

## 2023-2024 HCEA Job Satisfaction Survey

## ARL

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	6	32	5	17	1	61	63.3%	36.7%
2) There is an atmosphere of open communication and trust in my school/worksite.	9	33	3	15	1	61	70.0%	30.0%
3) I personally feel successful in my work.	7	28	2	21	3	61	60.3%	39.7%
4) I feel involved in decision-making at my school/worksite.	7	28	2	21	3	61	60.3%	39.7%
5) I want to be involved in decision-making at my school/worksite.	16	33		8	4	61	86.0%	14.0%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	17	27	6	10	1	61	73.3%	26.7%
7) In my school/worksite, I am treated as a professional.	27	25	2	5	1	60	88.1%	11.9%
8) There is good teamwork among staff in my school/worksite.	16	33	2	8	2	61	83.1%	16.9%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	9	20	1	9	22	61	74.4%	25.6%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	12	27	4	16	2	61	66.1%	33.9%
11) My work performance is evaluated fairly.	27	29		3	2	61	94.9%	5.1%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	14	32	5	4	6	61	83.6%	16.4%
13) I am provided adequate work and storage space to prepare for and do my job.	23	22	1	12	3	61	77.6%	22.4%
14) My administrators/supervisors respect the negotiated contracts.	31	22	2	3	2	60	91.4%	8.6%
15) My planning time is respected by my school administrations/supervisors.	20	15	3	3	19	60	85.4%	14.6%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	6	15	1	7	31	60	72.4%	27.6%
17) In my school, student misbehavior interferes with learning.	5	7	5	17	27	61	35.3%	64.7%
18) Too much instructional time is spent administering assessments.	1	6	5	19	30	61	22.6%	77.4%
19) HCPSS professional development experiences are meaningful and worthwhile.	1	26	12	18	4	61	47.4%	52.6%
20) Increased workload has contributed to a decline in my morale.	9	20	3	22	7	61	53.7%	46.3%
21) I am paid fairly.	6	26	10	18	1	61	53.3%	46.7%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	9	13	15	19	4	60	39.3%	60.7%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	1	14	15	26	4	60	26.8%	73.2%

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**ARL**

24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	8	36	2	12	2	60	75.9%	24.1%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	25	9	16	5	59	53.7%	46.3%
26) In my position, I receive appropriate and adequate support and training.	6	39	4	9	1	59	77.6%	22.4%
27) During this current school year, I have experienced harassing behavior from colleagues.	4	4	31	18	3	60	14.0%	86.0%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	3	3	32	17	4	59	10.9%	89.1%
29) During this current school year, I have experienced harassing behavior from parents.	4	9	20	22	5	60	23.6%	76.4%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.		6	7	17	30	60	20.0%	80.0%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	5	19	3	3	29	59	80.0%	20.0%
32) In my school/worksite, I spend too much time in meetings.	6	9	9	34	2	60	25.9%	74.1%
33) In my school, there is adequate support for special education students.	2	13	10	11	24	60	41.7%	58.3%