

2022-2023 HCEA Job Satisfaction Survey

WORTHINGTON ES

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	28	5	6	3		42	78.6%	21.4%
2) There is an atmosphere of open communication and trust in my school/worksite.	30	8	4			42	90.5%	9.5%
3) I personally feel successful in my work.	22	7	12			41	70.7%	29.3%
4) I feel involved in decision-making at my school/worksite.	26	7	6	1	2	42	82.5%	17.5%
5) I want to be involved in decision-making at my school/worksite.	24	12	3		3	42	92.3%	7.7%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	19	16	5	1	1	42	85.4%	14.6%
7) In my school/worksite, I am treated as a professional.	23	16	3			42	92.9%	7.1%
8) There is good teamwork among staff in my school/worksite.	20	17	5			42	88.1%	11.9%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	22	8	6	4	2	42	75.0%	25.0%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	29	10	3			42	92.9%	7.1%
11) My work performance is evaluated fairly.	22	15	1	1	2	41	94.9%	5.1%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	15	2	11	13	1	42	41.5%	58.5%
13) I am provided adequate work and storage space to prepare for and do my job.	24	12	5			41	87.8%	12.2%
14) My administrators/supervisors respect the negotiated contracts.	26	15	1			42	97.6%	2.4%
15) My planning time is respected by my school administrations/supervisors.	24	8	3	2	5	42	86.5%	13.5%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	22	9	1		8	40	96.9%	3.1%
17) In my school, student misbehavior interferes with learning.	20	3	12	3	3	41	60.5%	39.5%
18) Too much instructional time is spent administering assessments.	12	9	10	1	10	42	65.6%	34.4%
19) HCPSS professional development experiences are meaningful and worthwhile.	20	2	13	4	3	42	56.4%	43.6%
20) Increased workload has contributed to a decline in my morale.	15	9	16	2		42	57.1%	42.9%
21) I am paid fairly.	10		15	17		42	23.8%	76.2%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	27	2	10	3		42	69.0%	31.0%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	25		14	2	1	42	61.0%	39.0%

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24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	26	12	3	1		42	90.5%	9.5%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	25	7	4	1	5	42	86.5%	13.5%
26) In my position, I receive appropriate and adequate support and training.	20	7	12	3		42	64.3%	35.7%
27) During this current school year, I have experienced harassing behavior from colleagues.	3		9	30		42	7.1%	92.9%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.			12	30		42	0.0%	100.0%
29) During this current school year, I have experienced harassing behavior from parents.	5		18	19		42	11.9%	88.1%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	10	1	16	1	14	42	39.3%	60.7%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	15	2	7		17	41	70.8%	29.2%
32) In my school/worksite, I spend too much time in meetings.	15	4	18	2	3	42	48.7%	51.3%
33) In my school, there is adequate support for special education students.	9		14	18	1	42	22.0%	78.0%