

**2022-2023 HCEA Job Satisfaction Survey**

**THOMAS VIADUCT MS**

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	38	12	14			64	78.1%	21.9%
2) There is an atmosphere of open communication and trust in my school/worksite.	41	19	4			64	93.8%	6.3%
3) I personally feel successful in my work.	37	14	10	3		64	79.7%	20.3%
4) I feel involved in decision-making at my school/worksite.	32	16	15		1	64	76.2%	23.8%
5) I want to be involved in decision-making at my school/worksite.	41	9	10	2	2	64	80.6%	19.4%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	32	28	4			64	93.8%	6.3%
7) In my school/worksite, I am treated as a professional.	31	29	3			63	95.2%	4.8%
8) There is good teamwork among staff in my school/worksite.	32	21	7	2		62	85.5%	14.5%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	36	15	9	2	1	63	82.3%	17.7%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	30	15	15	2		62	72.6%	27.4%
11) My work performance is evaluated fairly.	33	21	1	2	6	63	94.7%	5.3%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	19	4	21	14	6	64	39.7%	60.3%
13) I am provided adequate work and storage space to prepare for and do my job.	32	11	12	7	2	64	69.4%	30.6%
14) My administrators/supervisors respect the negotiated contracts.	40	23	1			64	98.4%	1.6%
15) My planning time is respected by my school administrations/supervisors.	30	16	7		11	64	86.8%	13.2%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	37	19	4		3	63	93.3%	6.7%
17) In my school, student misbehavior interferes with learning.	28	29	4		2	63	93.4%	6.6%
18) Too much instructional time is spent administering assessments.	14	12	20	3	13	62	53.1%	46.9%
19) HCPSS professional development experiences are meaningful and worthwhile.	34	4	16	5	3	62	64.4%	35.6%
20) Increased workload has contributed to a decline in my morale.	22	11	22	2	5	62	57.9%	42.1%
21) I am paid fairly.	28	2	21	12	1	64	47.6%	52.4%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	31	8	16	4	4	63	66.1%	33.9%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	29	3	20	4	6	62	57.1%	42.9%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	39	16	2	1	3	61	94.8%	5.2%

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25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	48	4	7		5	64	88.1%	11.9%
26) In my position, I receive appropriate and adequate support and training.	35	8	19	2		64	67.2%	32.8%
27) During this current school year, I have experienced harassing behavior from colleagues.	2	1	21	39	1	64	4.8%	95.2%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1		19	43	1	64	1.6%	98.4%
29) During this current school year, I have experienced harassing behavior from parents.	9	1	26	25	2	63	16.4%	83.6%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	13	5	25	1	20	64	40.9%	59.1%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	35	5	7		17	64	85.1%	14.9%
32) In my school/worksite, I spend too much time in meetings.	21	4	32	1	6	64	43.1%	56.9%
33) In my school, there is adequate support for special education students.	20	4	20	15	3	62	40.7%	59.3%