

**2023-2024 HCEA Job Satisfaction Survey**

**DAYTON OAKS ES**

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	9	53	3	20		85	72.9%	27.1%
2) There is an atmosphere of open communication and trust in my school/worksite.	12	45	3	23	1	84	68.7%	31.3%
3) I personally feel successful in my work.	24	53	2	6		85	90.6%	9.4%
4) I feel involved in decision-making at my school/worksite.	7	42	8	24	3	84	60.5%	39.5%
5) I want to be involved in decision-making at my school/worksite.	24	53		4	3	84	95.1%	4.9%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	8	46	9	22		85	63.5%	36.5%
7) In my school/worksite, I am treated as a professional.	24	46	2	12		84	83.3%	16.7%
8) There is good teamwork among staff in my school/worksite.	26	53	1	5		85	92.9%	7.1%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	2	50	5	13	15	85	74.3%	25.7%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	13	47	3	22		85	70.6%	29.4%
11) My work performance is evaluated fairly.	21	60	1	3		85	95.3%	4.7%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	6	30	24	21	4	85	44.4%	55.6%
13) I am provided adequate work and storage space to prepare for and do my job.	19	55		8	2	84	90.2%	9.8%
14) My administrators/supervisors respect the negotiated contracts.	22	52		10	1	85	88.1%	11.9%
15) My planning time is respected by my school administrations/supervisors.	12	48	2	12	11	85	81.1%	18.9%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	7	43	10	14	11	85	67.6%	32.4%
17) In my school, student misbehavior interferes with learning.	10	37	5	28	4	84	58.8%	41.3%
18) Too much instructional time is spent administering assessments.	17	26	1	23	18	85	64.2%	35.8%
19) HCPSS professional development experiences are meaningful and worthwhile.	3	33	20	26	3	85	43.9%	56.1%
20) Increased workload has contributed to a decline in my morale.	33	22	4	20	6	85	69.6%	30.4%
21) I am paid fairly.	3	19	32	31		85	25.9%	74.1%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	25	8	36	10	80	37.1%	62.9%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.		27	23	34		84	32.1%	67.9%

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24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	19	52	5	8		84	84.5%	15.5%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	10	46	6	18	5	85	70.0%	30.0%
26) In my position, I receive appropriate and adequate support and training.	11	49	6	19		85	70.6%	29.4%
27) During this current school year, I have experienced harassing behavior from colleagues.	3	6	41	33	1	84	10.8%	89.2%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	7	44	30	1	83	9.8%	90.2%
29) During this current school year, I have experienced harassing behavior from parents.	5	13	25	38	3	84	22.2%	77.8%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	5	18	8	33	20	84	35.9%	64.1%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	8	49	1	4	22	84	91.9%	8.1%
32) In my school/worksite, I spend too much time in meetings.	34	19	1	23	8	85	68.8%	31.2%
33) In my school, there is adequate support for special education students.	4	21	19	37	4	85	30.9%	69.1%