

## 2023-2024 HCEA Job Satisfaction Survey

## GUILFORD ES

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	1	12	25	21		59	22.0%	78.0%
2) There is an atmosphere of open communication and trust in my school/worksite.	1	15	18	25		59	27.1%	72.9%
3) I personally feel successful in my work.	11	39	4	5		59	84.7%	15.3%
4) I feel involved in decision-making at my school/worksite.	5	17	10	24	2	58	39.3%	60.7%
5) I want to be involved in decision-making at my school/worksite.	13	35	2	7	1	58	84.2%	15.8%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	2	24	15	18		59	44.1%	55.9%
7) In my school/worksite, I am treated as a professional.	8	30	9	11		58	65.5%	34.5%
8) There is good teamwork among staff in my school/worksite.	2	37	3	16	1	59	67.2%	32.8%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	1	28	3	14	11	57	63.0%	37.0%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	2	31	8	18		59	55.9%	44.1%
11) My work performance is evaluated fairly.	8	29	8	9	4	58	68.5%	31.5%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	4	28	13	12	2	59	56.1%	43.9%
13) I am provided adequate work and storage space to prepare for and do my job.	6	29	11	12	1	59	60.3%	39.7%
14) My administrators/supervisors respect the negotiated contracts.	7	34	6	12		59	69.5%	30.5%
15) My planning time is respected by my school administrations/supervisors.	6	28	4	13	8	59	66.7%	33.3%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	6	10	17	19	6	58	30.8%	69.2%
17) In my school, student misbehavior interferes with learning.	34	14	6	2	1	57	85.7%	14.3%
18) Too much instructional time is spent administering assessments.	9	23	1	14	9	56	68.1%	31.9%
19) HCPSS professional development experiences are meaningful and worthwhile.	3	25	8	19	1	56	50.9%	49.1%
20) Increased workload has contributed to a decline in my morale.	18	23	1	12	4	58	75.9%	24.1%
21) I am paid fairly.	1	23	21	14		59	40.7%	59.3%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.		12	13	23	9	57	25.0%	75.0%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.		15	19	20	3	57	27.8%	72.2%

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24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	11	41	3	3	1	59	89.7%	10.3%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	32	7	12	2	57	65.5%	34.5%
26) In my position, I receive appropriate and adequate support and training.	5	36	3	14		58	70.7%	29.3%
27) During this current school year, I have experienced harassing behavior from colleagues.	4	3	18	30	3	58	12.7%	87.3%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	3	7	19	30		59	16.9%	83.1%
29) During this current school year, I have experienced harassing behavior from parents.	7	9	18	25		59	27.1%	72.9%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	4	9	8	26	11	58	27.7%	72.3%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	1	31	3	7	15	57	76.2%	23.8%
32) In my school/worksite, I spend too much time in meetings.	15	11	2	27	2	57	47.3%	52.7%
33) In my school, there is adequate support for special education students.		6	33	19	1	59	10.3%	89.7%