

**2023-2024 HCEA Job Satisfaction Survey**

**HOLLIFIELD STATION ES**

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	11	27		13		51	74.5%	25.5%
2) There is an atmosphere of open communication and trust in my school/worksite.	14	27		10		51	80.4%	19.6%
3) I personally feel successful in my work.	16	29	1	5		51	88.2%	11.8%
4) I feel involved in decision-making at my school/worksite.	10	24	2	12	3	51	70.8%	29.2%
5) I want to be involved in decision-making at my school/worksite.	14	25		6	5	50	86.7%	13.3%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	16	24	2	8		50	80.0%	20.0%
7) In my school/worksite, I am treated as a professional.	22	26	1	1		50	96.0%	4.0%
8) There is good teamwork among staff in my school/worksite.	21	26		4		51	92.2%	7.8%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	12	24		12	2	50	75.0%	25.0%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	11	33	2	5		51	86.3%	13.7%
11) My work performance is evaluated fairly.	16	26	3	3	1	49	87.5%	12.5%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	9	25	5	11	1	51	68.0%	32.0%
13) I am provided adequate work and storage space to prepare for and do my job.	18	28	1	4		51	90.2%	9.8%
14) My administrators/supervisors respect the negotiated contracts.	24	23		1	1	49	97.9%	2.1%
15) My planning time is respected by my school administrations/supervisors.	14	27		1	9	51	97.6%	2.4%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	14	25	1	5	6	51	86.7%	13.3%
17) In my school, student misbehavior interferes with learning.	15	19	3	12	2	51	69.4%	30.6%
18) Too much instructional time is spent administering assessments.	15	21		9	6	51	80.0%	20.0%
19) HCPSS professional development experiences are meaningful and worthwhile.	6	16	12	14	2	50	45.8%	54.2%
20) Increased workload has contributed to a decline in my morale.	17	18	1	12	2	50	72.9%	27.1%
21) I am paid fairly.	1	21	15	13		50	44.0%	56.0%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.		20	8	13	8	49	48.8%	51.2%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.		12	15	22		49	24.5%	75.5%

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24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	9	28	4	6	1	48	78.7%	21.3%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	11	28	2	7	2	50	81.3%	18.8%
26) In my position, I receive appropriate and adequate support and training.	9	25	7	9		50	68.0%	32.0%
27) During this current school year, I have experienced harassing behavior from colleagues.	3	6	24	16	2	51	18.4%	81.6%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	2	2	29	16	2	51	8.2%	91.8%
29) During this current school year, I have experienced harassing behavior from parents.	3	7	15	23	3	51	20.8%	79.2%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	3	10	4	19	14	50	36.1%	63.9%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	9	26		1	14	50	97.2%	2.8%
32) In my school/worksite, I spend too much time in meetings.	5	16	5	16	8	50	50.0%	50.0%
33) In my school, there is adequate support for special education students.	4	7	27	11	2	51	22.4%	77.6%