2022-2023 HCEA Job Satisfaction Survey Trend Report

West Friendship ES	14-15	15-16	16-17	17-18	18-19	19-20	21-22	22-23	21-22 Overall-ES	21-22 Overall-All
Overall, morale at my school/worksite is good.	40.7%	72.2%	84.2%	67.7%	91.7%	92.3%	81.0%	96.2%	54.4%	48.1%
There is an atmosphere of open communication and trust in my school/worksite.	33.3%	61.1%	68.4%	51.6%	83.3%	88.4%	76.2%	88.5%	71.5%	65.0%
I personally feel successful in my work.	85.2%	77.8%	84.2%	82.8%	83.3%	80.7%	81.0%	92.3%	75.6%	75.2%
I feel involved in decision-making at my school/worksite.	52.0%	66.7%	88.9%	60.0%	75.0%	76.9%	80.0%	92.0%	61.8%	54.5%
I want to be involved in decision-making at my school/worksite.	92.3%	100.0%	100.0%	100.0%	95.8%	76.0%	80.0%	96.0%	91.3%	88.7%
In my school/worksite, I can speak openly about important issues without fear of repercussions	48.1%	66.7%	78.9%	53.3%	75.0%	76.0%	76.2%	96.2%	74.8%	69.9%
In my school/worksite, I am treated as a professional	88.5%	88.9%	89.5%	80.6%	95.8%	100.0%	95.2%	100.0%	89.6%	85.0%
There is good teamwork among staff in my school/worksite.	80.8%	88.9%	84.2%	83.9%	95.8%	100.0%	85.7%	92.3%	86.8%	83.4%
Non-instructional duties are assigned on an equitable basis in my school/worksite	76.9%	82.4%	88.9%	83.3%	95.8%	92.3%	90.0%	88.0%	73.6%	72.3%
My working enviornment (i.e. safety, cleanliness) is conductive to success	92.6%	88.9%	100.0%	90.3%	91.7%	88.4%	90.0%	100.0%	67.2%	65.1%
My work performance is evaluated fairly.	76.9%	94.1%	94.7%	80.0%	91.3%	88.0%	95.2%	92.3%	91.8%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	51.9%	55.6%	50.0%	66.7%	70.8%	53.8%	47.4%	64.0%	45.6%	44.2%
I am provided adequate work and storage space to prepare for and do my job.	81.5%	66.7%	84.2%	87.1%	87.5%	76.9%	90.0%	96.2%	82.0%	83.2%
My administrators/supervisors respect the negotiated contracts	74.1%	94.4%	100.0%	90.3%	95.8%	100.0%	100.0%	100.0%	92.7%	91.9%
My planning time is respected by my school administrators/supervisors	77.3%	80.0%	93.3%	88.5%	95.0%	80.7%	100.0%	100.0%	87.2%	83.6%
In my school, administrators/supervisors support me in enforcing discipline	72.0%	75.0%	94.4%	86.7%	100.0%	96.1%	100.0%	100.0%	81.0%	72.0%
In my school, student misbehavior interferes with learning.	38.5%	38.9%	26.3%	39.3%	34.8%	34.6%	5.0%	16.0%	63.8%	63.5%
Too much instructional time is spent administering assessments.	76.0%	73.3%	64.7%	60.7%	47.4%	46.1%	52.6%	68.2%	69.5%	66.7%
HCPSS professional development experiences are meaningful and worthwhile	74.1%	58.8%	63.2%	70.0%	62.5%	38.4%	57.9%	50.0%	42.4%	39.6%
Increased workload has contributed to a decline in my morale.	70.4%	61.1%	63.2%	58.1%	33.3%	56.0%	75.0%	60.0%	80.0%	79.4%
I am paid fairly.	59.3%	38.9%	47.4%	51.6%	45.8%	61.5%	47.6%	48.0%	30.6%	33.7%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	33.3%	11.1%	5.3%	93.5%	91.7%	69.2%	76.2%	79.2%	47.1%	43.7%
I have confidence in the leadership exhibited by the Howard County Board of Education.	46.2%	16.7%	52.6%	87.1%	87.5%	53.8%	52.4%	61.5%	29.7%	27.9%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	85.2%	94.4%	73.7%	90.0%	95.7%	88.4%	100.0%	92.3%	88.5%	86.2%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	81.5%	66.7%	78.9%	85.7%	72.7%	73.0%	80.0%	90.5%	75.3%	70.9%
In my position, I receive appropriate and adequate support and training	81.5%	88.9%	84.2%	83.9%	83.3%	61.5%	85.0%	69.2%	71.3%	70.0%
In the last 12 months, I have experienced harassing behavior from colleagues	19.2%	5.6%	16.7%	10.0%	8.7%	3.8%	0.0%	0.0%	8.4%	8.6%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	12.0%	11.1%	11.1%	23.3%	4.3%	0.0%	4.8%	3.8%	4.2%	6.1%
In the last 12 months, I have experienced harassing behavior from parents	24.0%	33.3%	22.0%	17.2%	17.4%	23.0%	25.0%	15.4%	19.5%	23.7%
At my school I spend most of my PIP time on non-instructional activities.					22.2%	16.6%	23.5%	15.8%	35.6%	37.9%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					93.3%	61.5%	93.8%	84.2%	83.0%	74.6%
In my school, I spend too much time in meetings.						46.1%	30.0%	33.3%	38.7%	34.9%
In my school, there is adequate support for special education students.						30.7%	47.4%	60.0%	24.1%	33.8%
Participants	27	18	19	31	24 out of 48	26 out of 43	21 out of 41	26 out of 42		
Principal	Aaron Tark	Aaron Tark	Kaye M. Breon	Kaye M. Breon	Kaye M. Breon	Kaye M. Breon	Kaye M. Breon	Kaye M. Breon		