

2023-2024 HCEA Job Satisfaction Survey

DUCKETTS LANE ES

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	5	26	7	16		54	57.4%	42.6%
2) There is an atmosphere of open communication and trust in my school/worksite.	19	30	1	5		55	89.1%	10.9%
3) I personally feel successful in my work.	15	25	2	12		54	74.1%	25.9%
4) I feel involved in decision-making at my school/worksite.	12	29	4	10		55	74.5%	25.5%
5) I want to be involved in decision-making at my school/worksite.	18	31	2	3	1	55	90.7%	9.3%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	19	26	2	7	1	55	83.3%	16.7%
7) In my school/worksite, I am treated as a professional.	27	25		3		55	94.5%	5.5%
8) There is good teamwork among staff in my school/worksite.	24	27		4		55	92.7%	7.3%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	15	28	3	4	5	55	86.0%	14.0%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	27	25		2	1	55	96.3%	3.7%
11) My work performance is evaluated fairly.	21	32	1	1		55	96.4%	3.6%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	7	16	8	23	1	55	42.6%	57.4%
13) I am provided adequate work and storage space to prepare for and do my job.	19	30	2	1	1	53	94.2%	5.8%
14) My administrators/supervisors respect the negotiated contracts.	25	25		4		54	92.6%	7.4%
15) My planning time is respected by my school administrations/supervisors.	19	20	1	3	11	54	90.7%	9.3%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	23	26		3	3	55	94.2%	5.8%
17) In my school, student misbehavior interferes with learning.	29	19	1	3	1	53	92.3%	7.7%
18) Too much instructional time is spent administering assessments.	9	28		7	9	53	84.1%	15.9%
19) HCPSS professional development experiences are meaningful and worthwhile.	2	24	9	19	1	55	48.1%	51.9%
20) Increased workload has contributed to a decline in my morale.	19	26		10		55	81.8%	18.2%
21) I am paid fairly.	6	12	18	19		55	32.7%	67.3%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	12	9	19	12	54	33.3%	66.7%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	1	12	8	31	3	55	25.0%	75.0%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	16	34	1	2	1	54	94.3%	5.7%

2023-2024 HCEA Job Satisfaction Survey

DUCKETTS LANE ES

25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	30	3	10	5	55	74.0%	26.0%
26) In my position, I receive appropriate and adequate support and training.	8	28	2	15	2	55	67.9%	32.1%
27) During this current school year, I have experienced harassing behavior from colleagues.	2	3	35	14	1	55	9.3%	90.7%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1		34	19	1	55	1.9%	98.1%
29) During this current school year, I have experienced harassing behavior from parents.		4	24	24	2	54	7.7%	92.3%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	4	7	8	22	14	55	26.8%	73.2%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	7	24	1	4	17	53	86.1%	13.9%
32) In my school/worksite, I spend too much time in meetings.	5	16	3	23	7	54	44.7%	55.3%
33) In my school, there is adequate support for special education students.	1	1	46	7		55	3.6%	96.4%