

2023-2024 HCEA Job Satisfaction Survey

HAMMOND ES

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	7	27	3	11		48	70.8%	29.2%
2) There is an atmosphere of open communication and trust in my school/worksite.	9	31	1	7		48	83.3%	16.7%
3) I personally feel successful in my work.	7	32	3	5		47	83.0%	17.0%
4) I feel involved in decision-making at my school/worksite.	5	27	2	13	1	48	68.1%	31.9%
5) I want to be involved in decision-making at my school/worksite.	13	32	1	1	1	48	95.7%	4.3%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	12	28	1	7		48	83.3%	16.7%
7) In my school/worksite, I am treated as a professional.	18	27	1	2		48	93.8%	6.3%
8) There is good teamwork among staff in my school/worksite.	10	26	3	9		48	75.0%	25.0%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	31	1	8	4	48	79.5%	20.5%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	3	21	2	22		48	50.0%	50.0%
11) My work performance is evaluated fairly.	12	29		4	2	47	91.1%	8.9%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	3	24	10	10	1	48	57.4%	42.6%
13) I am provided adequate work and storage space to prepare for and do my job.	7	22	10	9		48	60.4%	39.6%
14) My administrators/supervisors respect the negotiated contracts.	21	24		1	2	48	97.8%	2.2%
15) My planning time is respected by my school administrations/supervisors.	14	26	1	4	3	48	88.9%	11.1%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	5	24	3	8	8	48	72.5%	27.5%
17) In my school, student misbehavior interferes with learning.	24	19		3	2	48	93.5%	6.5%
18) Too much instructional time is spent administering assessments.	17	14		3	14	48	91.2%	8.8%
19) HCPSS professional development experiences are meaningful and worthwhile.		21	7	17	2	47	46.7%	53.3%
20) Increased workload has contributed to a decline in my morale.	17	18	1	9	2	47	77.8%	22.2%
21) I am paid fairly.	1	14	16	16	1	48	31.9%	68.1%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.		16	10	13	6	45	41.0%	59.0%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.		10	15	18	2	45	23.3%	76.7%

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24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	11	25	2	7	2	47	80.0%	20.0%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	24	4	14	4	48	59.1%	40.9%
26) In my position, I receive appropriate and adequate support and training.	4	29	5	8		46	71.7%	28.3%
27) During this current school year, I have experienced harassing behavior from colleagues.		5	23	20		48	10.4%	89.6%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1		35	12		48	2.1%	97.9%
29) During this current school year, I have experienced harassing behavior from parents.	1	8	17	21	1	48	19.1%	80.9%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	3	6	5	24	10	48	23.7%	76.3%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	24	1	5	15	47	81.3%	18.8%
32) In my school/worksite, I spend too much time in meetings.	8	11	1	24	4	48	43.2%	56.8%
33) In my school, there is adequate support for special education students.		4	37	6	1	48	8.5%	91.5%