

## 2023-2024 HCEA Job Satisfaction Survey

## DEEP RUN ES

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	3	39	9	24		75	56.0%	44.0%
2) There is an atmosphere of open communication and trust in my school/worksite.	5	46	6	18		75	68.0%	32.0%
3) I personally feel successful in my work.	18	47	1	9		75	86.7%	13.3%
4) I feel involved in decision-making at my school/worksite.	3	34	7	29	2	75	50.7%	49.3%
5) I want to be involved in decision-making at my school/worksite.	12	49		8	6	75	88.4%	11.6%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	9	42	4	19		74	68.9%	31.1%
7) In my school/worksite, I am treated as a professional.	18	46	3	8		75	85.3%	14.7%
8) There is good teamwork among staff in my school/worksite.	18	42	2	13		75	80.0%	20.0%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	9	36	5	20	3	73	64.3%	35.7%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	6	32	9	27		74	51.4%	48.6%
11) My work performance is evaluated fairly.	17	48	2	4	2	73	91.5%	8.5%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	5	33	9	25	2	74	52.8%	47.2%
13) I am provided adequate work and storage space to prepare for and do my job.	21	39	3	10	1	74	82.2%	17.8%
14) My administrators/supervisors respect the negotiated contracts.	18	52	1	3		74	94.6%	5.4%
15) My planning time is respected by my school administrations/supervisors.	15	39	2	11	8	75	80.6%	19.4%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	8	37	7	14	9	75	68.2%	31.8%
17) In my school, student misbehavior interferes with learning.	27	30	1	14	3	75	79.2%	20.8%
18) Too much instructional time is spent administering assessments.	17	26		20	11	74	68.3%	31.7%
19) HCPSS professional development experiences are meaningful and worthwhile.	2	27	16	28	2	75	39.7%	60.3%
20) Increased workload has contributed to a decline in my morale.	20	31		19	4	74	72.9%	27.1%
21) I am paid fairly.	2	22	22	28		74	32.4%	67.6%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	20	17	26	11	75	32.8%	67.2%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	2	20	24	27	2	75	30.1%	69.9%

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24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	25	45	1	3		74	94.6%	5.4%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	46	4	15	5	74	72.5%	27.5%
26) In my position, I receive appropriate and adequate support and training.	8	42	5	20		75	66.7%	33.3%
27) During this current school year, I have experienced harassing behavior from colleagues.	1	8	32	30	3	74	12.7%	87.3%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.		2	40	31	2	75	2.7%	97.3%
29) During this current school year, I have experienced harassing behavior from parents.	3	7	30	34	1	75	13.5%	86.5%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	1	10	4	35	23	73	22.0%	78.0%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	5	37	3	3	26	74	87.5%	12.5%
32) In my school/worksite, I spend too much time in meetings.	12	22	2	33	6	75	49.3%	50.7%
33) In my school, there is adequate support for special education students.	3	12	38	18	4	75	21.1%	78.9%