

**2023-2024 HCEA Job Satisfaction Survey**

**HARPER'S CHOICE MS**

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	5	16	4	10		35	60.0%	40.0%
2) There is an atmosphere of open communication and trust in my school/worksite.	3	19	6	7		35	62.9%	37.1%
3) I personally feel successful in my work.	7	20	1	7		35	77.1%	22.9%
4) I feel involved in decision-making at my school/worksite.	6	15	1	11	1	34	63.6%	36.4%
5) I want to be involved in decision-making at my school/worksite.	3	24	1	4	2	34	84.4%	15.6%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	9	17	3	6		35	74.3%	25.7%
7) In my school/worksite, I am treated as a professional.	14	15		6		35	82.9%	17.1%
8) There is good teamwork among staff in my school/worksite.	9	18		8		35	77.1%	22.9%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	20	1	5	3	35	81.3%	18.8%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	5	14	3	12	1	35	55.9%	44.1%
11) My work performance is evaluated fairly.	8	21	1	5		35	82.9%	17.1%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	5	21		7	2	35	78.8%	21.2%
13) I am provided adequate work and storage space to prepare for and do my job.	12	16		6	1	35	82.4%	17.6%
14) My administrators/supervisors respect the negotiated contracts.	14	20				34	100.0%	0.0%
15) My planning time is respected by my school administrations/supervisors.	15	17			2	34	100.0%	0.0%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	8	15	3	6	2	34	71.9%	28.1%
17) In my school, student misbehavior interferes with learning.	18	14	1	1	1	35	94.1%	5.9%
18) Too much instructional time is spent administering assessments.	3	13	1	16	2	35	48.5%	51.5%
19) HCPSS professional development experiences are meaningful and worthwhile.	4	13	5	12	1	35	50.0%	50.0%
20) Increased workload has contributed to a decline in my morale.	4	16	1	10	4	35	64.5%	35.5%
21) I am paid fairly.	5	13	7	10		35	51.4%	48.6%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	9	6	15	2	35	36.4%	63.6%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	1	12	9	12	1	35	38.2%	61.8%

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24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	6	23	1	4	1	35	85.3%	14.7%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	16	3	9		34	64.7%	35.3%
26) In my position, I receive appropriate and adequate support and training.	7	19		8		34	76.5%	23.5%
27) During this current school year, I have experienced harassing behavior from colleagues.	1	2	21	10	1	35	8.8%	91.2%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	2	1	20	11	1	35	8.8%	91.2%
29) During this current school year, I have experienced harassing behavior from parents.		6	17	12		35	17.1%	82.9%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.		3	5	20	7	35	10.7%	89.3%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	22		4	7	35	85.7%	14.3%
32) In my school/worksite, I spend too much time in meetings.	2	5	2	24	1	34	21.2%	78.8%
33) In my school, there is adequate support for special education students.	3	11	7	12	2	35	42.4%	57.6%