

2022-2023 HCEA Job Satisfaction Survey Trend Report

| Ducketts Lane 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. | 87.0% | 79.1% | 85.3% | 94.4% | 93.8% | 57.5% | 73.7% | 89.3% | 67.5% | 64.8% |
| There is an atmosphere of open communication and trust in my school/worksite. | 90.7% | 67.4% | 94.1% | 86.1% | 81.3% | 67.5% | 84.2% | 93.3% | 70.7% | 67.9% |
| I personally feel successful in my work. | 87.0% | 90.7% | 85.3% | 91.4% | 93.8% | 85.0% | 71.1% | 91.8% | 82.7% | 82.9% |
| I feel involved in decision-making at my school/worksite. | 64.0% | 55.8% | 52.9% | 61.3% | 75.0% | 57.5% | 70.6% | 77.8% | 63.5% | 60.2% |
| I want to be involved in decision-making at my school/worksite. | 96.1% | 90.5% | 88.2% | 84.4% | 93.8% | 95.0% | 94.1% | 91.7% | 91.8% | 89.0% |
| In my school/worksite, I can speak openly about important issues without fear of repercussions | 77.8% | 58.1% | 70.6% | 83.3% | 87.5% | 62.5% | 82.9% | 87.8% | 74.0% | 71.9% |
| In my school/worksite, I am treated as a professional | 94.4% | 83.7% | 97.1% | 91.7% | 93.8% | 85.0% | 92.1% | 94.7% | 87.0% | 85.8% |
| There is good teamwork among staff in my school/worksite. | 90.7% | 90.7% | 94.1% | 94.4% | 100.0% | 87.5% | 89.5% | 92.0% | 83.8% | 81.3% |
| Non-instructional duties are assigned on an equitable basis in my school/worksite | 85.1% | 75.0% | 84.8% | 87.9% | 93.8% | 75.0% | 85.7% | 88.4% | 75.0% | 74.8% |
| My working environment (i.e. safety, cleanliness) is conducive to success | 94.4% | 83.7% | 88.2% | 91.7% | 100.0% | 75.0% | 81.6% | 93.3% | 78.0% | 74.0% |
| My work performance is evaluated fairly. | 77.4% | 81.4% | 93.8% | 91.4% | 87.5% | 94.8% | 93.9% | 92.8% | 90.4% | 89.0% |
| I am provided adequate time during the workday to plan, prepare for and do my job. | 50.9% | 40.5% | 59.4% | 75.0% | 75.0% | 47.5% | 54.1% | 53.5% | 50.9% | 50.9% |
| I am provided adequate work and storage space to prepare for and do my job. | 90.4% | 83.7% | 91.2% | 91.7% | 100.0% | 82.5% | 81.6% | 85.1% | 82.5% | 83.4% |
| My administrators/supervisors respect the negotiated contracts | 98.1% | 88.1% | 97.0% | 94.4% | 93.3% | 90.0% | 88.6% | 95.9% | 92.8% | 92.3% |
| My planning time is respected by my school administrators/supervisors | 93.8% | 87.8% | 86.7% | 93.8% | 92.9% | 65.0% | 93.3% | 91.1% | 84.0% | 83.9% |
| In my school, administrators/supervisors support me in enforcing discipline | 87.2% | 75.6% | 93.5% | 81.8% | 80.0% | 66.6% | 82.4% | 86.4% | 71.5% | 67.3% |
| In my school, student misbehavior interferes with learning. | 57.4% | 59.5% | 78.8% | 90.9% | 87.5% | 90.0% | 75.0% | 84.3% | 74.6% | 72.7% |
| Too much instructional time is spent administering assessments. | 77.6% | 85.4% | 65.6% | 71.9% | 50.0% | 58.9% | 60.6% | 69.5% | 64.2% | 60.0% |
| HCPSS professional development experiences are meaningful and worthwhile | 68.6% | 59.5% | 45.5% | 68.6% | 62.5% | 64.1% | 48.5% | 53.5% | 49.4% | 46.3% |
| Increased workload has contributed to a decline in my morale. | 71.2% | 73.2% | 58.8% | 61.8% | 50.0% | 67.5% | 75.7% | 66.7% | 72.1% | 70.3% |
| I am paid fairly. | 44.4% | 37.2% | 54.5% | 55.6% | 43.8% | 52.5% | 24.3% | 36.0% | 35.9% | 40.7% |
| I have confidence in the leadership exhibited by the HCPSS Superintendent. | 29.4% | 26.2% | 21.9% | 86.1% | 93.8% | 72.5% | 60.5% | 80.6% | 66.7% | 62.5% |
| I have confidence in the leadership exhibited by the Howard County Board of Education. | 32.6% | 35.9% | 62.5% | 85.7% | 93.8% | 45.0% | 35.1% | 63.8% | 50.8% | 47.7% |
| I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). | 89.8% | 90.2% | 97.0% | 91.2% | 93.8% | 92.5% | 86.8% | 90.1% | 90.6% | 89.9% |
| I feel that HCPSS offers me the possibility of advancing professionally in the field of education | 89.8% | 70.0% | 80.6% | 85.7% | 87.5% | 79.4% | 78.8% | 87.0% | 77.6% | 75.0% |
| In my position, I receive appropriate and adequate support and training | 86.5% | 81.4% | 76.5% | 82.4% | 87.5% | 75.0% | 70.3% | 67.1% | 69.8% | 69.0% |
| In the last 12 months, I have experienced harassing behavior from colleagues | 4.0% | 7.3% | 8.8% | 6.1% | 6.3% | 12.8% | 8.3% | 5.5% | 10.2% | 10.2% |
| In the last 12 months, I have experienced harassing behavior from administrators/supervisors. | 0.0% | 4.9% | 0.0% | 0.0% | 0.0% | 7.6% | 2.8% | 2.7% | 5.5% | 6.3% |
| In the last 12 months, I have experienced harassing behavior from parents | 9.6% | 16.7% | 17.6% | 3.0% | 0.0% | 10.0% | 13.2% | 22.2% | 18.5% | 22.8% |
| At my school I spend most of my PIP time on non-instructional activities. | | | | | 0.0% | 15.3% | 34.6% | 14.3% | 27.0% | 33.5% |
| At my school our administrator includes time during PIP for teacher-initiated collaboration. | | | | | 80.0% | 55.0% | 83.3% | 73.9% | 81.0% | 73.7% |
| In my school, I spend too much time in meetings. | | | | | | 35.0% | 38.2% | 45.6% | 46.4% | 41.4% |
| In my school, there is adequate support for special education students. | | | | | | 10.0% | 38.9% | 24.7% | 22.2% | 33.8% |
| Participants | 54 | 43 | 34 | 36 | 16 out of 95 | 40 out of 94 | 38 out of 99 | 75 out of 104 | | |
| Principal | Heidi Balter | Heidi Balter | Heidi Balter | Heidi Balter | Heidi Balter | Heidi Balter | Heidi Balter/ Molly Caroland | Molly Caroland | | |