

2022-2023 HCEA Job Satisfaction Survey

WILDE LAKE MS

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	38	6	6	1		51	86.3%	13.7%
2) There is an atmosphere of open communication and trust in my school/worksite.	34	12	4	2		52	88.5%	11.5%
3) I personally feel successful in my work.	33	13	6			52	88.5%	11.5%
4) I feel involved in decision-making at my school/worksite.	28	6	12	3	3	52	69.4%	30.6%
5) I want to be involved in decision-making at my school/worksite.	33	11	4		4	52	91.7%	8.3%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	33	12	4	2	1	52	88.2%	11.8%
7) In my school/worksite, I am treated as a professional.	26	22	2	2		52	92.3%	7.7%
8) There is good teamwork among staff in my school/worksite.	36	9	4	2		51	88.2%	11.8%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	31	7	6	4	3	51	79.2%	20.8%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	37	12	3			52	94.2%	5.8%
11) My work performance is evaluated fairly.	29	16	3	1	2	51	91.8%	8.2%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	21	6	13	9	3	52	55.1%	44.9%
13) I am provided adequate work and storage space to prepare for and do my job.	33	11	5	2	1	52	86.3%	13.7%
14) My administrators/supervisors respect the negotiated contracts.	27	19	2	1	3	52	93.9%	6.1%
15) My planning time is respected by my school administrations/supervisors.	29	13	4		6	52	91.3%	8.7%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	32	9	7	2	1	51	82.0%	18.0%
17) In my school, student misbehavior interferes with learning.	17	33	2			52	96.2%	3.8%
18) Too much instructional time is spent administering assessments.	13	6	22		11	52	46.3%	53.7%
19) HCPSS professional development experiences are meaningful and worthwhile.	29	5	14	2	2	52	68.0%	32.0%
20) Increased workload has contributed to a decline in my morale.	22	8	20		2	52	60.0%	40.0%
21) I am paid fairly.	25	4	18	5		52	55.8%	44.2%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	31	5	10	4	1	51	72.0%	28.0%

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23) I have confidence in the leadership exhibited by the Howard County Board of Education.	26	4	14	6	2	52	60.0%	40.0%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	41	4	4	1	2	52	90.0%	10.0%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	36	5	6		3	50	87.2%	12.8%
26) In my position, I receive appropriate and adequate support and training.	38	8	5		1	52	90.2%	9.8%
27) During this current school year, I have experienced harassing behavior from colleagues.	2	3	16	29	1	51	10.0%	90.0%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	2	2	17	30	1	52	7.8%	92.2%
29) During this current school year, I have experienced harassing behavior from parents.	13	3	25	10	1	52	31.4%	68.6%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	15	3	20	3	11	52	43.9%	56.1%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	29	4	4	1	12	50	86.8%	13.2%
32) In my school/worksite, I spend too much time in meetings.	9	2	29	5	7	52	24.4%	75.6%
33) In my school, there is adequate support for special education students.	23	3	18	6	2	52	52.0%	48.0%