

2023-2024 HCEA Job Satisfaction Survey

ATHOLTON ES

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	2	26	4	9	1	42	68.3%	31.7%
2) There is an atmosphere of open communication and trust in my school/worksite.	3	25	4	9		41	68.3%	31.7%
3) I personally feel successful in my work.	8	29	2	3		42	88.1%	11.9%
4) I feel involved in decision-making at my school/worksite.	4	17	6	13	2	42	52.5%	47.5%
5) I want to be involved in decision-making at my school/worksite.	9	24	2	3	3	41	86.8%	13.2%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	22	4	9	1	42	68.3%	31.7%
7) In my school/worksite, I am treated as a professional.	12	22	2	4	1	41	85.0%	15.0%
8) There is good teamwork among staff in my school/worksite.	6	30	2	4		42	85.7%	14.3%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	20	1	11	5	42	67.6%	32.4%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	6	18	5	12	1	42	58.5%	41.5%
11) My work performance is evaluated fairly.	12	21	1	6	2	42	82.5%	17.5%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	2	27	5	6	1	41	72.5%	27.5%
13) I am provided adequate work and storage space to prepare for and do my job.	7	23	3	8	1	42	73.2%	26.8%
14) My administrators/supervisors respect the negotiated contracts.	9	30		1	2	42	97.5%	2.5%
15) My planning time is respected by my school administrations/supervisors.	7	28		3	4	42	92.1%	7.9%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	2	19	8	5	6	40	61.8%	38.2%
17) In my school, student misbehavior interferes with learning.	14	18		6	4	42	84.2%	15.8%
18) Too much instructional time is spent administering assessments.	10	11	2	9	10	42	65.6%	34.4%
19) HCPSS professional development experiences are meaningful and worthwhile.	1	13	9	15	4	42	36.8%	63.2%
20) Increased workload has contributed to a decline in my morale.	19	9	1	9	4	42	73.7%	26.3%
21) I am paid fairly.	1	14	13	14		42	35.7%	64.3%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.		16	4	14	6	40	47.1%	52.9%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.		7	10	21	3	41	18.4%	81.6%

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24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	9	28	1	2	1	41	92.5%	7.5%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	22	2	9	6	42	69.4%	30.6%
26) In my position, I receive appropriate and adequate support and training.	3	23	1	13	1	41	65.0%	35.0%
27) During this current school year, I have experienced harassing behavior from colleagues.	2	4	26	10		42	14.3%	85.7%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.		2	28	12		42	4.8%	95.2%
29) During this current school year, I have experienced harassing behavior from parents.	3	5	18	16		42	19.0%	81.0%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.		8	4	18	12	42	26.7%	73.3%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	19		7	13	41	75.0%	25.0%
32) In my school/worksite, I spend too much time in meetings.	8	7	3	21	3	42	38.5%	61.5%
33) In my school, there is adequate support for special education students.	2	6	13	19	1	41	20.0%	80.0%