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	43	10	5	1		59	89.8%	10.2%
2) There is an atmosphere of open communication and trust in my school/worksite.	38	12	7	2		59	84.7%	15.3%
3) I personally feel successful in my work.	36	19	4			59	93.2%	6.8%
4) I feel involved in decision-making at my school/worksite.	36	9	10	4		59	76.3%	23.7%
5) I want to be involved in decision-making at my school/worksite.	43	14	2			59	96.6%	3.4%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	34	14	7	4		59	81.4%	18.6%
7) In my school/worksite, I am treated as a professional.	31	22	5	1		59	89.8%	10.2%
8) There is good teamwork among staff in my school/worksite.	38	17	2	2		59	93.2%	6.8%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	39	12	2	2	4	59	92.7%	7.3%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	28	30	1			59	98.3%	1.7%
11) My work performance is evaluated fairly.	32	23	1	1	2	59	96.5%	3.5%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	24	8	19	5	3	59	57.1%	42.9%
13) I am provided adequate work and storage space to prepare for and do my job.	28	27	1	1	1	58	96.5%	3.5%
14) My administrators/supervisors respect the negotiated contracts.	30	27	2			59	96.6%	3.4%
15) My planning time is respected by my school administrations/supervisors.	24	16	6	1	12	59	85.1%	14.9%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	37	14	4	1	3	59	91.1%	8.9%
17) In my school, student misbehavior interferes with learning.	27	10	19	1	2	59	64.9%	35.1%
18) Too much instructional time is spent administering assessments.	26	6	12		12	56	72.7%	27.3%
19) HCPSS professional development experiences are meaningful and worthwhile.	37	4	17	1		59	69.5%	30.5%
20) Increased workload has contributed to a decline in my morale.	31	9	14	2	2	58	71.4%	28.6%
21) I am paid fairly.	19		22	18		59	32.2%	67.8%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	40	9	5	2	2	58	87.5%	12.5%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	32	2	15	5	3	57	63.0%	37.0%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	37	20		1	1	59	98.3%	1.7%

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25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	31	18	9	1		59	83.1%	16.9%
26) In my position, I receive appropriate and adequate support and training.	41	10	8			59	86.4%	13.6%
27) During this current school year, I have experienced harassing behavior from colleagues.	3	1	24	28	3	59	7.1%	92.9%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	1	21	34	2	59	3.5%	96.5%
29) During this current school year, I have experienced harassing behavior from parents.	7	1	30	17	4	59	14.5%	85.5%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	8	2	25	4	18	57	25.6%	74.4%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	34	2	2	1	18	57	92.3%	7.7%
32) In my school/worksite, I spend too much time in meetings.	16	4	35	2	2	59	35.1%	64.9%
33) In my school, there is adequate support for special education students.	14	4	25	13	2	58	32.1%	67.9%