

## 2023-2024 HCEA Job Satisfaction Survey

## ELKRIDGE ES

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	8	34	5	18		65	64.6%	35.4%
2) There is an atmosphere of open communication and trust in my school/worksite.	9	34	4	18		65	66.2%	33.8%
3) I personally feel successful in my work.	18	33	3	11		65	78.5%	21.5%
4) I feel involved in decision-making at my school/worksite.	5	32	4	20	4	65	60.7%	39.3%
5) I want to be involved in decision-making at my school/worksite.	13	40	1	5	5	64	89.8%	10.2%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	9	30	6	19		64	60.9%	39.1%
7) In my school/worksite, I am treated as a professional.	15	38	3	9		65	81.5%	18.5%
8) There is good teamwork among staff in my school/worksite.	16	36		12		64	81.3%	18.8%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	28	8	19	7	65	53.4%	46.6%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	14	39	4	8		65	81.5%	18.5%
11) My work performance is evaluated fairly.	12	42		7	3	64	88.5%	11.5%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	4	20	18	20	2	64	38.7%	61.3%
13) I am provided adequate work and storage space to prepare for and do my job.	10	47		8		65	87.7%	12.3%
14) My administrators/supervisors respect the negotiated contracts.	17	41	1	5	1	65	90.6%	9.4%
15) My planning time is respected by my school administrations/supervisors.	7	31	5	10	11	64	71.7%	28.3%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	6	31	9	13	5	64	62.7%	37.3%
17) In my school, student misbehavior interferes with learning.	28	29		3	4	64	95.0%	5.0%
18) Too much instructional time is spent administering assessments.	21	18		12	13	64	76.5%	23.5%
19) HCPSS professional development experiences are meaningful and worthwhile.	3	20	15	25	2	65	36.5%	63.5%
20) Increased workload has contributed to a decline in my morale.	31	15		12	5	63	79.3%	20.7%
21) I am paid fairly.	1	22	16	26		65	35.4%	64.6%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	22	12	19	8	63	43.6%	56.4%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	1	13	25	23	2	64	22.6%	77.4%

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24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	14	42	1	7		64	87.5%	12.5%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	42	2	14	3	65	74.2%	25.8%
26) In my position, I receive appropriate and adequate support and training.	5	42	4	12	1	64	74.6%	25.4%
27) During this current school year, I have experienced harassing behavior from colleagues.		7	30	27		64	10.9%	89.1%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	2	6	26	31		65	12.3%	87.7%
29) During this current school year, I have experienced harassing behavior from parents.	5	11	20	29		65	24.6%	75.4%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	2	18	2	25	18	65	42.6%	57.4%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.		35		10	20	65	77.8%	22.2%
32) In my school/worksite, I spend too much time in meetings.	18	15	5	24	2	64	53.2%	46.8%
33) In my school, there is adequate support for special education students.	2	15	11	36	1	65	26.6%	73.4%