

**2023-2024 HCEA Job Satisfaction Survey**

**BUSHY PARK ES**

<b>Questions</b>	<b>Strongly agree</b>	<b>Agree</b>	<b>Strongly disagree</b>	<b>Disagree</b>	<b>Does not apply</b>	<b>Grand Total</b>	<b>% Agree</b>	<b>% Disagree</b>
1) Overall, morale at my worksite is good	11	38		7	1	57	87.5%	12.5%
2) There is an atmosphere of open communication and trust in my school/worksite.	7	44		5	1	57	91.1%	8.9%
3) I personally feel successful in my work.	22	30		4	1	57	92.9%	7.1%
4) I feel involved in decision-making at my school/worksite.	6	33		13	4	56	75.0%	25.0%
5) I want to be involved in decision-making at my school/worksite.	9	38		5	5	57	90.4%	9.6%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	9	35		10	2	56	81.5%	18.5%
7) In my school/worksite, I am treated as a professional.	18	35		3	1	57	94.6%	5.4%
8) There is good teamwork among staff in my school/worksite.	17	29		10	1	57	82.1%	17.9%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	33	1	13	5	57	73.1%	26.9%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	15	35	1	5	1	57	89.3%	10.7%
11) My work performance is evaluated fairly.	13	38	1	2	2	56	94.4%	5.6%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	9	21	3	18	6	57	58.8%	41.2%
13) I am provided adequate work and storage space to prepare for and do my job.	22	32		1	1	56	98.2%	1.8%
14) My administrators/supervisors respect the negotiated contracts.	20	34			2	56	100.0%	0.0%
15) My planning time is respected by my school administrations/supervisors.	12	25		3	17	57	92.5%	7.5%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	8	35		6	8	57	87.8%	12.2%
17) In my school, student misbehavior interferes with learning.	9	16	1	27	4	57	47.2%	52.8%
18) Too much instructional time is spent administering assessments.	10	22		12	13	57	72.7%	27.3%
19) HCPSS professional development experiences are meaningful and worthwhile.	1	17	10	27	2	57	32.7%	67.3%
20) Increased workload has contributed to a decline in my morale.	16	24	2	12	3	57	74.1%	25.9%
21) I am paid fairly.	4	22	7	23	1	57	46.4%	53.6%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.		17	2	19	13	51	44.7%	55.3%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	1	7	15	29	3	55	15.4%	84.6%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	12	36		3	5	56	94.1%	5.9%

**2023-2024 HCEA Job Satisfaction Survey**

**BUSHY PARK ES**

25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	35	1	7	8	56	83.3%	16.7%
26) In my position, I receive appropriate and adequate support and training.	6	37	1	12	1	57	76.8%	23.2%
27) During this current school year, I have experienced harassing behavior from colleagues.		2	33	21	1	57	3.6%	96.4%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.		1	34	21	1	57	1.8%	98.2%
29) During this current school year, I have experienced harassing behavior from parents.	1	6	18	29	3	57	13.0%	87.0%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.		9	6	20	22	57	25.7%	74.3%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	4	25	1	3	24	57	87.9%	12.1%
32) In my school/worksite, I spend too much time in meetings.	2	11	6	31	6	56	26.0%	74.0%
33) In my school, there is adequate support for special education students.	1	10	14	30	1	56	20.0%	80.0%