

## 2023-2024 HCEA Job Satisfaction Survey

## FULTON ES

| Questions  | Strongly agree | Agree | Strongly disagree | Disagree | Does not apply | Grand Total | % Agree | % Disagree |
|--|----------------|-------|-------------------|----------|----------------|-------------|---------|------------|
| 1) Overall, morale at my worksite is good  | 8              | 32    | 11                | 18       |                | 69          | 58.0%   | 42.0%      |
| 2) There is an atmosphere of open communication and trust in my school/worksite.                   | 6              | 29    | 9                 | 25       |                | 69          | 50.7%   | 49.3%      |
| 3) I personally feel successful in my work.  | 18             | 42    |                   | 9        |                | 69          | 87.0%   | 13.0%      |
| 4) I feel involved in decision-making at my school/worksite.                                       | 5              | 24    | 7                 | 30       | 3              | 69          | 43.9%   | 56.1%      |
| 5) I want to be involved in decision-making at my school/worksite.                                 | 12             | 45    | 2                 | 5        | 5              | 69          | 89.1%   | 10.9%      |
| 6) In my school/worksite, I can speak openly about important issues without fear of repercussions. | 8              | 28    | 12                | 21       |                | 69          | 52.2%   | 47.8%      |
| 7) In my school/worksite, I am treated as a professional.  | 14             | 40    | 3                 | 12       |                | 69          | 78.3%   | 21.7%      |
| 8) There is good teamwork among staff in my school/worksite.                                       | 15             | 47    |                   | 5        |                | 67          | 92.5%   | 7.5%       |
| 9) Non-instructional duties are assigned on an equitable basis in my school/worksite.              | 9              | 44    | 1                 | 9        | 6              | 69          | 84.1%   | 15.9%      |
| 10) My working environment (i.e. safety, cleanliness) is conducive to success.                     | 13             | 38    | 6                 | 12       |                | 69          | 73.9%   | 26.1%      |
| 11) My work performance is evaluated fairly.   | 12             | 39    |                   | 14       | 2              | 67          | 78.5%   | 21.5%      |
| 12) I am provided adequate time during the workday to plan, prepare for and do my job.             | 8              | 24    | 17                | 18       | 2              | 69          | 47.8%   | 52.2%      |
| 13) I am provided adequate work and storage space to prepare for and do my job.                    | 9              | 46    | 3                 | 11       |                | 69          | 79.7%   | 20.3%      |
| 14) My administrators/supervisors respect the negotiated contracts.                                | 25             | 38    |                   | 3        | 3              | 69          | 95.5%   | 4.5%       |
| 15) My planning time is respected by my school administrations/supervisors.                        | 6              | 40    | 2                 | 10       | 11             | 69          | 79.3%   | 20.7%      |
| 16) In my school/worksite, administrators/supervisors support me in enforcing discipline.          | 5              | 31    | 11                | 14       | 8              | 69          | 59.0%   | 41.0%      |
| 17) In my school, student misbehavior interferes with learning.                                    | 15             | 27    | 1                 | 20       | 6              | 69          | 66.7%   | 33.3%      |
| 18) Too much instructional time is spent administering assessments.                                | 5              | 29    |                   | 16       | 19             | 69          | 68.0%   | 32.0%      |
| 19) HCPSS professional development experiences are meaningful and worthwhile.                      | 3              | 18    | 15                | 31       | 2              | 69          | 31.3%   | 68.7%      |
| 20) Increased workload has contributed to a decline in my morale.                                  | 23             | 26    | 1                 | 15       | 4              | 69          | 75.4%   | 24.6%      |
| 21) I am paid fairly.  | 2              | 20    | 18                | 29       |                | 69          | 31.9%   | 68.1%      |
| 22) I have confidence in the leadership exhibited by the HCPSS Superintendent.                     |                | 23    | 7                 | 22       | 13             | 65          | 44.2%   | 55.8%      |
| 23) I have confidence in the leadership exhibited by the Howard County Board of Education.         |                | 14    | 13                | 32       | 8              | 67          | 23.7%   | 76.3%      |

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|   |    |    |    |    |    |    |       |       |
|---|----|----|----|----|----|----|-------|-------|
| 24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).        | 24 | 38 |    | 3  | 1  | 66 | 95.4% | 4.6%  |
| 25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.      | 5  | 37 | 2  | 16 | 7  | 67 | 70.0% | 30.0% |
| 26) In my position, I receive appropriate and adequate support and training.                                | 6  | 38 | 4  | 19 | 1  | 68 | 65.7% | 34.3% |
| 27) During this current school year, I have experienced harassing behavior from colleagues.                 |    | 11 | 33 | 24 | 1  | 69 | 16.2% | 83.8% |
| 28) During this current school year, I have experienced harassing behavior from administrators/supervisors. | 2  | 6  | 32 | 27 |    | 67 | 11.9% | 88.1% |
| 29) During this current school year, I have experienced harassing behavior from parents.                    |    | 13 | 25 | 27 | 3  | 68 | 20.0% | 80.0% |
| 30) At my school I spend most of my PIP time doing non-instructional duties/assignments.                    |    | 9  | 5  | 33 | 21 | 68 | 19.1% | 80.9% |
| 31) At my school our administrator includes time during PIP for teacher-initiated collaboration.            | 6  | 32 |    | 7  | 24 | 69 | 84.4% | 15.6% |
| 32) In my school/worksite, I spend too much time in meetings.   | 11 | 21 | 5  | 23 | 9  | 69 | 53.3% | 46.7% |
| 33) In my school, there is adequate support for special education students.                                 | 1  | 11 | 32 | 21 | 4  | 69 | 18.5% | 81.5% |