

2022-2023 HCEA Job Satisfaction Survey

WILDE LAKE HS

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	66	10	11	2		89	85.4%	14.6%
2) There is an atmosphere of open communication and trust in my school/worksite.	59	19	10	1		89	87.6%	12.4%
3) I personally feel successful in my work.	62	13	13			88	85.2%	14.8%
4) I feel involved in decision-making at my school/worksite.	50	11	19	7	2	89	70.1%	29.9%
5) I want to be involved in decision-making at my school/worksite.	56	18	12		2	88	86.0%	14.0%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	45	25	15	3		88	79.5%	20.5%
7) In my school/worksite, I am treated as a professional.	46	36	7			89	92.1%	7.9%
8) There is good teamwork among staff in my school/worksite.	55	20	14			89	84.3%	15.7%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	51	15	16	1	4	87	79.5%	20.5%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	52	12	19	5		88	72.7%	27.3%
11) My work performance is evaluated fairly.	52	33	3	1		89	95.5%	4.5%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	30	7	36	15	1	89	42.0%	58.0%
13) I am provided adequate work and storage space to prepare for and do my job.	57	17	12	2		88	84.1%	15.9%
14) My administrators/supervisors respect the negotiated contracts.	51	34	2		1	88	97.7%	2.3%
15) My planning time is respected by my school administrations/supervisors.	50	18	8	1	11	88	88.3%	11.7%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	45	5	21	9	8	88	62.5%	37.5%
17) In my school, student misbehavior interferes with learning.	44	24	12	2	3	85	82.9%	17.1%
18) Too much instructional time is spent administering assessments.	33	8	34	4	7	86	51.9%	48.1%
19) HCPSS professional development experiences are meaningful and worthwhile.	36	2	29	17	3	87	45.2%	54.8%
20) Increased workload has contributed to a decline in my morale.	37	22	26		3	88	69.4%	30.6%
21) I am paid fairly.	38	5	27	16	1	87	50.0%	50.0%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	46	4	31	3	3	87	59.5%	40.5%

2022-2023 HCEA Job Satisfaction Survey

WILDE LAKE HS

23) I have confidence in the leadership exhibited by the Howard County Board of Education.	33	1	39	6	3	82	43.0%	57.0%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	50	25	6	2	3	86	90.4%	9.6%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	50	7	22	5	4	88	67.9%	32.1%
26) In my position, I receive appropriate and adequate support and training.	58	8	14	5	1	86	77.6%	22.4%
27) During this current school year, I have experienced harassing behavior from colleagues.	5	2	30	51		88	8.0%	92.0%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	2	31	55		89	3.4%	96.6%
29) During this current school year, I have experienced harassing behavior from parents.	20	5	34	28	1	88	28.7%	71.3%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	22	5	39	4	17	87	38.6%	61.4%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	51	7	13	5	12	88	76.3%	23.7%
32) In my school/worksites, I spend too much time in meetings.	29	5	46	7	2	89	39.1%	60.9%
33) In my school, there is adequate support for special education students.	40	5	30	9	3	87	53.6%	46.4%