

**2022-2023 HCEA Job Satisfaction Survey**

**TRIADELPHIA RIDGE ES**

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	27	8	9	2		46	76.1%	23.9%
2) There is an atmosphere of open communication and trust in my school/worksite.	22	12	9	3		46	73.9%	26.1%
3) I personally feel successful in my work.	26	13	7			46	84.8%	15.2%
4) I feel involved in decision-making at my school/worksite.	19	13	10	3	1	46	71.1%	28.9%
5) I want to be involved in decision-making at my school/worksite.	30	11	2		3	46	95.3%	4.7%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	17	14	9	4		44	70.5%	29.5%
7) In my school/worksite, I am treated as a professional.	21	18	5	3		47	83.0%	17.0%
8) There is good teamwork among staff in my school/worksite.	22	15	10			47	78.7%	21.3%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	19	10	11		6	46	72.5%	27.5%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	22	13	9	2		46	76.1%	23.9%
11) My work performance is evaluated fairly.	25	19		1	2	47	97.8%	2.2%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	20	6	12	7	2	47	57.8%	42.2%
13) I am provided adequate work and storage space to prepare for and do my job.	28	9	6	1	1	45	84.1%	15.9%
14) My administrators/supervisors respect the negotiated contracts.	25	20			1	46	100.0%	0.0%
15) My planning time is respected by my school administrations/supervisors.	24	16	1		6	47	97.6%	2.4%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	20	14	6	2	5	47	81.0%	19.0%
17) In my school, student misbehavior interferes with learning.	18	7	13	4	3	45	59.5%	40.5%
18) Too much instructional time is spent administering assessments.	14	11	12		10	47	67.6%	32.4%
19) HCPSS professional development experiences are meaningful and worthwhile.	18		21	5	2	46	40.9%	59.1%
20) Increased workload has contributed to a decline in my morale.	16	13	14	1	3	47	65.9%	34.1%
21) I am paid fairly.	17	1	14	14	1	47	39.1%	60.9%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	21	6	8	8	4	47	62.8%	37.2%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	21	1	16	5	3	46	51.2%	48.8%

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24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	21	14	7	2	2	46	79.5%	20.5%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	25	6	8	3	5	47	73.8%	26.2%
26) In my position, I receive appropriate and adequate support and training.	27	8	9	2	1	47	76.1%	23.9%
27) During this current school year, I have experienced harassing behavior from colleagues.	4	2	16	24	1	47	13.0%	87.0%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	2	1	13	31		47	6.4%	93.6%
29) During this current school year, I have experienced harassing behavior from parents.	2	1	26	15	3	47	6.8%	93.2%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	7	3	14	7	13	44	32.3%	67.7%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	19	8	4		14	45	87.1%	12.9%
32) In my school/worksite, I spend too much time in meetings.	15	10	15	2	4	46	59.5%	40.5%
33) In my school, there is adequate support for special education students.	9		18	20		47	19.1%	80.9%