

2023-2024 HCEA Job Satisfaction Survey

ATHOLTON HS

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	5	39	19	28		91	48.4%	51.6%
2) There is an atmosphere of open communication and trust in my school/worksite.	6	30	7	39		82	43.9%	56.1%
3) I personally feel successful in my work.	11	60	5	14		90	78.9%	21.1%
4) I feel involved in decision-making at my school/worksite.	3	22	13	47	4	89	29.4%	70.6%
5) I want to be involved in decision-making at my school/worksite.	11	61	2	12	3	89	83.7%	16.3%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	39	11	30	1	87	52.3%	47.7%
7) In my school/worksite, I am treated as a professional.	10	63	2	13		88	83.0%	17.0%
8) There is good teamwork among staff in my school/worksite.	18	54	1	16		89	80.9%	19.1%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	61	3	13	7	89	80.5%	19.5%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	15	48	4	21		88	71.6%	28.4%
11) My work performance is evaluated fairly.	8	64	6	11		89	80.9%	19.1%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	7	42	19	21	1	90	55.1%	44.9%
13) I am provided adequate work and storage space to prepare for and do my job.	22	57	3	7		89	88.8%	11.2%
14) My administrators/supervisors respect the negotiated contracts.	16	61	5	5	1	88	88.5%	11.5%
15) My planning time is respected by my school administrations/supervisors.	12	47	3	10	18	90	81.9%	18.1%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	2	17	29	28	13	89	25.0%	75.0%
17) In my school, student misbehavior interferes with learning.	34	41	3	9	3	90	86.2%	13.8%
18) Too much instructional time is spent administering assessments.	11	28	1	29	20	89	56.5%	43.5%
19) HCPSS professional development experiences are meaningful and worthwhile.	3	19	29	31	6	88	26.8%	73.2%
20) Increased workload has contributed to a decline in my morale.	29	34	2	15	8	88	78.8%	21.3%
21) I am paid fairly.	6	28	26	29		89	38.2%	61.8%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	15	29	29	14	88	21.6%	78.4%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	2	11	35	36	2	86	15.5%	84.5%

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24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	24	54	2	9		89	87.6%	12.4%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	50	5	17	9	88	72.2%	27.8%
26) In my position, I receive appropriate and adequate support and training.	5	52	7	23	1	88	65.5%	34.5%
27) During this current school year, I have experienced harassing behavior from colleagues.	3	4	46	35	1	89	8.0%	92.0%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	2	9	35	40	2	88	12.8%	87.2%
29) During this current school year, I have experienced harassing behavior from parents.	8	17	23	40	1	89	28.4%	71.6%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	5	28		27	27	87	55.0%	45.0%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	1	21	20	24	20	86	33.3%	66.7%
32) In my school/worksite, I spend too much time in meetings.	5	27	8	43	5	88	38.6%	61.4%
33) In my school, there is adequate support for special education students.	8	31	21	26	3	89	45.3%	54.7%