2023-2024 HCEA Job Satisfaction Survey Trend Report

Bonnie Branch MS	14-	15-16	16-	17-	18-19	19-20	21-22	22-23	23-24	23-24	23-24
	15		17	18						Overall- MS	Overall-All
Overall, morale at my school/worksite is good.	91.1%	97.4%	65.9%	77.6%	68.8%	42.8%	28.0%	46.6%	25.0%	65.8%	68.0%
There is an atmosphere of open communication and trust in my school/worksite.	84.4%	94.7%	72.7%	69.4%	59.4%	40.8%	48.0%	43.1%	26.8%	67.6%	71.4%
I personally feel successful in my work.	86.7%	89.5%	90.5%	93.9%	87.5%	93.8%	84.0%	91.4%	82.1%	84.1%	84.2%
I feel involved in decision-making at my school/worksite.	73.7%	66.7%	56.8%	60.0%	66.7%	48.9%	33.3%	50.0%	38.5%	58.8%	61.5%
I want to be involved in decision-making at my school/worksite.	95.0%	86.5%	90.9%	97.9%	93.3%	91.8%	85.7%	85.2%	94.2%	85.5%	87.6%
In my school/worksite, I can speak openly about important issues without fear of repercussions	81.8%	89.5%	61.4%	75.0%	68.8%	51.0%	58.0%	51.7%	40.7%	71.9%	74.2%
In my school/worksite, I am treated as a professional	88.9%	94.7%	90.9%	81.3%	84.4%	73.4%	71.4%	72.4%	69.6%	85.2%	87.2%
There is good teamwork among staff in my school/worksite.	93.2%	92.1%	90.9%	89.8%	75.0%	69.3%	80.0%	79.3%	76.8%	81.2%	83.0%
Non-instructional duties are assigned on an equitable basis in my school/worksite	61.9%	78.4%	72.1%	66.7%	80.0%	73.4%	60.4%	50.0%	52.7%	71.2%	76.6%
My working enviornment (i.e. safety, cleanliness) is conductive to success	72.7%	81.6%	75.0%	61.2%	62.5%	44.9%	52.0%	48.3%	44.6%	71.1%	73.6%
My work performance is evaluated fairly.	65.9%	89.5%	88.6%	88.6%	77.4%	93.8%	87.2%	85.7%	80.4%	88.7%	88.8%
I am provided adequate time during the workday to plan, prepare for and do my job.	38.6%	44.4%	44.2%	46.8%	41.9%	54.1%	36.7%	42.9%	43.4%	50.9%	55.0%
I am provided adequate work and storage space to prepare for and do my job.	84.4%	78.4%	83.7%	83.7%	87.5%	83.6%	91.7%	91.4%	87.3%	81.3%	82.8%
My administrators/supervisors respect the negotiated contracts	95.6%	100.0%	90.9%	91.5%	96.8%	95.9%	93.8%	85.2%	70.9%	90.8%	93.2%
My planning time is respected by my school administrators/supervisors	80.0%	94.4%	90.0%	85.7%	92.3%	77.5%	77.5%	66.0%	62.5%	84.1%	87.0%
In my school, administrators/supervisors support me in enforcing discipline	75.0%	86.5%	61.4%	75.5%	86.2%	71.4%	59.1%	35.2%	32.1%	64.8%	68.5%
In my school, student misbehavior interferes with learning.	77.3%	57.6%	90.9%	87.8%	66.7%	71.4%	64.6%	80.7%	92.7%	74.0%	74.2%
Too much instructional time is spent administering assessments.	85.4%	88.2%	73.8%	89.4%	67.9%	57.1%	60.5%	51.1%	78.0%	61.6%	65.4%
HCPSS professional development experiences are meaningful and worthwhile	67.4%	62.2%	40.9%	55.3%	45.2%	42.8%	38.8%	47.4%	45.1%	48.7%	45.4%
Increased workload has contributed to a decline in my morale.	72.1%	67.6%	69.0%	68.1%	67.7%	55.1%	83.7%	70.7%	81.6%	70.6%	70.7%
I am paid fairly.	46.7%	39.5%	50.0%	61.2%	53.1%	63.2%	32.7%	36.2%	33.9%	43.5%	41.4%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	73.2%	22.9%	14.3%	93.6%	90.6%	46.9%	31.3%	51.8%	26.1%	37.7%	37.7%
I have confidence in the leadership exhibited by the Howard County Board of Education.	38.6%	17.1%	61.0%	83.0%	80.0%	42.5%	23.4%	47.2%	27.8%	29.1%	25.3%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	97.7%	100.0%	97.7%	95.9%	100.0%	89.5%	89.4%	98.2%	98.1%	88.5%	87.9%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	63.4%	69.7%	77.5%	84.8%	61.5%	69.3%	76.7%	84.9%	69.4%	73.9%	72.9%
In my position, I receive appropriate and adequate support and training	86.0%	78.9%	88.6%	75.5%	84.4%	68.7%	70.0%	59.6%	51.8%	72.2%	71.1%
In the last 12 months, I have experienced harassing behavior from colleagues	2.5%	2.8%	9.8%	6.3%	12.9%	20.8%	6.1%	12.7%	27.3%	11.4%	10.6%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2.5%	0.0%	2.4%	8.3%	10.3%	10.2%	18.0%	13.2%	20.0%	8.1%	6.4%
In the last 12 months, I have experienced harassing behavior from parents	31.0%	33.3%	26.8%	31.9%	48.3%	34.6%	25.0%	41.5%	46.3%	25.5%	21.7%
At my school I spend most of my PIP time on non-instructional activities.					37.5%	32.6%	42.5%	39.5%	65.9%	32.8%	31.7%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					88.0%	66.6%	73.7%	77.8%	68.3%	80.9%	75.5%
In my school, I spend too much time in meetings.						31.2%	66.7%	46.9%	34.0%	39.5%	37.5%
In my school, there is adequate support for special education students.						22.4%	22.9%	28.1%	22.2%	37.0%	31.0%
Participant	s 45		44	-	32 out of 83	49 out of 78	50 out of 73	58 out of 77	56 out of 79		
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