

2023-2024 HCEA Job Satisfaction Survey

BONNIE BRANCH MS

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	3	11	23	19		56	25.0%	75.0%
2) There is an atmosphere of open communication and trust in my school/worksite.	2	13	12	29		56	26.8%	73.2%
3) I personally feel successful in my work.	11	35		10		56	82.1%	17.9%
4) I feel involved in decision-making at my school/worksite.	1	19	11	21	3	55	38.5%	61.5%
5) I want to be involved in decision-making at my school/worksite.	12	37	1	2	4	56	94.2%	5.8%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	5	17	10	22	2	56	40.7%	59.3%
7) In my school/worksite, I am treated as a professional.	10	29	3	14		56	69.6%	30.4%
8) There is good teamwork among staff in my school/worksite.	10	33	3	10		56	76.8%	23.2%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	26	10	16	1	56	52.7%	47.3%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	3	22	12	19		56	44.6%	55.4%
11) My work performance is evaluated fairly.	6	35		10	5	56	80.4%	19.6%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	1	22	10	20	3	56	43.4%	56.6%
13) I am provided adequate work and storage space to prepare for and do my job.	13	35		7	1	56	87.3%	12.7%
14) My administrators/supervisors respect the negotiated contracts.	8	31	2	14	1	56	70.9%	29.1%
15) My planning time is respected by my school administrations/supervisors.	5	25	3	15	6	54	62.5%	37.5%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	2	15	23	13	3	56	32.1%	67.9%
17) In my school, student misbehavior interferes with learning.	31	20	2	2		55	92.7%	7.3%
18) Too much instructional time is spent administering assessments.	6	26	1	8	15	56	78.0%	22.0%
19) HCPSS professional development experiences are meaningful and worthwhile.	3	20	11	17	4	55	45.1%	54.9%
20) Increased workload has contributed to a decline in my morale.	16	24		9	5	54	81.6%	18.4%
21) I am paid fairly.		19	22	15		56	33.9%	66.1%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.		12	12	22	8	54	26.1%	73.9%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.		15	13	26	1	55	27.8%	72.2%

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24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	22	30	1		2	55	98.1%	1.9%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	30	7	8	6	55	69.4%	30.6%
26) In my position, I receive appropriate and adequate support and training.	1	28	7	20		56	51.8%	48.2%
27) During this current school year, I have experienced harassing behavior from colleagues.	1	14	21	19	1	56	27.3%	72.7%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	4	7	19	25	1	56	20.0%	80.0%
29) During this current school year, I have experienced harassing behavior from parents.	5	20	13	16	2	56	46.3%	53.7%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	10	17	2	12	15	56	65.9%	34.1%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	26	2	11	15	56	68.3%	31.7%
32) In my school/worksite, I spend too much time in meetings.	8	8	2	29	9	56	34.0%	66.0%
33) In my school, there is adequate support for special education students.	3	9	20	22	2	56	22.2%	77.8%