

**2023-2024 HCEA Job Satisfaction Survey**

**FOREST RIDGE ES**

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	10	32	2	7		51	82.4%	17.6%
2) There is an atmosphere of open communication and trust in my school/worksite.	8	35	1	7		51	84.3%	15.7%
3) I personally feel successful in my work.	14	29	3	5		51	84.3%	15.7%
4) I feel involved in decision-making at my school/worksite.	4	22	3	16	4	49	57.8%	42.2%
5) I want to be involved in decision-making at my school/worksite.	15	23	2	8	3	51	79.2%	20.8%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	9	30	3	7	3	52	79.6%	20.4%
7) In my school/worksite, I am treated as a professional.	18	25	3	5	1	52	84.3%	15.7%
8) There is good teamwork among staff in my school/worksite.	13	30	4	4		51	84.3%	15.7%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	26	2	10	7	52	73.3%	26.7%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	9	30	4	8	1	52	76.5%	23.5%
11) My work performance is evaluated fairly.	16	31		4	1	52	92.2%	7.8%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	5	17	12	15	2	51	44.9%	55.1%
13) I am provided adequate work and storage space to prepare for and do my job.	10	35	1	5		51	88.2%	11.8%
14) My administrators/supervisors respect the negotiated contracts.	24	26		1	1	52	98.0%	2.0%
15) My planning time is respected by my school administrations/supervisors.	14	21	1	5	10	51	85.4%	14.6%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	13	27	1	4	7	52	88.9%	11.1%
17) In my school, student misbehavior interferes with learning.	10	28	2	10	2	52	76.0%	24.0%
18) Too much instructional time is spent administering assessments.	12	17	2	10	11	52	70.7%	29.3%
19) HCPSS professional development experiences are meaningful and worthwhile.	1	26	4	17	2	50	56.3%	43.8%
20) Increased workload has contributed to a decline in my morale.	11	26	1	12	2	52	74.0%	26.0%
21) I am paid fairly.	2	12	16	22		52	26.9%	73.1%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.		15	10	15	10	50	37.5%	62.5%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.		7	15	25	3	50	14.9%	85.1%

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24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	8	34	1	5	2	50	87.5%	12.5%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	9	28		9	5	51	80.4%	19.6%
26) In my position, I receive appropriate and adequate support and training.	6	35	1	8	2	52	82.0%	18.0%
27) During this current school year, I have experienced harassing behavior from colleagues.	1	5	28	17		51	11.8%	88.2%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	1	36	14		52	3.8%	96.2%
29) During this current school year, I have experienced harassing behavior from parents.	4	6	21	18	3	52	20.4%	79.6%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	2	10	5	19	16	52	33.3%	66.7%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	22		5	22	51	82.8%	17.2%
32) In my school/worksite, I spend too much time in meetings.	7	13	6	21	5	52	42.6%	57.4%
33) In my school, there is adequate support for special education students.	2	11	19	15	5	52	27.7%	72.3%