

2023-2024 HCEA Job Satisfaction Survey

HAMMOND HS

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	9	25	12	27	1	74	46.6%	53.4%
2) There is an atmosphere of open communication and trust in my school/worksite.	10	29	13	20	2	74	54.2%	45.8%
3) I personally feel successful in my work.	19	42	4	8	1	74	83.6%	16.4%
4) I feel involved in decision-making at my school/worksite.	5	23	11	30	4	73	40.6%	59.4%
5) I want to be involved in decision-making at my school/worksite.	19	38	4	8	5	74	82.6%	17.4%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	13	33	15	12	1	74	63.0%	37.0%
7) In my school/worksite, I am treated as a professional.	15	41	5	12		73	76.7%	23.3%
8) There is good teamwork among staff in my school/worksite.	23	39	4	6	1	73	86.1%	13.9%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	2	36	12	16	8	74	57.6%	42.4%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	11	36	5	21	1	74	64.4%	35.6%
11) My work performance is evaluated fairly.	17	43	3	8	2	73	84.5%	15.5%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	4	17	23	23	7	74	31.3%	68.7%
13) I am provided adequate work and storage space to prepare for and do my job.	27	38	1	6	2	74	90.3%	9.7%
14) My administrators/supervisors respect the negotiated contracts.	15	48	2	7	2	74	87.5%	12.5%
15) My planning time is respected by my school administrations/supervisors.	8	27	5	18	16	74	60.3%	39.7%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	8	24	20	16	6	74	47.1%	52.9%
17) In my school, student misbehavior interferes with learning.	30	28	1	14	1	74	79.5%	20.5%
18) Too much instructional time is spent administering assessments.	6	26	3	25	14	74	53.3%	46.7%
19) HCPSS professional development experiences are meaningful and worthwhile.	2	22	18	27	5	74	34.8%	65.2%
20) Increased workload has contributed to a decline in my morale.	26	26	1	13	8	74	78.8%	21.2%
21) I am paid fairly.		24	18	32		74	32.4%	67.6%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.		18	20	27	9	74	27.7%	72.3%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.		9	23	36	6	74	13.2%	86.8%

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24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	9	56	3	2	4	74	92.9%	7.1%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	46	8	12	3	74	71.8%	28.2%
26) In my position, I receive appropriate and adequate support and training.	4	49	3	18		74	71.6%	28.4%
27) During this current school year, I have experienced harassing behavior from colleagues.	1	7	38	26	2	74	11.1%	88.9%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	11	35	22	4	73	17.4%	82.6%
29) During this current school year, I have experienced harassing behavior from parents.	6	15	21	26	6	74	30.9%	69.1%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	11	21		23	19	74	58.2%	41.8%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	1	21	11	20	21	74	41.5%	58.5%
32) In my school/worksite, I spend too much time in meetings.	9	25	1	28	10	73	54.0%	46.0%
33) In my school, there is adequate support for special education students.	4	31	7	27	5	74	50.7%	49.3%