

2023-2024 HCEA Job Satisfaction Survey

ELLCOTT MILLS MS

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	3	26	3	13		45	64.4%	35.6%
2) There is an atmosphere of open communication and trust in my school/worksite.	7	22	3	13		45	64.4%	35.6%
3) I personally feel successful in my work.	8	31		6		45	86.7%	13.3%
4) I feel involved in decision-making at my school/worksite.	5	18	4	16	2	45	53.5%	46.5%
5) I want to be involved in decision-making at my school/worksite.	8	28	1	7	1	45	81.8%	18.2%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	9	22	4	10		45	68.9%	31.1%
7) In my school/worksite, I am treated as a professional.	12	31		2		45	95.6%	4.4%
8) There is good teamwork among staff in my school/worksite.	11	25		9		45	80.0%	20.0%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	25	2	7	4	45	78.0%	22.0%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	10	27	3	5		45	82.2%	17.8%
11) My work performance is evaluated fairly.	16	25		1	2	44	97.6%	2.4%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	4	15	12	11	3	45	45.2%	54.8%
13) I am provided adequate work and storage space to prepare for and do my job.	12	22		10	1	45	77.3%	22.7%
14) My administrators/supervisors respect the negotiated contracts.	15	26		4		45	91.1%	8.9%
15) My planning time is respected by my school administrations/supervisors.	9	22	1	8	5	45	77.5%	22.5%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	7	22	5	10	1	45	65.9%	34.1%
17) In my school, student misbehavior interferes with learning.	19	17		9		45	80.0%	20.0%
18) Too much instructional time is spent administering assessments.	7	14	2	19	3	45	50.0%	50.0%
19) HCPSS professional development experiences are meaningful and worthwhile.	4	16	5	20		45	44.4%	55.6%
20) Increased workload has contributed to a decline in my morale.	19	18		8		45	82.2%	17.8%
21) I am paid fairly.	1	17	6	21		45	40.0%	60.0%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	11	6	14	11	44	39.4%	60.6%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.		20	9	16		45	44.4%	55.6%

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24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	16	25	1	3		45	91.1%	8.9%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	27	2	9	4	45	73.2%	26.8%
26) In my position, I receive appropriate and adequate support and training.	6	26	1	11		44	72.7%	27.3%
27) During this current school year, I have experienced harassing behavior from colleagues.	1	4	26	14		45	11.1%	88.9%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	1	27	16		45	4.4%	95.6%
29) During this current school year, I have experienced harassing behavior from parents.	2	10	16	17		45	26.7%	73.3%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	4	5	2	21	13	45	28.1%	71.9%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	12	21		1	11	45	97.1%	2.9%
32) In my school/worksite, I spend too much time in meetings.	5	16	1	19	4	45	51.2%	48.8%
33) In my school, there is adequate support for special education students.	4	7	11	22	1	45	25.0%	75.0%