

2022-2023 HCEA Job Satisfaction Survey

WATERLOO ES

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	43	21	3			67	95.5%	4.5%
2) There is an atmosphere of open communication and trust in my school/worksite.	38	26	3			67	95.5%	4.5%
3) I personally feel successful in my work.	43	13	9	1		66	84.8%	15.2%
4) I feel involved in decision-making at my school/worksite.	43	13	7	2	2	67	86.2%	13.8%
5) I want to be involved in decision-making at my school/worksite.	45	15	3		4	67	95.2%	4.8%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	28	34	3		1	66	95.4%	4.6%
7) In my school/worksite, I am treated as a professional.	25	40	2			67	97.0%	3.0%
8) There is good teamwork among staff in my school/worksite.	38	24	4	1		67	92.5%	7.5%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	36	15	11	2	2	66	79.7%	20.3%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	37	24	5	1		67	91.0%	9.0%
11) My work performance is evaluated fairly.	26	37	2		1	66	96.9%	3.1%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	28	10	19	8	2	67	58.5%	41.5%
13) I am provided adequate work and storage space to prepare for and do my job.	40	19	5	2	1	67	89.4%	10.6%
14) My administrators/supervisors respect the negotiated contracts.	27	37	2			66	97.0%	3.0%
15) My planning time is respected by my school administrations/supervisors.	23	29	1		14	67	98.1%	1.9%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	33	27	3		4	67	95.2%	4.8%
17) In my school, student misbehavior interferes with learning.	35	15	13	1	3	67	78.1%	21.9%
18) Too much instructional time is spent administering assessments.	26	15	7	1	18	67	83.7%	16.3%
19) HCPSS professional development experiences are meaningful and worthwhile.	25	6	25	9	1	66	47.7%	52.3%
20) Increased workload has contributed to a decline in my morale.	25	17	15	5	4	66	67.7%	32.3%
21) I am paid fairly.	21	2	27	17		67	34.3%	65.7%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	37	5	17	8		67	62.7%	37.3%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	28	1	26	9	2	66	45.3%	54.7%

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24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	43	14	8	1		66	86.4%	13.6%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	40	7	11	3	6	67	77.0%	23.0%
26) In my position, I receive appropriate and adequate support and training.	41	9	14	3		67	74.6%	25.4%
27) During this current school year, I have experienced harassing behavior from colleagues.	6	1	19	41		67	10.4%	89.6%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.			14	52	1	67	0.0%	100.0%
29) During this current school year, I have experienced harassing behavior from parents.	12	5	27	22	1	67	25.8%	74.2%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	5	2	31	6	23	67	15.9%	84.1%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	30	5	2	1	27	65	92.1%	7.9%
32) In my school/worksites, I spend too much time in meetings.	11	3	40	6	7	67	23.3%	76.7%
33) In my school, there is adequate support for special education students.	17	5	22	21	2	67	33.8%	66.2%