

2023-2024 HCEA Job Satisfaction Survey

DUNLOGGIN MS

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	5	22	3	7		37	73.0%	27.0%
2) There is an atmosphere of open communication and trust in my school/worksite.	4	25	1	8		38	76.3%	23.7%
3) I personally feel successful in my work.	8	23		6		37	83.8%	16.2%
4) I feel involved in decision-making at my school/worksite.	4	18	1	14	1	38	59.5%	40.5%
5) I want to be involved in decision-making at my school/worksite.	6	23	1	4	3	37	85.3%	14.7%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	22	2	8		38	73.7%	26.3%
7) In my school/worksite, I am treated as a professional.	14	22		2		38	94.7%	5.3%
8) There is good teamwork among staff in my school/worksite.	15	14	1	8		38	76.3%	23.7%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	13	9	7	5	37	50.0%	50.0%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	4	10	13	10		37	37.8%	62.2%
11) My work performance is evaluated fairly.	11	21	1	4		37	86.5%	13.5%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	5	12	6	15		38	44.7%	55.3%
13) I am provided adequate work and storage space to prepare for and do my job.	8	15	7	8		38	60.5%	39.5%
14) My administrators/supervisors respect the negotiated contracts.	13	25				38	100.0%	0.0%
15) My planning time is respected by my school administrations/supervisors.	8	19		4	7	38	87.1%	12.9%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	3	12	8	11	4	38	44.1%	55.9%
17) In my school, student misbehavior interferes with learning.	18	10	3	4	1	36	80.0%	20.0%
18) Too much instructional time is spent administering assessments.	3	16	2	10	6	37	61.3%	38.7%
19) HCPSS professional development experiences are meaningful and worthwhile.	4	13	3	16	1	37	47.2%	52.8%
20) Increased workload has contributed to a decline in my morale.	12	16	2	6		36	77.8%	22.2%
21) I am paid fairly.	3	13	9	11		36	44.4%	55.6%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	9	9	10	5	36	38.7%	61.3%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	2	6	13	16	1	38	21.6%	78.4%

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24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	8	22		7	1	38	81.1%	18.9%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	25		5	5	38	84.8%	15.2%
26) In my position, I receive appropriate and adequate support and training.	5	26	3	4		38	81.6%	18.4%
27) During this current school year, I have experienced harassing behavior from colleagues.		2	20	14	1	37	5.6%	94.4%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.			26	10	1	37	0.0%	100.0%
29) During this current school year, I have experienced harassing behavior from parents.		11	9	14	4	38	32.4%	67.6%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	2	7	2	16	10	37	33.3%	66.7%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	3	22	2	4	7	38	80.6%	19.4%
32) In my school/worksite, I spend too much time in meetings.		6	3	25	4	38	17.6%	82.4%
33) In my school, there is adequate support for special education students.	4	8	4	17	5	38	36.4%	63.6%