

2023-2024 HCEA Job Satisfaction Survey

GLENWOOD MS

| Questions | Strongly agree | Agree | Strongly disagree | Disagree | Does not apply | Grand Total | % Agree | % Disagree |
|--|----------------|-------|-------------------|----------|----------------|-------------|---------|------------|
| 1) Overall, morale at my worksite is good | 9 | 22 | 1 | 3 | | 35 | 88.6% | 11.4% |
| 2) There is an atmosphere of open communication and trust in my school/worksite. | 10 | 23 | | 2 | | 35 | 94.3% | 5.7% |
| 3) I personally feel successful in my work. | 12 | 18 | 2 | 3 | | 35 | 85.7% | 14.3% |
| 4) I feel involved in decision-making at my school/worksite. | 9 | 20 | | 3 | 3 | 35 | 90.6% | 9.4% |
| 5) I want to be involved in decision-making at my school/worksite. | 8 | 19 | | 5 | 3 | 35 | 84.4% | 15.6% |
| 6) In my school/worksite, I can speak openly about important issues without fear of repercussions. | 10 | 19 | | 5 | | 34 | 85.3% | 14.7% |
| 7) In my school/worksite, I am treated as a professional. | 15 | 19 | | 1 | | 35 | 97.1% | 2.9% |
| 8) There is good teamwork among staff in my school/worksite. | 7 | 26 | | 2 | | 35 | 94.3% | 5.7% |
| 9) Non-instructional duties are assigned on an equitable basis in my school/worksite. | 6 | 18 | 4 | 2 | 4 | 34 | 80.0% | 20.0% |
| 10) My working environment (i.e. safety, cleanliness) is conducive to success. | 5 | 16 | | 14 | | 35 | 60.0% | 40.0% |
| 11) My work performance is evaluated fairly. | 12 | 21 | | 2 | | 35 | 94.3% | 5.7% |
| 12) I am provided adequate time during the workday to plan, prepare for and do my job. | 2 | 15 | 7 | 9 | 2 | 35 | 51.5% | 48.5% |
| 13) I am provided adequate work and storage space to prepare for and do my job. | 7 | 20 | 3 | 4 | | 34 | 79.4% | 20.6% |
| 14) My administrators/supervisors respect the negotiated contracts. | 16 | 16 | | 1 | 1 | 34 | 97.0% | 3.0% |
| 15) My planning time is respected by my school administrations/supervisors. | 9 | 15 | 1 | 1 | 8 | 34 | 92.3% | 7.7% |
| 16) In my school/worksite, administrators/supervisors support me in enforcing discipline. | 8 | 18 | 2 | 4 | 3 | 35 | 81.3% | 18.8% |
| 17) In my school, student misbehavior interferes with learning. | 8 | 14 | 2 | 9 | 2 | 35 | 66.7% | 33.3% |
| 18) Too much instructional time is spent administering assessments. | 6 | 10 | | 9 | 10 | 35 | 64.0% | 36.0% |
| 19) HCPSS professional development experiences are meaningful and worthwhile. | 2 | 11 | 9 | 10 | 3 | 35 | 40.6% | 59.4% |
| 20) Increased workload has contributed to a decline in my morale. | 10 | 13 | 1 | 8 | 3 | 35 | 71.9% | 28.1% |
| 21) I am paid fairly. | 2 | 15 | 7 | 11 | | 35 | 48.6% | 51.4% |
| 22) I have confidence in the leadership exhibited by the HCPSS Superintendent. | | 11 | 9 | 8 | 6 | 34 | 39.3% | 60.7% |
| 23) I have confidence in the leadership exhibited by the Howard County Board of Education. | 1 | 5 | 12 | 12 | 3 | 33 | 20.0% | 80.0% |

2023-2024 HCEA Job Satisfaction Survey

GLENWOOD MS

| | | | | | | | | |
|---|---|----|----|----|----|----|-------|--------|
| 24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA). | 4 | 23 | 1 | 2 | 5 | 35 | 90.0% | 10.0% |
| 25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education. | 2 | 26 | 1 | 3 | 3 | 35 | 87.5% | 12.5% |
| 26) In my position, I receive appropriate and adequate support and training. | 2 | 25 | 2 | 5 | 1 | 35 | 79.4% | 20.6% |
| 27) During this current school year, I have experienced harassing behavior from colleagues. | | 3 | 19 | 12 | 1 | 35 | 8.8% | 91.2% |
| 28) During this current school year, I have experienced harassing behavior from administrators/supervisors. | | | 21 | 13 | 1 | 35 | 0.0% | 100.0% |
| 29) During this current school year, I have experienced harassing behavior from parents. | 4 | 7 | 10 | 10 | 4 | 35 | 35.5% | 64.5% |
| 30) At my school I spend most of my PIP time doing non-instructional duties/assignments. | 2 | 5 | 4 | 13 | 11 | 35 | 29.2% | 70.8% |
| 31) At my school our administrator includes time during PIP for teacher-initiated collaboration. | | 19 | | 4 | 12 | 35 | 82.6% | 17.4% |
| 32) In my school/worksite, I spend too much time in meetings. | 2 | 9 | | 19 | 5 | 35 | 36.7% | 63.3% |
| 33) In my school, there is adequate support for special education students. | 3 | 7 | 9 | 14 | 2 | 35 | 30.3% | 69.7% |