

2023-2024 HCEA Job Satisfaction Survey

GLENELG HS

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	20	41	1	10		72	84.7%	15.3%
2) There is an atmosphere of open communication and trust in my school/worksite.	18	45		9		72	87.5%	12.5%
3) I personally feel successful in my work.	25	44		3		72	95.8%	4.2%
4) I feel involved in decision-making at my school/worksite.	10	40	1	18	2	71	72.5%	27.5%
5) I want to be involved in decision-making at my school/worksite.	14	40	1	12	5	72	80.6%	19.4%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	16	46	2	8		72	86.1%	13.9%
7) In my school/worksite, I am treated as a professional.	28	40		4		72	94.4%	5.6%
8) There is good teamwork among staff in my school/worksite.	24	38	3	7		72	86.1%	13.9%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	23	37	1	2	9	72	95.2%	4.8%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	16	41	3	12		72	79.2%	20.8%
11) My work performance is evaluated fairly.	24	39		6		69	91.3%	8.7%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	12	32	8	19	1	72	62.0%	38.0%
13) I am provided adequate work and storage space to prepare for and do my job.	19	42	1	10		72	84.7%	15.3%
14) My administrators/supervisors respect the negotiated contracts.	32	37			3	72	100.0%	0.0%
15) My planning time is respected by my school administrations/supervisors.	28	28		3	13	72	94.9%	5.1%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	10	37	5	9	11	72	77.0%	23.0%
17) In my school, student misbehavior interferes with learning.	3	19	12	34	4	72	32.4%	67.6%
18) Too much instructional time is spent administering assessments.	8	34	1	16	13	72	71.2%	28.8%
19) HCPSS professional development experiences are meaningful and worthwhile.	2	19	24	23	4	72	30.9%	69.1%
20) Increased workload has contributed to a decline in my morale.	14	33	1	19	4	71	70.1%	29.9%
21) I am paid fairly.	4	33	14	21		72	51.4%	48.6%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	14	17	31	7	71	25.0%	75.0%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.		12	23	35	2	72	17.1%	82.9%

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24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	12	45	2	11	3	73	81.4%	18.6%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	46	5	13	2	72	74.3%	25.7%
26) In my position, I receive appropriate and adequate support and training.	9	49	4	10		72	80.6%	19.4%
27) During this current school year, I have experienced harassing behavior from colleagues.	1	7	34	29	1	72	11.3%	88.7%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	3	38	29	1	72	5.6%	94.4%
29) During this current school year, I have experienced harassing behavior from parents.	7	17	18	29	1	72	33.8%	66.2%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	1	2	17	30	22	72	6.0%	94.0%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	10	29	3	11	19	72	73.6%	26.4%
32) In my school/worksite, I spend too much time in meetings.	4	12	9	43	4	72	23.5%	76.5%
33) In my school, there is adequate support for special education students.	20	36	3	8	4	71	83.6%	16.4%