

2022-2023 HCEA Job Satisfaction Survey

WAVERLY ES

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	37	4	21	4		66	62.1%	37.9%
2) There is an atmosphere of open communication and trust in my school/worksite.	44	7	11	4		66	77.3%	22.7%
3) I personally feel successful in my work.	42	10	10	3		65	80.0%	20.0%
4) I feel involved in decision-making at my school/worksite.	30	6	23	4	3	66	57.1%	42.9%
5) I want to be involved in decision-making at my school/worksite.	43	12	5	1	5	66	90.2%	9.8%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	46	6	9	3		64	81.3%	18.8%
7) In my school/worksite, I am treated as a professional.	44	14	4	3		65	89.2%	10.8%
8) There is good teamwork among staff in my school/worksite.	40	11	11	3		65	78.5%	21.5%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	43	3	7	10	3	66	73.0%	27.0%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	43	15	4	2		64	90.6%	9.4%
11) My work performance is evaluated fairly.	40	20	3	1		64	93.8%	6.3%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	22	4	20	15	3	64	42.6%	57.4%
13) I am provided adequate work and storage space to prepare for and do my job.	48	13	3			64	95.3%	4.7%
14) My administrators/supervisors respect the negotiated contracts.	38	20	5	3		66	87.9%	12.1%
15) My planning time is respected by my school administrations/supervisors.	35	9	8	1	13	66	83.0%	17.0%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	34	8	10	6	8	66	72.4%	27.6%
17) In my school, student misbehavior interferes with learning.	29	10	18	4	3	64	63.9%	36.1%
18) Too much instructional time is spent administering assessments.	24	9	18	2	13	66	62.3%	37.7%
19) HCPSS professional development experiences are meaningful and worthwhile.	19	2	26	15	2	64	33.9%	66.1%
20) Increased workload has contributed to a decline in my morale.	27	18	14	1	6	66	75.0%	25.0%
21) I am paid fairly.	24	2	22	18		66	39.4%	60.6%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	33	5	15	8	3	64	62.3%	37.7%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	22	1	26	12	4	65	37.7%	62.3%

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24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	39	15	6	3	3	66	85.7%	14.3%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	37	7	11	1	8	64	78.6%	21.4%
26) In my position, I receive appropriate and adequate support and training.	40	5	15	5	1	66	69.2%	30.8%
27) During this current school year, I have experienced harassing behavior from colleagues.	5	2	24	35		66	10.6%	89.4%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	4		27	35		66	6.1%	93.9%
29) During this current school year, I have experienced harassing behavior from parents.	11	1	25	24	4	65	19.7%	80.3%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	11	1	33	4	16	65	24.5%	75.5%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	30	4	8		24	66	81.0%	19.0%
32) In my school/worksites, I spend too much time in meetings.	25	5	24	1	7	62	54.5%	45.5%
33) In my school, there is adequate support for special education students.	6		18	41	1	66	9.2%	90.8%