

2023-2024 HCEA Job Satisfaction Survey

ELKRIDGE LANDING MS

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	7	40	1	5		53	88.7%	11.3%
2) There is an atmosphere of open communication and trust in my school/worksite.	12	33	2	6	1	54	84.9%	15.1%
3) I personally feel successful in my work.	15	28	3	8		54	79.6%	20.4%
4) I feel involved in decision-making at my school/worksite.	9	24	5	12	4	54	66.0%	34.0%
5) I want to be involved in decision-making at my school/worksite.	15	28	1	7	3	54	84.3%	15.7%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	18	30	1	2	2	53	94.1%	5.9%
7) In my school/worksite, I am treated as a professional.	21	24	3	6		54	83.3%	16.7%
8) There is good teamwork among staff in my school/worksite.	5	38	1	9	1	54	81.1%	18.9%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	34	1	7	6	54	83.3%	16.7%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	6	31	4	13		54	68.5%	31.5%
11) My work performance is evaluated fairly.	16	32	1	1	4	54	96.0%	4.0%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	4	17	15	16	2	54	40.4%	59.6%
13) I am provided adequate work and storage space to prepare for and do my job.	14	28	2	10		54	77.8%	22.2%
14) My administrators/supervisors respect the negotiated contracts.	26	25	1	2		54	94.4%	5.6%
15) My planning time is respected by my school administrations/supervisors.	18	19		7	8	52	84.1%	15.9%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	7	28	3	10	6	54	72.9%	27.1%
17) In my school, student misbehavior interferes with learning.	17	30		6		53	88.7%	11.3%
18) Too much instructional time is spent administering assessments.	4	21	1	17	10	53	58.1%	41.9%
19) HCPSS professional development experiences are meaningful and worthwhile.		17	14	18	5	54	34.7%	65.3%
20) Increased workload has contributed to a decline in my morale.	12	24		14	4	54	72.0%	28.0%
21) I am paid fairly.	1	20	11	21		53	39.6%	60.4%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.		15	9	20	9	53	34.1%	65.9%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.		15	15	24		54	27.8%	72.2%

24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	6	33	2	10	2	53	76.5%	23.5%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	29	3	13	6	54	66.7%	33.3%
26) In my position, I receive appropriate and adequate support and training.	8	30	1	15		54	70.4%	29.6%
27) During this current school year, I have experienced harassing behavior from colleagues.	1	6	30	17		54	13.0%	87.0%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.		1	37	16		54	1.9%	98.1%
29) During this current school year, I have experienced harassing behavior from parents.	6	9	11	27		53	28.3%	71.7%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	1	7	2	25	19	54	22.9%	77.1%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	7	27		2	18	54	94.4%	5.6%
32) In my school/worksite, I spend too much time in meetings.	5	11	3	26	9	54	35.6%	64.4%
33) In my school, there is adequate support for special education students.	3	15	16	17	3	54	35.3%	64.7%