

2022-2023 HCEA Job Satisfaction Survey

VETERANS ES

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	33	13	20	5		71	64.8%	35.2%
2) There is an atmosphere of open communication and trust in my school/worksite.	41	15	9	5	1	71	80.0%	20.0%
3) I personally feel successful in my work.	43	20	7		1	71	90.0%	10.0%
4) I feel involved in decision-making at my school/worksite.	35	13	11	8	4	71	71.6%	28.4%
5) I want to be involved in decision-making at my school/worksite.	43	17	4	1	6	71	92.3%	7.7%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	42	19	5	4	1	71	87.1%	12.9%
7) In my school/worksite, I am treated as a professional.	41	23	5	2		71	90.1%	9.9%
8) There is good teamwork among staff in my school/worksite.	35	19	11	4	1	70	78.3%	21.7%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	33	14	8	6	10	71	77.0%	23.0%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	39	17	8	5		69	81.2%	18.8%
11) My work performance is evaluated fairly.	40	23	5	1	2	71	91.3%	8.7%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	20	17	15	15	1	68	55.2%	44.8%
13) I am provided adequate work and storage space to prepare for and do my job.	42	23	2	2	1	70	94.2%	5.8%
14) My administrators/supervisors respect the negotiated contracts.	34	29	5		2	70	92.6%	7.4%
15) My planning time is respected by my school administrations/supervisors.	30	21	3	5	12	71	86.4%	13.6%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	30	9	10	10	11	70	66.1%	33.9%
17) In my school, student misbehavior interferes with learning.	27	17	17	1	8	70	71.0%	29.0%
18) Too much instructional time is spent administering assessments.	22	13	16		20	71	68.6%	31.4%
19) HCPSS professional development experiences are meaningful and worthwhile.	26	5	25	11	4	71	46.3%	53.7%
20) Increased workload has contributed to a decline in my morale.	21	21	20	4	5	71	63.6%	36.4%
21) I am paid fairly.	20	4	27	18	1	70	34.8%	65.2%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	46	8	7	9	1	71	77.1%	22.9%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	38	3	20	8	1	70	59.4%	40.6%

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24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	40	23	5	1	1	70	91.3%	8.7%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	43	10	9	4	5	71	80.3%	19.7%
26) In my position, I receive appropriate and adequate support and training.	33	15	15	8		71	67.6%	32.4%
27) During this current school year, I have experienced harassing behavior from colleagues.	5	4	21	39	2	71	13.0%	87.0%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	2	18	48	2	71	4.3%	95.7%
29) During this current school year, I have experienced harassing behavior from parents.	4	2	32	31	2	71	8.7%	91.3%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	13	1	22	8	25	69	31.8%	68.2%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	34	2	7		26	69	83.7%	16.3%
32) In my school/worksites, I spend too much time in meetings.	17	11	27	4	11	70	47.5%	52.5%
33) In my school, there is adequate support for special education students.	9	3	15	41	3	71	17.6%	82.4%