2022-2023 HCEA Job Satisfaction Survey Trend Report

Overall, morale at my school/worksite is good. There is an atmosphere of open communication and trust in my school/worksite. In personally feel successful in my work. If the involved in decision-making at my school/worksite. If want to be involved in decision-making at my school/worksite. In my school/worksite, I can speak openly about important issues without fear of repercussions in my school/worksite, I am treated as a professional where is good teamwork among staff in my school/worksite. It is good teamwork among staff in my school/worksite. It is good teamwork among staff in my school/worksite. It is good teamwork among staff in my school/worksite. It is good teamwork among staff in my school/worksite. It is good teamwork among staff in my school/worksite. It is good teamwork among staff in my school/worksite. It is good teamwork among staff in my school/worksite. It is good teamwork among staff in my school/worksite. It is good teamwork among staff in my school/worksite. It is good teamwork among staff in my school among staff in my school, administrators/supervisors respect the negotiated contracts. It is good teamwork among staff in my school administrators/supervisors In my school, administrators/supervisors support me in enforcing discipline in my school, administrators/supervisors support me in enforcing discipline in my school, student misbehavior interferes with learning. It is good teamwork among staff in my school administrators are meaningful and worthwhile increased workload has contributed to a decline in my morale.	75.4% 71.9% 84.4% 46.0% 93.5%	84.3% 88.2% 92.2% 67.3%	83.0% 81.1%	85.7% 90.0%	75.9%	81.2%	10.00			
here is an atmosphere of open communication and trust in my school/worksite. personally feel successful in my work. feel involved in decision-making at my school/worksite. want to be involved in decision-making at my school/worksite. In my school/worksite, I can speak openly about important issues without fear of repercussions on my school/worksite, I am treated as a professional here is good teamwork among staff in my school/worksite. Iton-instructional duties are assigned on an equitable basis in my school/worksite My working enviornment (i.e. safety, cleanliness) is conductive to success My work performance is evaluated fairly. am provided adequate time during the workday to plan, prepare for and do my job. am provided adequate work and storage space to prepare for and do my job. My administrators/supervisors respect the negotiated contracts My planning time is respected by my school administrators/supervisors In my school, administrators/supervisors support me in enforcing discipline In my school, student misbehavior interferes with learning. Ito my school, student misbehavior interferes with learning. Ito much instructional time is spent administering assessments. ICPSS professional development experiences are meaningful and worthwhile Increased workload has contributed to a decline in my morale. am paid fairly.	71.9% 84.4% 46.0% 93.5%	88.2% 92.2%	81.1%		75.9%	81.2%			ES	All
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feel involved in decision-making at my school/worksite. want to be involved in decision-making at my school/worksite. In my school/worksite, I can speak openly about important issues without fear of repercussions in my school/worksite, I am treated as a professional of there is good teamwork among staff in my school/worksite. Idon-instructional duties are assigned on an equitable basis in my school/worksite of the most of the most of the most of the most of the my school/worksite of the most of the most of the my school working enviornment (i.e. safety, cleanliness) is conductive to success of the most of the my school adequate time during the workday to plan, prepare for and do my job. It is am provided adequate work and storage space to prepare for and do my job. In my rovided adequate work and storage space to prepare for and do my job. In my school, administrators/supervisors respect the negotiated contracts of the my school, administrators/supervisors support me in enforcing discipline of my school, administrators/supervisors support me in enforcing discipline of my school, student misbehavior interferes with learning. In my school, student misbehavior interferes with learning. In my school administrators/supervisors are meaningful and worthwhile of the my morale. In my add fairly.	46.0% 93.5%		0.00/		81.0%	88.7%	77.3%	80.0%	70.7%	67.9%
want to be involved in decision-making at my school/worksite. In my school/worksite, I can speak openly about important issues without fear of repercussions in my school/worksite, I am treated as a professional of there is good teamwork among staff in my school/worksite. Idon-instructional duties are assigned on an equitable basis in my school/worksite of the instructional duties are assigned on an equitable basis in my school/worksite of the instructional duties are assigned on an equitable basis in my school/worksite of the instructional duties are assigned on an equitable basis in my school/worksite of the instructional duties are assigned on an equitable basis in my school/worksite of the instructional time during the workday to plan, prepare for and do my job. In my rovided adequate time during the workday to plan, prepare for and do my job. In my administrators/supervisors respect the negotiated contracts of the instructional time is respected by my school administrators/supervisors of the my school, administrators/supervisors support me in enforcing discipline of my school, student misbehavior interferes with learning. In my school administrators/supervisors are meaningful and worthwhile of the interferes workload has contributed to a decline in my morale.	93.5%	67.3%	86.8%	85.7%	84.7%	89.0%	69.2%	90.0%	82.7%	82.9%
In my school/worksite, I can speak openly about important issues without fear of repercussions in my school/worksite, I am treated as a professional where is good teamwork among staff in my school/worksite. Idon-instructional duties are assigned on an equitable basis in my school/worksite working enviornment (i.e. safety, cleanliness) is conductive to success why work performance is evaluated fairly. Idon provided adequate time during the workday to plan, prepare for and do my job. Idon provided adequate work and storage space to prepare for and do my job. Idon provided adequate work and storage space to prepare for and do my job. Idon provided adequate work and storage space to prepare for and do my job. Idon provided adequate work and storage space to prepare for and do my job. Idon provided adequate work and storage space to prepare for and do my job. Idon provided adequate work and storage space to prepare for and do my job. Idon provided adequate work and storage space to prepare for and do my job. Idon provided adequate work and storage space to prepare for and do my job. Idon provided adequate work and storage space to prepare for and do my job. Idon provided adequate work and storage space to prepare for and do my job. Idon provided adequate work and storage space to prepare for and do my job. Idon provided adequate work and storage space to prepare for and do my job. Idon provided adequate work and storage space to prepare for and do my job. Idon provided adequate work and storage space to prepare for and do my job. Idon provided adequate work and storage space to prepare for and do my job. Idon provided adequate work and storage space to prepare for and do my job. Idon provided adequate work and storage space to prepare for and do my job. Idon provided adequate work and storage space to prepare for and do my job. Idon provided adequate work and storage space to prepare for and do my job. Idon provided adequate work and storage space to prepare for and do my job. Idon provided adequate work and stora			63.5%	72.9%	64.4%	76.5%	58.1%	71.6%	63.5%	60.2%
In my school/worksite, I am treated as a professional here is good teamwork among staff in my school/worksite. Ion-instructional duties are assigned on an equitable basis in my school/worksite My working enviornment (i.e. safety, cleanliness) is conductive to success My work performance is evaluated fairly. am provided adequate time during the workday to plan, prepare for and do my job. am provided adequate work and storage space to prepare for and do my job. My administrators/supervisors respect the negotiated contracts My planning time is respected by my school administrators/supervisors In my school, administrators/supervisors support me in enforcing discipline In my school, student misbehavior interferes with learning. IOO much instructional time is spent administering assessments. ICPSS professional development experiences are meaningful and worthwhile Increased workload has contributed to a decline in my morale. In my paid fairly.	72 20/	91.8%	91.8%	93.9%	94.9%	90.6%	90.2%	92.3%	91.8%	89.0%
here is good teamwork among staff in my school/worksite. Ion-instructional duties are assigned on an equitable basis in my school/worksite My working enviornment (i.e. safety, cleanliness) is conductive to success My work performance is evaluated fairly. am provided adequate time during the workday to plan, prepare for and do my job. My administrators/supervisors respect the negotiated contracts My planning time is respected by my school administrators/supervisors m my school, administrators/supervisors support me in enforcing discipline m my school, student misbehavior interferes with learning. IOPSS professional development experiences are meaningful and worthwhile ncreased workload has contributed to a decline in my morale. am paid fairly.	72.3%	80.4%	82.7%	84.0%	79.7%	81.2%	83.1%	87.1%	74.0%	71.9%
Ion-instructional duties are assigned on an equitable basis in my school/worksite My working enviornment (i.e. safety, cleanliness) is conductive to success My work performance is evaluated fairly. am provided adequate time during the workday to plan, prepare for and do my job. My administrators/supervisors respect the negotiated contracts My planning time is respected by my school administrators/supervisors In my school, administrators/supervisors support me in enforcing discipline In my school, student misbehavior interferes with learning. IOPSS professional development experiences are meaningful and worthwhile Increased workload has contributed to a decline in my morale. In my administrators/supervisors	84.6%	94.0%	96.2%	98.0%	93.2%	96.8%	89.4%	90.1%	87.0%	85.8%
My working enviornment (i.e. safety, cleanliness) is conductive to success My work performance is evaluated fairly. am provided adequate time during the workday to plan, prepare for and do my job. am provided adequate work and storage space to prepare for and do my job. My administrators/supervisors respect the negotiated contracts My planning time is respected by my school administrators/supervisors In my school, administrators/supervisors support me in enforcing discipline In my school, student misbehavior interferes with learning. ICPSS professional development experiences are meaningful and worthwhile Increased workload has contributed to a decline in my morale. In my paid fairly.	81.3%	88.0%	79.2%	92.0%	89.8%	84.1%	83.1%	78.3%	83.8%	81.3%
My work performance is evaluated fairly. am provided adequate time during the workday to plan, prepare for and do my job. am provided adequate work and storage space to prepare for and do my job. My administrators/supervisors respect the negotiated contracts My planning time is respected by my school administrators/supervisors In my school, administrators/supervisors support me in enforcing discipline In my school, student misbehavior interferes with learning. Too much instructional time is spent administering assessments. ICPSS professional development experiences are meaningful and worthwhile Increased workload has contributed to a decline in my morale. In my administrators/supervisors support me in enforcing discipline In my school, student misbehavior interferes with learning.	65.5%	89.6%	77.1%	80.5%	79.6%	76.1%	69.0%	77.0%	75.0%	74.8%
am provided adequate time during the workday to plan, prepare for and do my job. am provided adequate work and storage space to prepare for and do my job. My administrators/supervisors respect the negotiated contracts My planning time is respected by my school administrators/supervisors In my school, administrators/supervisors support me in enforcing discipline In my school, student misbehavior interferes with learning. Too much instructional time is spent administering assessments. ICPSS professional development experiences are meaningful and worthwhile	86.2%	86.0%	69.8%	64.0%	62.7%	67.1%	62.5%	81.2%	78.0%	74.0%
am provided adequate work and storage space to prepare for and do my job. My administrators/supervisors respect the negotiated contracts My planning time is respected by my school administrators/supervisors m my school, administrators/supervisors support me in enforcing discipline m my school, student misbehavior interferes with learning. Too much instructional time is spent administering assessments. ICPSS professional development experiences are meaningful and worthwhile mcreased workload has contributed to a decline in my morale. am paid fairly.	72.3%	78.4%	81.1%	92.0%	86.4%	95.2%	92.2%	91.3%	90.4%	89.0%
My administrators/supervisors respect the negotiated contracts My planning time is respected by my school administrators/supervisors In my school, administrators/supervisors support me in enforcing discipline In my school, student misbehavior interferes with learning. It is oo much instructional time is spent administering assessments. ICPSS professional development experiences are meaningful and worthwhile Increased workload has contributed to a decline in my morale. It is my morale. It is not provided to a decline in my morale. It is not provided to a decline in my morale.	44.4%	67.3%	50.0%	60.0%	65.5%	73.4%	56.9%	55.2%	50.9%	50.9%
My planning time is respected by my school administrators/supervisors in my school, administrators/supervisors support me in enforcing discipline in my school, student misbehavior interferes with learning. Soo much instructional time is spent administering assessments. ICPSS professional development experiences are meaningful and worthwhile increased workload has contributed to a decline in my morale. ICPSS professional development experiences are meaningful and worthwhile increased workload has contributed to a decline in my morale.	88.7%	90.2%	81.1%	90.0%	94.8%	95.3%	87.9%	94.2%	82.5%	83.4%
n my school, administrators/supervisors support me in enforcing discipline n my school, student misbehavior interferes with learning. Too much instructional time is spent administering assessments. ICPSS professional development experiences are meaningful and worthwhile Increased workload has contributed to a decline in my morale. In my morale. In my morale.	85.5%	94.0%	96.2%	94.0%	86.4%	96.8%	92.4%	92.6%	92.8%	92.3%
n my school, student misbehavior interferes with learning. Too much instructional time is spent administering assessments. ICPSS professional development experiences are meaningful and worthwhile increased workload has contributed to a decline in my morale. The professional development experiences are meaningful and worthwhile increased workload has contributed to a decline in my morale.	80.8%	90.5%	72.3%	93.2%	84.6%	91.9%	88.1%	86.4%	84.0%	83.9%
too much instructional time is spent administering assessments. ICPSS professional development experiences are meaningful and worthwhile increased workload has contributed to a decline in my morale. am paid fairly.	73.2%	82.2%	83.7%	84.8%	73.6%	73.4%	83.9%	66.1%	71.5%	67.3%
ICPSS professional development experiences are meaningful and worthwhile ncreased workload has contributed to a decline in my morale. am paid fairly.	44.8%	53.2%	54.9%	50.0%	76.4%	64.0%	66.7%	71.0%	74.6%	72.7%
ncreased workload has contributed to a decline in my morale. am paid fairly.	85.5%	73.9%	73.5%	57.8%	60.8%	54.6%	67.3%	68.6%	64.2%	60.0%
am paid fairly.	51.6%	64.0%	30.0%	46.0%	44.1%	51.6%	45.3%	46.3%	49.4%	46.3%
, ,	66.7%	56.9%	64.2%	50.0%	53.4%	51.5%	78.1%	63.6%	72.1%	70.3%
have a sufficient in the land and in subtleted by the HODGG Committee deat	35.4%	73.1%	31.4%	51.0%	40.7%	63.4%	32.3%	34.8%	35.9%	40.7%
have confidence in the leadership exhibited by the HCPSS Superintendent.	30.5%	31.4%	17.3%	97.9%	96.4%	76.1%	57.8%	77.1%	66.7%	62.5%
have confidence in the leadership exhibited by the Howard County Board of Education.	33.9%	30.0%	69.2%	84.0%	84.5%	65.6%	43.8%	59.4%	50.8%	47.7%
have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	90.0%	92.2%	98.1%	94.0%	91.4%	90.6%	83.1%	91.3%	90.6%	89.9%
feel that HCPSS offers me the possibility of advancing professionally in the field of education	77.6%	70.2%	76.5%	89.6%	78.9%	82.8%	78.7%	80.3%	77.6%	75.0%
n my position, I receive appropriate and adequate support and training	70.3%	88.2%	74.0%	84.0%	72.9%	77.4%	77.3%	67.6%	69.8%	69.0%
n the last 12 months, I have experienced harassing behavior from colleagues	16.7%	2.1%	2.0%	8.9%	15.3%	7.9%	12.5%	13.0%	10.2%	10.2%
n the last 12 months, I have experienced harassing behavior from administrators/supervisors.	7.3%	2.1%	3.9%	4.3%	1.7%	0.0%	3.2%	4.3%	5.5%	6.3%
n the last 12 months, I have experienced harassing behavior from parents	19.0%	16.3%	5.9%	12.8%	12.1%	9.3%	15.9%	8.7%	18.5%	22.8%
at my school I spend most of my PIP time on non-instructional activities.					25.0%	24.1%	40.5%	31.8%	27.0%	33.5%
at my school our administrator includes time during PIP for teacher-initiated collaboration.					78.0%	70.0%	84.2%	83.7%	81.0%	73.7%
n my school, I spend too much time in meetings.						25.8%	26.3%	47.5%	46.4%	41.4%
n my school, there is adequate support for special education students.						17.4%	17.7%	17.6%	22.2%	33.8%
	65	51	53	50	59 out of	64 out of	66 out of	71 out of 127		
Participants					127	125	123		İ	
Principal									1	

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