

2023-2024 HCEA Job Satisfaction Survey

GUILFORD PARK HS

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	25	26				51	100.0%	0.0%
2) There is an atmosphere of open communication and trust in my school/worksite.	31	19	1			51	98.0%	2.0%
3) I personally feel successful in my work.	19	28	1	3		51	92.2%	7.8%
4) I feel involved in decision-making at my school/worksite.	15	23	1	7	5	51	82.6%	17.4%
5) I want to be involved in decision-making at my school/worksite.	16	28	1	3	2	50	91.7%	8.3%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	26	20	1	3	1	51	92.0%	8.0%
7) In my school/worksite, I am treated as a professional.	32	16		2		50	96.0%	4.0%
8) There is good teamwork among staff in my school/worksite.	23	24		2	1	50	95.9%	4.1%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	26	17		2	6	51	95.6%	4.4%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	27	21		2	1	51	96.0%	4.0%
11) My work performance is evaluated fairly.	25	21		1	4	51	97.9%	2.1%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	17	18	6	6	2	49	74.5%	25.5%
13) I am provided adequate work and storage space to prepare for and do my job.	34	13	1	2	1	51	94.0%	6.0%
14) My administrators/supervisors respect the negotiated contracts.	36	13	1	1		51	96.1%	3.9%
15) My planning time is respected by my school administrations/supervisors.	29	11	1	2	8	51	93.0%	7.0%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	12	24	1	4	10	51	87.8%	12.2%
17) In my school, student misbehavior interferes with learning.	9	18		20	4	51	57.4%	42.6%
18) Too much instructional time is spent administering assessments.	3	10	4	25	9	51	31.0%	69.0%
19) HCPSS professional development experiences are meaningful and worthwhile.	4	23	6	13	4	50	58.7%	41.3%
20) Increased workload has contributed to a decline in my morale.	8	16	2	21	4	51	51.1%	48.9%
21) I am paid fairly.	5	19	8	19		51	47.1%	52.9%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	15	7	12	12	47	45.7%	54.3%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	1	9	11	21	3	45	23.8%	76.2%

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24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	11	36	2		2	51	95.9%	4.1%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	9	31		7	4	51	85.1%	14.9%
26) In my position, I receive appropriate and adequate support and training.	10	31	4	5	1	51	82.0%	18.0%
27) During this current school year, I have experienced harassing behavior from colleagues.			38	12	1	51	0.0%	100.0%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.		1	39	11		51	2.0%	98.0%
29) During this current school year, I have experienced harassing behavior from parents.		5	24	19	2	50	10.4%	89.6%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	1	7	12	15	15	50	22.9%	77.1%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	4	23	1	10	12	50	71.1%	28.9%
32) In my school/worksite, I spend too much time in meetings.		3	10	35	3	51	6.3%	93.8%
33) In my school, there is adequate support for special education students.	5	20	4	13	7	49	59.5%	40.5%