

2022-2023 HCEA Job Satisfaction Survey

WEST FRIENDSHIP ES

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	17	8	1			26	96.2%	3.8%
2) There is an atmosphere of open communication and trust in my school/worksite.	18	5	3			26	88.5%	11.5%
3) I personally feel successful in my work.	13	11	2			26	92.3%	7.7%
4) I feel involved in decision-making at my school/worksite.	19	4	1	1		25	92.0%	8.0%
5) I want to be involved in decision-making at my school/worksite.	16	8	1		1	26	96.0%	4.0%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	21	4	1			26	96.2%	3.8%
7) In my school/worksite, I am treated as a professional.	16	9			1	26	100.0%	0.0%
8) There is good teamwork among staff in my school/worksite.	12	12	2			26	92.3%	7.7%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	13	9	3		1	26	88.0%	12.0%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	12	14				26	100.0%	0.0%
11) My work performance is evaluated fairly.	17	7	2			26	92.3%	7.7%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	13	3	5	4	1	26	64.0%	36.0%
13) I am provided adequate work and storage space to prepare for and do my job.	18	7	1			26	96.2%	3.8%
14) My administrators/supervisors respect the negotiated contracts.	11	15				26	100.0%	0.0%
15) My planning time is respected by my school administrations/supervisors.	16	6			4	26	100.0%	0.0%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	15	9			1	25	100.0%	0.0%
17) In my school, student misbehavior interferes with learning.	4		16	5	1	26	16.0%	84.0%
18) Too much instructional time is spent administering assessments.	11	4	6	1	4	26	68.2%	31.8%
19) HCPSS professional development experiences are meaningful and worthwhile.	11	1	8	4	1	25	50.0%	50.0%
20) Increased workload has contributed to a decline in my morale.	11	4	10		1	26	60.0%	40.0%
21) I am paid fairly.	11	1	9	4		25	48.0%	52.0%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	15	4	4	1		24	79.2%	20.8%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	16		9	1		26	61.5%	38.5%

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24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	18	6	2			26	92.3%	7.7%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	16	3	1	1	4	25	90.5%	9.5%
26) In my position, I receive appropriate and adequate support and training.	16	2	7	1		26	69.2%	30.8%
27) During this current school year, I have experienced harassing behavior from colleagues.			8	18		26	0.0%	100.0%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1		8	17		26	3.8%	96.2%
29) During this current school year, I have experienced harassing behavior from parents.	4		10	12		26	15.4%	84.6%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	3		13	3	7	26	15.8%	84.2%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	14	2	3		7	26	84.2%	15.8%
32) In my school/worksite, I spend too much time in meetings.	5	3	16		2	26	33.3%	66.7%
33) In my school, there is adequate support for special education students.	9	6	9	1	1	26	60.0%	40.0%