

## 2023-2024 HCEA Job Satisfaction Survey CEDAR LANE - FULTON CAMPUS

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	6	22	9	16	1	54	52.8%	47.2%
2) There is an atmosphere of open communication and trust in my school/worksite.	7	20	7	21		55	49.1%	50.9%
3) I personally feel successful in my work.	14	30	3	8		55	80.0%	20.0%
4) I feel involved in decision-making at my school/worksite.	5	20	5	23	2	55	47.2%	52.8%
5) I want to be involved in decision-making at my school/worksite.	10	33		8	3	54	84.3%	15.7%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	8	29	3	14		54	68.5%	31.5%
7) In my school/worksite, I am treated as a professional.	17	27	3	8		55	80.0%	20.0%
8) There is good teamwork among staff in my school/worksite.	10	27	6	12		55	67.3%	32.7%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	24	5	9	9	54	68.9%	31.1%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	10	25	7	13		55	63.6%	36.4%
11) My work performance is evaluated fairly.	15	33	2	3	1	54	90.6%	9.4%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	5	23	4	15	5	52	59.6%	40.4%
13) I am provided adequate work and storage space to prepare for and do my job.	16	27	3	5	4	55	84.3%	15.7%
14) My administrators/supervisors respect the negotiated contracts.	19	30	2	1		52	94.2%	5.8%
15) My planning time is respected by my school administrations/supervisors.	7	27	2	3	16	55	87.2%	12.8%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	6	23	5	5	15	54	74.4%	25.6%
17) In my school, student misbehavior interferes with learning.	28	15	3	2	6	54	89.6%	10.4%
18) Too much instructional time is spent administering assessments.	1	9	3	17	24	54	33.3%	66.7%
19) HCPSS professional development experiences are meaningful and worthwhile.	5	20	12	14	2	53	49.0%	51.0%
20) Increased workload has contributed to a decline in my morale.	12	22	4	10	7	55	70.8%	29.2%
21) I am paid fairly.	1	21	11	20	1	54	41.5%	58.5%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	20	5	15	12	53	51.2%	48.8%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	1	17	13	16	7	54	38.3%	61.7%

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24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	11	34	2	3	3	53	90.0%	10.0%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	32	3	8	5	54	77.6%	22.4%
26) In my position, I receive appropriate and adequate support and training.	8	28	6	11		53	67.9%	32.1%
27) During this current school year, I have experienced harassing behavior from colleagues.	4	8	20	22	1	55	22.2%	77.8%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.		3	26	26		55	5.5%	94.5%
29) During this current school year, I have experienced harassing behavior from parents.		6	16	28	4	54	12.0%	88.0%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	1	9	5	13	26	54	35.7%	64.3%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	1	10	1	7	35	54	57.9%	42.1%
32) In my school/worksite, I spend too much time in meetings.	5	10	7	25	8	55	31.9%	68.1%
33) In my school, there is adequate support for special education students.	8	14	20	11	1	54	41.5%	58.5%