

2023-2024 HCEA Job Satisfaction Survey

CRADLEROCK ES

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	1	14	22	28		65	23.1%	76.9%
2) There is an atmosphere of open communication and trust in my school/worksite.	4	19	13	29		65	35.4%	64.6%
3) I personally feel successful in my work.	7	39	3	15	1	65	71.9%	28.1%
4) I feel involved in decision-making at my school/worksite.	6	26	11	19	3	65	51.6%	48.4%
5) I want to be involved in decision-making at my school/worksite.	16	38	1	4	4	63	91.5%	8.5%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	7	24	11	19	3	64	50.8%	49.2%
7) In my school/worksite, I am treated as a professional.	11	37	3	13	1	65	75.0%	25.0%
8) There is good teamwork among staff in my school/worksite.	10	37	2	15		64	73.4%	26.6%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	8	31	3	15	8	65	68.4%	31.6%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	6	17	11	31		65	35.4%	64.6%
11) My work performance is evaluated fairly.	11	37		15	2	65	76.2%	23.8%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	7	26	10	18	4	65	54.1%	45.9%
13) I am provided adequate work and storage space to prepare for and do my job.	8	27	12	18		65	53.8%	46.2%
14) My administrators/supervisors respect the negotiated contracts.	18	38	1	7	1	65	87.5%	12.5%
15) My planning time is respected by my school administrations/supervisors.	17	28		10	10	65	81.8%	18.2%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	6	29	7	13	10	65	63.6%	36.4%
17) In my school, student misbehavior interferes with learning.	36	24	3		2	65	95.2%	4.8%
18) Too much instructional time is spent administering assessments.	10	23		15	17	65	68.8%	31.3%
19) HCPSS professional development experiences are meaningful and worthwhile.	3	29	7	22	4	65	52.5%	47.5%
20) Increased workload has contributed to a decline in my morale.	21	23	1	16	4	65	72.1%	27.9%
21) I am paid fairly.		19	20	23	3	65	30.6%	69.4%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.		19	11	25	9	64	34.5%	65.5%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.		19	15	24	3	61	32.8%	67.2%

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24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	11	42	2	6	3	64	86.9%	13.1%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	9	33	4	11	8	65	73.7%	26.3%
26) In my position, I receive appropriate and adequate support and training.	10	31	4	16	3	64	67.2%	32.8%
27) During this current school year, I have experienced harassing behavior from colleagues.	3	5	30	26	1	65	12.5%	87.5%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	3	7	24	30	1	65	15.6%	84.4%
29) During this current school year, I have experienced harassing behavior from parents.	4	13	21	26	1	65	26.6%	73.4%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	2	14	7	21	20	64	36.4%	63.6%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	5	30	1	6	22	64	83.3%	16.7%
32) In my school/worksite, I spend too much time in meetings.	6	17	5	30	6	64	39.7%	60.3%
33) In my school, there is adequate support for special education students.		5	41	19		65	7.7%	92.3%