

2023-2024 HCEA Job Satisfaction Survey Trend Report

Atholton Elementary School	14-15	15-16	16-17	17-18	18-19	19-20	21-22	22-23	23-24	23-24 Overall- ES	23-24 Overall- All
Overall, morale at my school/worksite is good.	97.1%	96.8%	6.7%	48.5%	19.4%	48.9%	57.6%	74.4%	68.3%	69.9%	64.8%
There is an atmosphere of open communication and trust in my school/worksite.	94.1%	93.5%	16.7%	42.4%	14.3%	48.9%	69.7%	62.8%	68.3%	74.3%	67.9%
I personally feel successful in my work.	97.1%	90.0%	60.0%	81.8%	72.2%	76.6%	78.8%	88.4%	88.1%	85.6%	82.9%
I feel involved in decision-making at my school/worksite.	73.5%	87.1%	23.3%	39.4%	30.6%	61.7%	67.7%	58.1%	52.5%	65.4%	60.2%
I want to be involved in decision-making at my school/worksite.	90.9%	93.3%	90.0%	93.9%	94.4%	89.3%	90.0%	90.7%	86.8%	89.9%	89.0%
In my school/worksite, I can speak openly about important issues without fear of repercussions	91.2%	90.3%	30.0%	39.4%	25.0%	61.7%	74.2%	78.6%	68.3%	75.7%	71.9%
In my school/worksite, I am treated as a professional	96.9%	100.0%	50.0%	75.8%	63.9%	85.1%	90.6%	92.9%	85.0%	88.5%	85.8%
There is good teamwork among staff in my school/worksite.	100.0%	96.8%	82.8%	84.4%	83.3%	74.4%	87.5%	83.7%	85.7%	84.6%	81.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	82.4%	88.9%	67.9%	72.4%	66.7%	63.8%	86.7%	84.6%	67.6%	77.4%	74.8%
My working environment (i.e. safety, cleanliness) is conducive to success	88.2%	93.5%	70.0%	78.8%	58.3%	68.0%	66.7%	74.4%	58.5%	75.8%	74.0%
My work performance is evaluated fairly.	94.1%	90.3%	75.9%	90.6%	83.3%	89.1%	100.0%	95.0%	82.5%	89.9%	89.0%
I am provided adequate time during the workday to plan, prepare for and do my job.	63.6%	64.5%	17.9%	48.5%	27.8%	42.5%	58.6%	60.0%	72.5%	54.9%	50.9%
I am provided adequate work and storage space to prepare for and do my job.	88.2%	96.8%	80.0%	87.9%	77.8%	70.2%	75.8%	73.8%	73.2%	81.8%	83.4%
My administrators/supervisors respect the negotiated contracts	100.0%	100.0%	80.0%	90.9%	86.1%	97.8%	96.7%	100.0%	97.5%	93.7%	92.3%
My planning time is respected by my school administrators/supervisors	100.0%	92.6%	62.1%	58.6%	44.4%	72.3%	92.3%	89.5%	92.3%	88.0%	83.9%
In my school, administrators/supervisors support me in enforcing discipline	93.9%	93.3%	38.5%	67.7%	44.4%	73.9%	96.3%	74.4%	61.8%	75.7%	67.3%
In my school, student misbehavior interferes with learning.	32.3%	14.3%	86.7%	64.5%	80.6%	76.6%	50.0%	63.4%	84.2%	77.5%	72.7%
Too much instructional time is spent administering assessments.	74.1%	80.0%	87.5%	66.7%	70.6%	31.9%	75.0%	55.9%	65.6%	71.7%	60.0%
HCPSS professional development experiences are meaningful and worthwhile	61.8%	55.6%	41.4%	54.5%	47.2%	38.3%	41.4%	50.0%	50.0%	47.4%	46.3%
Increased workload has contributed to a decline in my morale.	51.5%	51.9%	86.2%	69.7%	84.4%	76.0%	81.3%	78.6%	73.7%	72.7%	70.3%
I am paid fairly.	44.1%	48.4%	50.0%	60.6%	36.1%	51.0%	45.5%	33.3%	35.7%	38.8%	40.7%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	57.6%	40.0%	6.7%	100.0%	100.0%	57.4%	37.5%	69.8%	47.1%	38.1%	62.5%
I have confidence in the leadership exhibited by the Howard County Board of Education.	41.2%	30.0%	69.0%	90.3%	80.0%	32.6%	25.0%	51.2%	18.4%	24.9%	47.7%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	93.8%	93.3%	96.7%	100.0%	100.0%	73.3%	90.9%	92.9%	92.5%	89.2%	89.9%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	79.4%	82.1%	75.0%	77.4%	80.0%	74.4%	82.1%	82.5%	69.4%	75.7%	75.0%
In my position, I receive appropriate and adequate support and training	85.3%	83.9%	60.0%	81.8%	77.1%	59.5%	63.6%	67.4%	65.0%	71.3%	69.0%
In the last 12 months, I have experienced harassing behavior from colleagues	0.0%	0.0%	6.7%	6.5%	5.6%	2.1%	6.1%	11.9%	14.3%	10.6%	10.2%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	0.0%	3.4%	6.7%	6.3%	13.9%	10.6%	9.1%	4.8%	4.8%	6.0%	6.3%
In the last 12 months, I have experienced harassing behavior from parents	8.8%	6.9%	16.7%	12.9%	22.2%	17.3%	16.1%	18.6%	19.0%	17.8%	22.8%
At my school I spend most of my PIP time on non-instructional activities.					26.9%	21.7%	22.7%	21.2%	26.7%	26.7%	33.5%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					69.2%	68.1%	100.0%	77.4%	75.0%	84.6%	73.7%
In my school, I spend too much time in meetings.						57.4%	16.7%	35.0%	38.5%	40.7%	41.4%
In my school, there is adequate support for special education students.						13.0%	40.0%	51.2%	20.0%	18.7%	33.8%
Participants	34	31	30	33	36 out of 60	47 out of 59	33 of 55	43 of 62	41 of 64%		
Principal	Denise Lancaster	Denise Lancaster	Shawna Holden	Shawna Holden	Shawna Holden	Shawna Holden	Shawna Holden	Robin Malcotti	Robin Malcotti		