2022-2023 HCEA Job Satisfaction Survey Trend Report

Worthington ES	14-15	15-16	16-17	17-18	18-19	19-20	21-22	22-23	22-23 Overall- ES	22-22 Overall-All
Overall, morale at my school/worksite is good.	68.6%	68.6%	78.8%	95.8%	94.1%	81.4%	48.6%	78.6%	67.5%	64.8%
There is an atmosphere of open communication and trust in my school/worksite.	65.7%	68.6%	78.8%	91.7%	87.9%	88.8%	80.0%	90.5%	70.7%	67.9%
I personally feel successful in my work.	85.3%	91.4%	84.8%	95.8%	97.0%	88.8%	79.4%	70.7%	82.7%	82.9%
I feel involved in decision-making at my school/worksite.	61.8%	64.7%	78.1%	69.6%	79.4%	81.4%	76.5%	82.5%	63.5%	60.2%
I want to be involved in decision-making at my school/worksite.	97.1%	90.6%	96.7%	100.0%	97.1%	88.8%	91.4%	92.3%	91.8%	89.0%
In my school/worksite, I can speak openly about important issues without fear of repercussions	71.4%	68.6%	81.3%	79.2%	91.2%	81.4%	79.4%	85.4%	74.0%	71.9%
In my school/worksite, I am treated as a professional	76.5%	80.0%	87.9%	91.3%	94.1%	96.3%	94.3%	92.9%	87.0%	85.8%
There is good teamwork among staff in my school/worksite.	71.4%	65.7%	81.3%	87.5%	94.1%	88.8%	91.2%	88.1%	83.8%	81.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	75.8%	78.1%	87.9%	95.7%	96.9%	77.7%	74.2%	75.0%	75.0%	74.8%
My working enviornment (i.e. safety, cleanliness) is conductive to success	94.3%	88.6%	97.0%	87.5%	91.2%	92.5%	80.0%	92.9%	78.0%	74.0%
My work performance is evaluated fairly.	73.5%	80.0%	83.9%	95.8%	91.2%	96.3%	97.1%	94.9%	90.4%	89.0%
I am provided adequate time during the workday to plan, prepare for and do my job.	46.9%	61.8%	68.8%	70.8%	55.9%	62.9%	45.5%	41.5%	50.9%	50.9%
I am provided adequate work and storage space to prepare for and do my job.	88.6%	82.9%	84.8%	91.7%	88.2%	85.1%	94.3%	87.8%	82.5%	83.4%
My administrators/supervisors respect the negotiated contracts	79.4%	94.1%	96.9%	100.0%	97.1%	100.0%	94.3%	97.6%	92.8%	92.3%
My planning time is respected by my school administrators/supervisors	78.6%	84.4%	93.1%	95.2%	93.5%	74.0%	83.9%	86.5%	84.0%	83.9%
In my school, administrators/supervisors support me in enforcing discipline	58.8%	81.8%	87.1%	100.0%	87.1%	84.6%	85.7%	96.9%	71.5%	67.3%
In my school, student misbehavior interferes with learning.	50.0%	65.7%	43.8%	54.2%	43.8%	55.5%	63.6%	60.5%	74.6%	72.7%
Too much instructional time is spent administering assessments.	90.3%	91.2%	75.9%	56.5%	60.0%	50.0%	80.0%	65.6%	64.2%	60.0%
HCPSS professional development experiences are meaningful and worthwhile	52.9%	47.1%	57.6%	56.5%	63.6%	62.9%	62.9%	56.4%	49.4%	46.3%
Increased workload has contributed to a decline in my morale.	70.6%	75.8%	71.9%	54.2%	63.6%	70.3%	79.4%	57.1%	72.1%	70.3%
I am paid fairly.	40.0%	34.3%	48.5%	25.0%	32.4%	53.8%	28.6%	23.8%	35.9%	40.7%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	30.3%	11.8%	6.1%	95.8%	97.1%	84.6%	57.1%	69.0%	66.7%	62.5%
I have confidence in the leadership exhibited by the Howard County Board of Education.	40.6%	20.6%	69.7%	83.3%	93.9%	59.2%	37.1%	61.0%	50.8%	47.7%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	94.1%	90.6%	93.9%	79.2%	88.2%	81.4%	88.6%	90.5%	90.6%	89.9%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	76.5%	79.4%	81.3%	95.7%	87.5%	77.7%	81.8%	86.5%	77.6%	75.0%
In my position, I receive appropriate and adequate support and training	68.6%	74.3%	84.8%	87.5%	79.4%	60.0%	70.6%	64.3%	69.8%	69.0%
In the last 12 months, I have experienced harassing behavior from colleagues	25.7%	26.5%	13.8%	8.3%	6.7%	11.1%	11.8%	7.1%	10.2%	10.2%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	17.1%	20.6%	6.9%	4.2%	3.2%	3.7%	2.9%	0.0%	5.5%	6.3%
In the last 12 months, I have experienced harassing behavior from parents	17.6%	29.4%	23.3%	20.8%	0.0%	11.1%	14.3%	11.9%	18.5%	22.8%
At my school I spend most of my PIP time on non-instructional activities.					25.9%	7.4%	36.0%	39.3%	27.0%	33.5%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					100.0%	61.5%	90.9%	70.8%	81.0%	73.7%
In my school, I spend too much time in meetings.						37.0%	43.8%	48.7%	46.4%	41.4%
In my school, there is adequate support for special education students.						18.5%	42.9%	22.0%	22.2%	33.8%
Participants	35	35	33	24	34 out o f 61	27 out of 58	35 out of 67	42 out of 67		
Principal	Chanel Mosby	Susan Webster	Kelli Jenkins	Kelli Jenkins	Kelli Jenkins	Kelli Jenkins	Kelli Jenkins	Kelli Jenkins		