

**2022-2023 HCEA Job Satisfaction Survey**

**THUNDER HILL ES**

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	16		19	10		45	35.6%	64.4%
2) There is an atmosphere of open communication and trust in my school/worksite.	17	2	20	5		44	43.2%	56.8%
3) I personally feel successful in my work.	26	9	5	5		45	77.8%	22.2%
4) I feel involved in decision-making at my school/worksite.	19	5	14	5	1	44	55.8%	44.2%
5) I want to be involved in decision-making at my school/worksite.	27	8	8	1	1	45	79.5%	20.5%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	19	10	11	4		44	65.9%	34.1%
7) In my school/worksite, I am treated as a professional.	22	12	7	2	1	44	79.1%	20.9%
8) There is good teamwork among staff in my school/worksite.	29	6	8	2		45	77.8%	22.2%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	20	1	14	5	4	44	52.5%	47.5%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	23	5	11	5		44	63.6%	36.4%
11) My work performance is evaluated fairly.	32	8	2			42	95.2%	4.8%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	13	4	12	13	2	44	40.5%	59.5%
13) I am provided adequate work and storage space to prepare for and do my job.	25	14	6			45	86.7%	13.3%
14) My administrators/supervisors respect the negotiated contracts.	23	13	6	1	1	44	83.7%	16.3%
15) My planning time is respected by my school administrations/supervisors.	22	7	6	4	5	44	74.4%	25.6%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	16	3	11	12	1	43	45.2%	54.8%
17) In my school, student misbehavior interferes with learning.	20	21	1	2	1	45	93.2%	6.8%
18) Too much instructional time is spent administering assessments.	17	6	12	2	8	45	62.2%	37.8%
19) HCPSS professional development experiences are meaningful and worthwhile.	19	1	13	11	1	45	45.5%	54.5%
20) Increased workload has contributed to a decline in my morale.	17	14	9	1	3	44	75.6%	24.4%
21) I am paid fairly.	14	5	15	11		45	42.2%	57.8%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	24		9	8	2	43	58.5%	41.5%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	17		12	13	1	43	40.5%	59.5%

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24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	22	10	8	2	1	43	76.2%	23.8%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	30	6	5	2	2	45	83.7%	16.3%
26) In my position, I receive appropriate and adequate support and training.	21	6	14	4		45	60.0%	40.0%
27) During this current school year, I have experienced harassing behavior from colleagues.	6	3	15	21		45	20.0%	80.0%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	3	3	16	22	1	45	13.6%	86.4%
29) During this current school year, I have experienced harassing behavior from parents.	3	2	21	17	1	44	11.6%	88.4%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	8	2	19	5	10	44	29.4%	70.6%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	16	2	11	3	11	43	56.3%	43.8%
32) In my school/worksite, I spend too much time in meetings.	16	10	15		3	44	63.4%	36.6%
33) In my school, there is adequate support for special education students.	6		12	26	1	45	13.6%	86.4%