## 2023-2024 HCEA Job Satisfaction Survey Trend Report

Dunloggin MS		14-15	15-16	16-17	17-18	18-19	19-20	21-22	22-23	23-24	23-24 Overall- MS	23-24 Overall- All
Overall, morale at my school/worksite is good.		86.1%	65.6%	53.8%	52.5%	22.9%	25.0%	23.9%	32.6%	73.0%	65.8%	68.0%
There is an atmosphere of open communication and trust in my school/worksite.		75.0%	58.1%	34.6%	38.5%	12.5%	29.1%	33.3%	32.6%	76.3%	67.6%	71.4%
I personally feel successful in my work.		83.3%	75.0%	73.1%	80.0%	83.3%	85.4%	73.3%	80.4%	83.8%	84.1%	84.2%
I feel involved in decision-making at my school/worksite.		69.4%	56.3%	60.0%	52.5%	29.5%	40.4%	38.6%	42.9%	59.5%	58.8%	61.5%
I want to be involved in decision-making at my school/worksite.		91.7%	87.5%	80.0%	92.3%	85.4%	75.0%	79.1%	77.3%	85.3%	85.5%	87.6%
In my school/worksite, I can speak openly about important issues without fear of repercussions		86.1%	56.3%	64.0%	57.3%	38.3%	41.6%	50.0%	55.6%	73.7%	71.9%	74.2%
In my school/worksite, I am treated as a professional		91.7%	84.4%	80.0%	77.5%	57.4%	68.0%	68.9%	71.7%	94.7%	85.2%	87.2%
There is good teamwork among staff in my school/worksite.		86.1%	71.9%	53.8%	64.1%	62.5%	66.6%	71.7%	78.3%	76.3%	81.2%	83.0%
Non-instructional duties are assigned on an equitable basis in my school/worksite		81.8%	69.0%	64.0%	55.3%	57.8%	58.3%	23.8%	41.0%	50.0%	71.2%	76.6%
My working enviornment (i.e. safety, cleanliness) is conductive to success		91.7%	84.4%	80.8%	70.0%	80.9%	70.8%	56.5%	66.7%	37.8%	71.1%	73.6%
My work performance is evaluated fairly.		85.7%	81.3%	88.5%	86.8%	81.4%	81.2%	90.9%	86.7%	86.5%	88.7%	88.8%
I am provided adequate time during the workday to plan, prepare for and do my job.		63.9%	68.8%	52.0%	66.7%	47.9%	50.0%	25.0%	46.5%	44.7%	50.9%	55.0%
I am provided adequate work and storage space to prepare for and do my job.		88.9%	84.4%	80.8%	85.0%	77.1%	79.1%	65.9%	77.8%	60.5%	81.3%	82.8%
My administrators/supervisors respect the negotiated contracts		94.4%	96.9%	92.3%	82.5%	85.4%	83.3%	89.1%	84.4%	100.0%	90.8%	93.2%
My planning time is respected by my school administrators/supervisors		100.0%	96.6%	95.0%	85.3%	77.3%	56.2%	48.8%	66.7%	87.1%	84.1%	87.0%
In my school, administrators/supervisors support me in enforcing discipline		84.4%	50.0%	58.3%	37.8%	43.2%	37.5%	39.5%	36.4%	44.1%	64.8%	68.5%
In my school, student misbehavior interferes with learning.		38.2%	56.7%	56.0%	44.7%	63.8%	67.3%	82.6%	93.3%	80.0%	74.0%	74.2%
Too much instructional time is spent administering assessments.		85.3%	93.5%	87.5%	67.6%	77.3%	60.4%	66.7%	74.4%	61.3%	61.6%	65.4%
HCPSS professional development experiences are meaningful and worthwhile		61.8%	44.8%	45.8%	42.1%	45.5%	44.6%	37.0%	45.2%	47.2%	48.7%	45.4%
Increased workload has contributed to a decline in my morale.		62.9%	71.9%	72.0%	62.2%	60.9%	54.1%	77.8%	74.4%	77.8%	70.6%	70.7%
I am paid fairly.		52.8%	34.4%	46.2%	55.0%	41.7%	43.4%	42.2%	46.7%	44.4%	43.5%	41.4%
I have confidence in the leadership exhibited by the HCPSS Superintendent.		50.0%	16.1%	12.5%	92.1%	81.3%	67.3%	31.1%	51.1%	38.7%	37.7%	37.7%
I have confidence in the leadership exhibited by the Howard County Board of Education.		44.4%	16.1%	69.6%	82.1%	72.7%	43.4%	17.8%	34.9%	21.6%	29.1%	25.3%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).		86.1%	90.6%	100.0%	89.7%	95.7%	82.9%	80.0%	78.3%	81.1%	88.5%	87.9%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education		77.1%	68.8%	53.8%	75.0%	67.4%	62.5%	68.3%	62.5%	84.8%	73.9%	72.9%
In my position, I receive appropriate and adequate support and training		82.9%	68.8%	73.1%	70.0%	66.7%	63.8%	57.8%	67.4%	81.6%	72.2%	71.1%
In the last 12 months, I have experienced harassing behavior from colleagues		19.4%	23.3%	37.5%	26.3%	25.5%	25.0%	6.7%	8.7%	5.6%	11.4%	10.6%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		3.2%	9.7%	8.3%	13.2%	19.6%	20.8%	11.1%	19.6%	0.0%	8.1%	6.4%
In the last 12 months, I have experienced harassing behavior from parents		25.0%	21.9%	22.7%	28.2%	47.8%	43.7%	35.6%	36.4%	32.4%	25.5%	21.7%
At my school I spend most of my PIP time on non-instructional activities.						20.0%	12.7%	58.8%	42.4%	33.3%	32.8%	31.7%
At my school our administrator includes time during PIP for teacher-initiated collaboration.						81.3%	52.0%	31.4%	75.0%	80.6%	80.9%	75.5%
In my school, I spend too much time in meetings.							12.5%	14.0%	21.4%	17.6%	39.5%	37.5%
In my school, there is adequate support for special education students.							37.5%	20.5%	28.6%	36.4%	37.0%	31.0%
Pa	rticipants	36	32	26	40	48 out of 70	48 out of 72	46 out of 65	46 out of 64	38 out of 68		
	Principal	Jeffery Fink	Jeffery Fink	Jeffery Fink	Jeffery Fink	Antoinette Roberson	Antoinette Roberson	Antoinette Roberson	Antoinette Roberson	Antoinette Roberson		