

**2023-2024 HCEA Job Satisfaction Survey**

**FOLLY QUARTER MS**

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	6	37		4		47	91.5%	8.5%
2) There is an atmosphere of open communication and trust in my school/worksite.	12	29		6		47	87.2%	12.8%
3) I personally feel successful in my work.	13	30		4		47	91.5%	8.5%
4) I feel involved in decision-making at my school/worksite.	3	31		10	3	47	77.3%	22.7%
5) I want to be involved in decision-making at my school/worksite.	4	32		7	4	47	83.7%	16.3%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	9	33		5		47	89.4%	10.6%
7) In my school/worksite, I am treated as a professional.	24	20		3		47	93.6%	6.4%
8) There is good teamwork among staff in my school/worksite.	10	31		6		47	87.2%	12.8%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	10	20	2	9	6	47	73.2%	26.8%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	21	20	1	5		47	87.2%	12.8%
11) My work performance is evaluated fairly.	14	30		2	1	47	95.7%	4.3%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	2	24	7	11	2	46	59.1%	40.9%
13) I am provided adequate work and storage space to prepare for and do my job.	17	20	1	8		46	80.4%	19.6%
14) My administrators/supervisors respect the negotiated contracts.	27	19			1	47	100.0%	0.0%
15) My planning time is respected by my school administrations/supervisors.	13	22		4	8	47	89.7%	10.3%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	13	23		5	6	47	87.8%	12.2%
17) In my school, student misbehavior interferes with learning.	3	11	8	20	5	47	33.3%	66.7%
18) Too much instructional time is spent administering assessments.	14	14	1	10	8	47	71.8%	28.2%
19) HCPSS professional development experiences are meaningful and worthwhile.	1	11	14	19	2	47	26.7%	73.3%
20) Increased workload has contributed to a decline in my morale.	16	17		12	2	47	73.3%	26.7%
21) I am paid fairly.		22	8	17		47	46.8%	53.2%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	15	8	17	6	47	39.0%	61.0%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.		5	17	22	1	45	11.4%	88.6%

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24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	6	35		3	2	46	93.2%	6.8%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	23	3	12	5	47	64.3%	35.7%
26) In my position, I receive appropriate and adequate support and training.	4	30		13		47	72.3%	27.7%
27) During this current school year, I have experienced harassing behavior from colleagues.	1	3	25	16	2	47	8.9%	91.1%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	1	29	14	2	47	4.4%	95.6%
29) During this current school year, I have experienced harassing behavior from parents.	4	11	15	16	1	47	32.6%	67.4%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	2	3	5	25	12	47	14.3%	85.7%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	24		8	13	47	76.5%	23.5%
32) In my school/worksite, I spend too much time in meetings.	9	16	1	16	5	47	59.5%	40.5%
33) In my school, there is adequate support for special education students.	5	18	5	15	4	47	53.5%	46.5%