

2023-2024 HCEA Job Satisfaction Survey

HOMWOOD SCHOOL

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	3	15	13	15	1	47	39.1%	60.9%
2) There is an atmosphere of open communication and trust in my school/worksite.	2	13	9	21	2	47	33.3%	66.7%
3) I personally feel successful in my work.	10	19	3	14	1	47	63.0%	37.0%
4) I feel involved in decision-making at my school/worksite.	3	10	9	21	4	47	30.2%	69.8%
5) I want to be involved in decision-making at my school/worksite.	11	26	3	3	4	47	86.0%	14.0%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	19	9	12	1	47	54.3%	45.7%
7) In my school/worksite, I am treated as a professional.	9	23	4	11		47	68.1%	31.9%
8) There is good teamwork among staff in my school/worksite.	11	16	4	13	3	47	61.4%	38.6%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	2	16	3	17	8	46	47.4%	52.6%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	10	24	7	6		47	72.3%	27.7%
11) My work performance is evaluated fairly.	11	24	1	8	2	46	79.5%	20.5%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	3	18	9	11	6	47	51.2%	48.8%
13) I am provided adequate work and storage space to prepare for and do my job.	9	31	1	3	1	45	90.9%	9.1%
14) My administrators/supervisors respect the negotiated contracts.	6	30	3	5	2	46	81.8%	18.2%
15) My planning time is respected by my school administrations/supervisors.	6	22	2	6	11	47	77.8%	22.2%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	3	11	15	12	6	47	34.1%	65.9%
17) In my school, student misbehavior interferes with learning.	25	17	3		2	47	93.3%	6.7%
18) Too much instructional time is spent administering assessments.	2	14		21	10	47	43.2%	56.8%
19) HCPSS professional development experiences are meaningful and worthwhile.	2	20	10	14	1	47	47.8%	52.2%
20) Increased workload has contributed to a decline in my morale.	12	14	3	14	4	47	60.5%	39.5%
21) I am paid fairly.	1	19	12	15		47	42.6%	57.4%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	13	11	10	11	47	41.7%	58.3%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	1	12	10	20	4	47	30.2%	69.8%

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24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	11	29		4	3	47	90.9%	9.1%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	26	3	9	3	46	72.1%	27.9%
26) In my position, I receive appropriate and adequate support and training.	4	27	5	11		47	66.0%	34.0%
27) During this current school year, I have experienced harassing behavior from colleagues.	2	6	23	13	3	47	18.2%	81.8%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	3	20	19	4	47	9.3%	90.7%
29) During this current school year, I have experienced harassing behavior from parents.	1	5	19	19	2	46	13.6%	86.4%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	3	10	1	13	19	46	48.1%	51.9%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	15	7	7	16	47	54.8%	45.2%
32) In my school/worksite, I spend too much time in meetings.	15	12	2	12	6	47	65.9%	34.1%
33) In my school, there is adequate support for special education students.	6	20	6	14	1	47	56.5%	43.5%