

2023-2024 HCEA Job Satisfaction Survey

CLEMENS CROSSING ES

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	10	26	4	9		49	73.5%	26.5%
2) There is an atmosphere of open communication and trust in my school/worksite.	11	19	5	14		49	61.2%	38.8%
3) I personally feel successful in my work.	17	28	2	2		49	91.8%	8.2%
4) I feel involved in decision-making at my school/worksite.	5	17	6	17	4	49	48.9%	51.1%
5) I want to be involved in decision-making at my school/worksite.	17	27	1	2	2	49	93.6%	6.4%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	13	24	5	5	2	49	78.7%	21.3%
7) In my school/worksite, I am treated as a professional.	20	21	3	5		49	83.7%	16.3%
8) There is good teamwork among staff in my school/worksite.	13	21	1	14		49	69.4%	30.6%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	9	25	3	6	5	48	79.1%	20.9%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	20	25	1	3		49	91.8%	8.2%
11) My work performance is evaluated fairly.	21	24	1	2	1	49	93.8%	6.3%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	8	10	10	17	3	48	40.0%	60.0%
13) I am provided adequate work and storage space to prepare for and do my job.	14	29	2	3		48	89.6%	10.4%
14) My administrators/supervisors respect the negotiated contracts.	27	18	2		2	49	95.7%	4.3%
15) My planning time is respected by my school administrations/supervisors.	20	15	2	4	7	48	85.4%	14.6%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	14	17	4	8	5	48	72.1%	27.9%
17) In my school, student misbehavior interferes with learning.	7	26	1	13	2	49	70.2%	29.8%
18) Too much instructional time is spent administering assessments.	14	13		12	8	47	69.2%	30.8%
19) HCPSS professional development experiences are meaningful and worthwhile.	2	13	16	16	1	48	31.9%	68.1%
20) Increased workload has contributed to a decline in my morale.	15	19	3	8	3	48	75.6%	24.4%
21) I am paid fairly.	6	16	10	14	1	47	47.8%	52.2%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	12	6	20	9	48	33.3%	66.7%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.		10	20	17	1	48	21.3%	78.7%

24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	23	19	1	4	1	48	89.4%	10.6%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	25	4	6	7	49	76.2%	23.8%
26) In my position, I receive appropriate and adequate support and training.	7	24	1	14	2	48	67.4%	32.6%
27) During this current school year, I have experienced harassing behavior from colleagues.	2	7	23	15	2	49	19.1%	80.9%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1		31	15	1	48	2.1%	97.9%
29) During this current school year, I have experienced harassing behavior from parents.	1	9	22	16		48	20.8%	79.2%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	2	7	6	17	16	48	28.1%	71.9%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	3	21	2	5	16	47	77.4%	22.6%
32) In my school/worksite, I spend too much time in meetings.	9	7	5	19	7	47	40.0%	60.0%
33) In my school, there is adequate support for special education students.	2	8	27	10	1	48	21.3%	78.7%