

2023-2024 HCEA Job Satisfaction Survey

BELLOWS SPRING ES

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	9	41	6	21		77	64.9%	35.1%
2) There is an atmosphere of open communication and trust in my school/worksite.	12	46	7	12		77	75.3%	24.7%
3) I personally feel successful in my work.	12	45	3	16		76	75.0%	25.0%
4) I feel involved in decision-making at my school/worksite.	6	30	6	27	7	76	52.2%	47.8%
5) I want to be involved in decision-making at my school/worksite.	18	47		4	7	76	94.2%	5.8%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	11	47	4	13	1	76	77.3%	22.7%
7) In my school/worksite, I am treated as a professional.	27	39	2	7	1	76	88.0%	12.0%
8) There is good teamwork among staff in my school/worksite.	15	49	3	8	1	76	85.3%	14.7%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	37	3	22	7	74	62.7%	37.3%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	13	35	3	24	1	76	64.0%	36.0%
11) My work performance is evaluated fairly.	20	45		8	3	76	89.0%	11.0%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	5	29	18	17	6	75	49.3%	50.7%
13) I am provided adequate work and storage space to prepare for and do my job.	14	41	5	13	3	76	75.3%	24.7%
14) My administrators/supervisors respect the negotiated contracts.	30	34	2	6	3	75	88.9%	11.1%
15) My planning time is respected by my school administrations/supervisors.	17	36		7	16	76	88.3%	11.7%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	9	33	8	18	8	76	61.8%	38.2%
17) In my school, student misbehavior interferes with learning.	42	24	2	4	4	76	91.7%	8.3%
18) Too much instructional time is spent administering assessments.	19	23	1	13	20	76	75.0%	25.0%
19) HCPSS professional development experiences are meaningful and worthwhile.	3	24	19	26	2	74	37.5%	62.5%
20) Increased workload has contributed to a decline in my morale.	30	24	3	11	8	76	79.4%	20.6%
21) I am paid fairly.		29	21	22	2	74	40.3%	59.7%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	12	18	28	16	75	22.0%	78.0%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.		12	24	33	7	76	17.4%	82.6%

24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	14	50	2	6	4	76	88.9%	11.1%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	42	7	17	6	75	65.2%	34.8%
26) In my position, I receive appropriate and adequate support and training.	2	41	8	22	3	76	58.9%	41.1%
27) During this current school year, I have experienced harassing behavior from colleagues.	1	5	32	35	2	75	8.2%	91.8%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	3	45	23	3	75	5.6%	94.4%
29) During this current school year, I have experienced harassing behavior from parents.	5	11	21	35	4	76	22.2%	77.8%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	3	12	6	36	19	76	26.3%	73.7%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	39	2	9	24	76	78.8%	21.2%
32) In my school/worksites, I spend too much time in meetings.	9	31	3	27	5	75	57.1%	42.9%
33) In my school, there is adequate support for special education students.	1	3	52	15	5	76	5.6%	94.4%