

2023-2024 HCEA Job Satisfaction Survey

HAMMOND MS

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	14	21		8	1	44	81.4%	18.6%
2) There is an atmosphere of open communication and trust in my school/worksite.	13	27		4		44	90.9%	9.1%
3) I personally feel successful in my work.	12	25	1	7		45	82.2%	17.8%
4) I feel involved in decision-making at my school/worksite.	10	22	1	10	2	45	74.4%	25.6%
5) I want to be involved in decision-making at my school/worksite.	9	29	1	2	4	45	92.7%	7.3%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	13	22	4	5	1	45	79.5%	20.5%
7) In my school/worksite, I am treated as a professional.	18	24	1	2		45	93.3%	6.7%
8) There is good teamwork among staff in my school/worksite.	19	17	1	7	1	45	81.8%	18.2%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	9	27	2	2	5	45	90.0%	10.0%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	16	21	1	7		45	82.2%	17.8%
11) My work performance is evaluated fairly.	10	25	2	6	2	45	81.4%	18.6%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	5	17	15	6	2	45	51.2%	48.8%
13) I am provided adequate work and storage space to prepare for and do my job.	13	25	5	2		45	84.4%	15.6%
14) My administrators/supervisors respect the negotiated contracts.	19	23	1	2		45	93.3%	6.7%
15) My planning time is respected by my school administrations/supervisors.	14	23		3	5	45	92.5%	7.5%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	14	20	2	3	6	45	87.2%	12.8%
17) In my school, student misbehavior interferes with learning.	8	17	3	12	4	44	62.5%	37.5%
18) Too much instructional time is spent administering assessments.	12	12	2	12	6	44	63.2%	36.8%
19) HCPSS professional development experiences are meaningful and worthwhile.	4	21	5	13	2	45	58.1%	41.9%
20) Increased workload has contributed to a decline in my morale.	15	14	6	6	3	44	70.7%	29.3%
21) I am paid fairly.	4	12	17	12		45	35.6%	64.4%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	10	9	11	12	44	37.5%	62.5%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	1	9	15	13	6	44	26.3%	73.7%

2023-2024 HCEA Job Satisfaction Survey

HAMMOND MS

24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	4	32	3	3	2	44	85.7%	14.3%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	31	1	8	2	45	79.1%	20.9%
26) In my position, I receive appropriate and adequate support and training.	7	23	4	10	1	45	68.2%	31.8%
27) During this current school year, I have experienced harassing behavior from colleagues.		4	23	16	1	44	9.3%	90.7%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.		3	25	15		43	7.0%	93.0%
29) During this current school year, I have experienced harassing behavior from parents.	5	5	16	16	2	44	23.8%	76.2%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	1	9	4	20	10	44	29.4%	70.6%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	6	23	1	3	11	44	87.9%	12.1%
32) In my school/worksite, I spend too much time in meetings.	4	11	4	20	4	43	38.5%	61.5%
33) In my school, there is adequate support for special education students.	5	17	13	7	2	44	52.4%	47.6%