

2023-2024 HCEA Job Satisfaction Survey

HANOVER HILLS ES

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	5	24	12	18		59	49.2%	50.8%
2) There is an atmosphere of open communication and trust in my school/worksite.	6	26	10	17		59	54.2%	45.8%
3) I personally feel successful in my work.	8	37	2	10	1	58	78.9%	21.1%
4) I feel involved in decision-making at my school/worksite.	6	30	8	11	2	57	65.5%	34.5%
5) I want to be involved in decision-making at my school/worksite.	12	35	1	6	5	59	87.0%	13.0%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	11	32	5	11		59	72.9%	27.1%
7) In my school/worksite, I am treated as a professional.	13	35	5	6		59	81.4%	18.6%
8) There is good teamwork among staff in my school/worksite.	10	33	3	13		59	72.9%	27.1%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	25	6	16	9	59	56.0%	44.0%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	14	38	4	3		59	88.1%	11.9%
11) My work performance is evaluated fairly.	9	37	2	8	3	59	82.1%	17.9%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	3	26	12	14	4	59	52.7%	47.3%
13) I am provided adequate work and storage space to prepare for and do my job.	12	34	6	6	1	59	79.3%	20.7%
14) My administrators/supervisors respect the negotiated contracts.	13	34	3	6	3	59	83.9%	16.1%
15) My planning time is respected by my school administrations/supervisors.	5	29	6	8	11	59	70.8%	29.2%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	7	30	7	9	6	59	69.8%	30.2%
17) In my school, student misbehavior interferes with learning.	25	23	1	6	4	59	87.3%	12.7%
18) Too much instructional time is spent administering assessments.	18	16	2	9	14	59	75.6%	24.4%
19) HCPSS professional development experiences are meaningful and worthwhile.	4	24	8	22	1	59	48.3%	51.7%
20) Increased workload has contributed to a decline in my morale.	24	19	4	9	3	59	76.8%	23.2%
21) I am paid fairly.	1	21	17	19		58	37.9%	62.1%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	23	8	20	6	59	47.2%	52.8%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	2	21	8	25	2	58	41.1%	58.9%

2023-2024 HCEA Job Satisfaction Survey

HANOVER HILLS ES

24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	11	42	1	3	2	59	93.0%	7.0%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	40	4	8	3	59	78.6%	21.4%
26) In my position, I receive appropriate and adequate support and training.	7	28	8	15		58	60.3%	39.7%
27) During this current school year, I have experienced harassing behavior from colleagues.	1	2	32	23	1	59	5.2%	94.8%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.		5	32	21	1	59	8.6%	91.4%
29) During this current school year, I have experienced harassing behavior from parents.	3	7	20	28	1	59	17.2%	82.8%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	4	12	3	22	18	59	39.0%	61.0%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	27	1	10	19	59	72.5%	27.5%
32) In my school/worksite, I spend too much time in meetings.	9	23	4	20	3	59	57.1%	42.9%
33) In my school, there is adequate support for special education students.	5	5	27	17	5	59	18.5%	81.5%