

2023-2024 HCEA Job Satisfaction Survey Trend Report

Cedar Lane- Fulton Campus	14-15	15-16	16-17	17-18	18-19	19-20	21-22	22-23	23-24	23-24 Overall- All
Overall, morale at my school/worksite is good.	53.6%	68.4%	36.0%	64.3%	33.3%	42.9%	50.0%	74.6%	52.8%	68.0%
There is an atmosphere of open communication and trust in my school/worksite.	42.9%	52.6%	33.3%	53.6%	18.2%	37.1%	62.7%	69.0%	49.1%	71.4%
I personally feel successful in my work.	82.1%	83.8%	76.0%	100.0%	58.3%	84.1%	81.1%	87.9%	80.0%	84.2%
I feel involved in decision-making at my school/worksite.	63.0%	69.4%	52.0%	62.1%	58.3%	51.7%	55.8%	67.9%	47.2%	61.5%
I want to be involved in decision-making at my school/worksite.	84.6%	97.3%	96.0%	93.1%	91.7%	93.5%	96.1%	92.7%	84.3%	87.6%
In my school/worksite, I can speak openly about important issues without fear of repercussions	60.7%	78.9%	54.5%	65.5%	25.0%	50.8%	76.9%	72.4%	68.5%	74.2%
In my school/worksite, I am treated as a professional	81.5%	84.2%	72.0%	93.1%	75.0%	75.8%	88.7%	81.4%	80.0%	87.2%
There is good teamwork among staff in my school/worksite.	57.7%	68.4%	60.0%	75.9%	50.0%	59.0%	76.0%	76.3%	67.3%	83.0%
Non-instructional duties are assigned on an equitable basis in my school/worksite	75.0%	85.3%	68.2%	69.2%	80.0%	74.5%	71.8%	68.6%	68.9%	76.6%
My working environment (i.e. safety, cleanliness) is conducive to success	82.1%	97.3%	91.7%	89.3%	83.3%	95.2%	62.3%	66.7%	63.6%	73.6%
My work performance is evaluated fairly.	77.8%	82.9%	71.4%	85.7%	75.0%	73.3%	84.3%	93.1%	90.6%	88.8%
I am provided adequate time during the workday to plan, prepare for and do my job.	42.9%	61.1%	50.0%	64.3%	72.7%	72.9%	66.0%	60.0%	59.6%	55.0%
I am provided adequate work and storage space to prepare for and do my job.	92.9%	89.2%	88.0%	86.2%	90.0%	91.7%	94.2%	87.3%	84.3%	82.8%
My administrators/supervisors respect the negotiated contracts	76.9%	92.1%	95.8%	96.2%	90.9%	78.7%	96.2%	98.3%	94.2%	93.2%
My planning time is respected by my school administrators/supervisors	68.2%	75.0%	72.2%	95.5%	77.8%	81.6%	86.8%	87.5%	87.2%	87.0%
In my school, administrators/supervisors support me in enforcing discipline	70.0%	82.1%	68.4%	87.5%	80.0%	68.1%	82.9%	75.6%	74.4%	68.5%
In my school, student misbehavior interferes with learning.	66.7%	72.7%	83.3%	90.9%	90.0%	73.6%	82.2%	91.3%	89.6%	74.2%
Too much instructional time is spent administering assessments.	63.6%	47.8%	42.1%	44.4%	50.0%	52.4%	43.3%	41.4%	33.3%	65.4%
HCPSS professional development experiences are meaningful and worthwhile	56.0%	63.9%	65.2%	77.8%	63.6%	46.8%	47.9%	48.2%	49.0%	45.4%
Increased workload has contributed to a decline in my morale.	74.1%	50.0%	52.4%	34.6%	60.0%	56.1%	68.0%	54.0%	70.8%	70.7%
I am paid fairly.	50.0%	45.9%	62.5%	64.3%	45.5%	46.7%	44.0%	41.1%	41.5%	41.4%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	63.0%	51.4%	17.4%	92.3%	100.0%	90.0%	55.1%	80.8%	51.2%	37.7%
I have confidence in the leadership exhibited by the Howard County Board of Education.	60.0%	51.4%	60.0%	88.9%	100.0%	62.1%	38.8%	58.5%	38.3%	25.3%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	88.9%	88.6%	88.0%	88.9%	100.0%	88.3%	84.0%	92.9%	90.0%	87.9%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	76.0%	72.7%	82.6%	92.6%	70.0%	81.7%	80.8%	76.0%	77.6%	72.9%
In my position, I receive appropriate and adequate support and training	61.5%	71.1%	75.0%	72.4%	66.7%	77.4%	83.0%	59.6%	67.9%	71.1%
In the last 12 months, I have experienced harassing behavior from colleagues	25.9%	23.5%	28.0%	38.5%	41.7%	27.6%	21.2%	23.2%	22.2%	10.6%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3.6%	6.1%	16.0%	3.8%	30.0%	18.9%	5.7%	1.8%	5.5%	6.4%
In the last 12 months, I have experienced harassing behavior from parents	22.2%	15.2%	8.0%	12.5%	9.1%	12.7%	14.0%	7.4%	12.0%	21.7%
At my school I spend most of my PIP time on non-instructional activities.					28.6%	42.9%	25.9%	35.3%	35.7%	31.7%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					71.4%	75.0%	59.3%	73.3%	57.9%	75.5%
In my school, I spend too much time in meetings.						34.0%	28.9%	26.9%	31.9%	37.5%
In my school, there is adequate support for special education students.						57.4%	64.0%	62.1%	41.5%	31.0%
Participants	28	38	25	29	12	63	54 out of 103	59 out of 118	55 out of 116	
							Paul Owens	Paul Owens	Paul Owens	