

2023-2024 HCEA Job Satisfaction Survey

CENTRAL OFFICE

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	16	50	8	26	1	101	66.0%	34.0%
2) There is an atmosphere of open communication and trust in my school/worksite.	20	51	11	18	1	101	71.0%	29.0%
3) I personally feel successful in my work.	39	53	3	6		101	91.1%	8.9%
4) I feel involved in decision-making at my school/worksite.	15	52	8	20	6	101	70.5%	29.5%
5) I want to be involved in decision-making at my school/worksite.	24	64		5	7	100	94.6%	5.4%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	27	43	9	20	1	100	70.7%	29.3%
7) In my school/worksite, I am treated as a professional.	40	47	4	9		100	87.0%	13.0%
8) There is good teamwork among staff in my school/worksite.	43	37	6	15		101	79.2%	20.8%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	34	2	6	52	101	83.7%	16.3%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	26	54	3	17	1	101	80.0%	20.0%
11) My work performance is evaluated fairly.	35	50	5	6	5	101	88.5%	11.5%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	26	58	1	8	7	100	90.3%	9.7%
13) I am provided adequate work and storage space to prepare for and do my job.	33	58	3	3	4	101	93.8%	6.2%
14) My administrators/supervisors respect the negotiated contracts.	43	49	2	3	4	101	94.8%	5.2%
15) My planning time is respected by my school administrations/supervisors.	9	17	1		74	101	96.3%	3.7%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	6	6		1	87	100	92.3%	7.7%
17) In my school, student misbehavior interferes with learning.		2	1		98	101	66.7%	33.3%
18) Too much instructional time is spent administering assessments.	1	4		1	95	101	83.3%	16.7%
19) HCPSS professional development experiences are meaningful and worthwhile.	15	42	7	7	29	100	80.3%	19.7%
20) Increased workload has contributed to a decline in my morale.	11	22	8	47	12	100	37.5%	62.5%
21) I am paid fairly.	17	48	11	24		100	65.0%	35.0%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	27	44	11	14	4	100	74.0%	26.0%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	5	41	17	34	2	99	47.4%	52.6%

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24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	24	51	6	12	3	96	80.6%	19.4%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	11	44	8	18	19	100	67.9%	32.1%
26) In my position, I receive appropriate and adequate support and training.	15	60	8	17	1	101	75.0%	25.0%
27) During this current school year, I have experienced harassing behavior from colleagues.	5	10	52	30	4	101	15.5%	84.5%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	3	6	52	33	7	101	9.6%	90.4%
29) During this current school year, I have experienced harassing behavior from parents.	1	3	19	13	65	101	11.1%	88.9%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.			1	1	99	101	0.0%	100.0%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.				1	100	101	0.0%	100.0%
32) In my school/worksite, I spend too much time in meetings.		16	15	58	12	101	18.0%	82.0%
33) In my school, there is adequate support for special education students.	1	3	1	2	94	101	57.1%	42.9%