

**2022-2023 HCEA Job Satisfaction Survey Trend Report**

| Fulton ES   | 14-15              | 15-16              | 16-17              | 17-18              | 18-19              | 19-20         | 21-22         | 22-23         | 23-24         | 23-24<br>Overall-<br>ES | 23-24<br>Overall-<br>All |
|---|--------------------|--------------------|--------------------|--------------------|--------------------|---------------|---------------|---------------|---------------|-------------------------|--------------------------|
| Overall, morale at my school/worksite is good.  | 62.2%              | 71.4%              | 40.5%              | 56.9%              | 48.7%              | 18.3%         | 52.7%         | 49.3%         | 58.0%         | 69.9%                   | 68.0%                    |
| There is an atmosphere of open communication and trust in my school/worksite.                     | 78.4%              | 74.3%              | 40.5%              | 58.8%              | 51.3%              | 26.7%         | 54.5%         | 53.3%         | 50.7%         | 74.3%                   | 71.4%                    |
| I personally feel successful in my work.  | 75.7%              | 85.7%              | 71.4%              | 78.4%              | 64.1%              | 70.4%         | 76.4%         | 78.7%         | 87.0%         | 85.6%                   | 84.2%                    |
| I feel involved in decision-making at my school/worksite.   | 75.7%              | 64.7%              | 43.9%              | 56.5%              | 53.8%              | 27.1%         | 51.0%         | 50.0%         | 43.9%         | 65.4%                   | 61.5%                    |
| I want to be involved in decision-making at my school/worksite.                                   | 88.9%              | 91.2%              | 92.5%              | 88.0%              | 94.7%              | 87.1%         | 80.0%         | 93.2%         | 89.1%         | 89.9%                   | 87.6%                    |
| In my school/worksite, I can speak openly about important issues without fear of repercussions    | 73.0%              | 62.9%              | 43.9%              | 51.0%              | 51.3%              | 39.4%         | 56.6%         | 58.7%         | 52.2%         | 75.7%                   | 74.2%                    |
| In my school/worksite, I am treated as a professional   | 88.9%              | 88.6%              | 63.4%              | 86.0%              | 76.9%              | 64.7%         | 89.1%         | 76.0%         | 78.3%         | 88.5%                   | 87.2%                    |
| There is good teamwork among staff in my school/worksite.   | 69.4%              | 68.6%              | 51.2%              | 70.6%              | 64.1%              | 74.2%         | 74.1%         | 75.7%         | 92.5%         | 84.6%                   | 83.0%                    |
| Non-instructional duties are assigned on an equitable basis in my school/worksite                 | 62.5%              | 76.7%              | 67.6%              | 63.0%              | 60.0%              | 45.0%         | 56.0%         | 79.7%         | 84.1%         | 77.4%                   | 76.6%                    |
| My working environment (i.e. safety, cleanliness) is conducive to success                         | 94.6%              | 91.4%              | 85.7%              | 84.0%              | 78.9%              | 77.4%         | 87.0%         | 76.0%         | 73.9%         | 75.8%                   | 73.6%                    |
| My work performance is evaluated fairly.  | 81.1%              | 75.8%              | 70.7%              | 76.5%              | 71.1%              | 63.3%         | 81.5%         | 82.4%         | 78.5%         | 89.9%                   | 88.8%                    |
| I am provided adequate time during the workday to plan, prepare for and do my job.                | 25.7%              | 37.1%              | 73.9%              | 40.0%              | 31.6%              | 28.1%         | 46.3%         | 44.3%         | 47.8%         | 54.9%                   | 55.0%                    |
| I am provided adequate work and storage space to prepare for and do my job.                       | 70.3%              | 74.3%              | 66.7%              | 82.0%              | 74.4%              | 73.2%         | 67.9%         | 81.3%         | 79.7%         | 81.8%                   | 82.8%                    |
| My administrators/supervisors respect the negotiated contracts                                    | 91.9%              | 97.1%              | 87.2%              | 91.3%              | 84.6%              | 80.2%         | 92.2%         | 89.2%         | 95.5%         | 93.7%                   | 93.2%                    |
| My planning time is respected by my school administrators/supervisors                             | 60.6%              | 78.8%              | 70.6%              | 68.9%              | 63.9%              | 46.4%         | 76.1%         | 61.5%         | 79.3%         | 88.0%                   | 87.0%                    |
| In my school, administrators/supervisors support me in enforcing discipline                       | 87.9%              | 87.5%              | 65.0%              | 66.7%              | 57.9%              | 54.2%         | 68.1%         | 59.7%         | 59.0%         | 75.7%                   | 68.5%                    |
| In my school, student misbehavior interferes with learning.                                       | 43.8%              | 46.9%              | 55.3%              | 80.0%              | 63.2%              | 69.0%         | 66.0%         | 73.6%         | 66.7%         | 77.5%                   | 74.2%                    |
| Too much instructional time is spent administering assessments.                                   | 91.2%              | 87.9%              | 75.0%              | 52.4%              | 79.4%              | 54.9%         | 61.5%         | 61.0%         | 68.0%         | 71.7%                   | 65.4%                    |
| HCPSS professional development experiences are meaningful and worthwhile                          | 45.7%              | 57.6%              | 47.5%              | 48.9%              | 37.8%              | 46.4%         | 44.0%         | 40.3%         | 31.3%         | 47.4%                   | 45.4%                    |
| Increased workload has contributed to a decline in my morale.                                     | 75.0%              | 77.1%              | 87.5%              | 78.7%              | 78.9%              | 83.1%         | 78.4%         | 81.7%         | 75.4%         | 72.7%                   | 70.7%                    |
| I am paid fairly.   | 27.0%              | 32.4%              | 28.6%              | 39.2%              | 27.0%              | 39.7%         | 22.2%         | 30.1%         | 31.9%         | 38.8%                   | 41.4%                    |
| I have confidence in the leadership exhibited by the HCPSS Superintendent.                        | 37.1%              | 23.5%              | 10.0%              | 97.9%              | 92.3%              | 64.2%         | 47.2%         | 59.7%         | 44.2%         | 38.1%                   | 37.7%                    |
| I have confidence in the leadership exhibited by the Howard County Board of Education.            | 42.9%              | 34.3%              | 68.3%              | 88.9%              | 81.1%              | 35.2%         | 33.3%         | 54.4%         | 23.7%         | 24.9%                   | 25.3%                    |
| I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).        | 91.9%              | 97.0%              | 92.7%              | 93.0%              | 89.7%              | 90.0%         | 88.2%         | 88.9%         | 95.4%         | 89.2%                   | 87.9%                    |
| I feel that HCPSS offers me the possibility of advancing professionally in the field of education | 66.7%              | 60.0%              | 60.0%              | 67.4%              | 50.0%              | 59.4%         | 66.7%         | 66.2%         | 70.0%         | 75.7%                   | 72.9%                    |
| In my position, I receive appropriate and adequate support and training                           | 75.7%              | 60.0%              | 70.0%              | 78.4%              | 60.5%              | 60.8%         | 61.1%         | 63.5%         | 65.7%         | 71.3%                   | 71.1%                    |
| In the last 12 months, I have experienced harassing behavior from colleagues                      | 22.9%              | 24.2%              | 33.3%              | 19.1%              | 18.4%              | 8.5%          | 11.5%         | 11.3%         | 16.2%         | 10.6%                   | 10.6%                    |
| In the last 12 months, I have experienced harassing behavior from administrators/supervisors.     | 11.4%              | 0.0%               | 20.0%              | 18.4%              | 18.4%              | 15.7%         | 3.9%          | 8.3%          | 11.9%         | 6.0%                    | 6.4%                     |
| In the last 12 months, I have experienced harassing behavior from parents                         | 22.9%              | 21.2%              | 25.0%              | 31.3%              | 31.6%              | 27.1%         | 25.0%         | 22.2%         | 20.0%         | 17.8%                   | 21.7%                    |
| At my school I spend most of my PIP time on non-instructional activities.                         |                    |                    |                    |                    |                    | 51.7%         | 29.4%         | 32.5%         | 21.6%         | 19.1%                   | 31.7%                    |
| At my school our administrator includes time during PIP for teacher-initiated collaboration.      |                    |                    |                    |                    |                    | 80.0%         | 42.0%         | 72.2%         | 69.8%         | 84.4%                   | 75.5%                    |
| In my school, I spend too much time in meetings.  |                    |                    |                    |                    |                    | 58.5%         | 28.0%         | 61.2%         | 53.3%         | 40.7%                   | 37.5%                    |
| In my school, there is adequate support for special education students.                           |                    |                    |                    |                    |                    | 8.8%          | 18.9%         | 16.4%         | 18.5%         | 18.7%                   | 31.0%                    |
| Participants  | 37                 | 35                 | 42                 | 51                 | 39 out of 98       | 71 out of 100 | 55 out of 98  | 75 out of 99  | 69 out of 94  |                         |                          |
| Principal   | Sharon Lewandowski | Sharon Lewandowski | Sharon Lewandowski | Sharon Lewandowski | Sharon Lewandowski | Tanisha Burks | Tanisha Burks | Tanisha Burks | Tanisha Burks |                         |                          |