

2023-2024 HCEA Job Satisfaction Survey

HOWARD HS

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	5	42	25	38		110	42.7%	57.3%
2) There is an atmosphere of open communication and trust in my school/worksite.	6	40	21	43		110	41.8%	58.2%
3) I personally feel successful in my work.	21	69	7	13		110	81.8%	18.2%
4) I feel involved in decision-making at my school/worksite.	4	35	22	44	5	110	37.1%	62.9%
5) I want to be involved in decision-making at my school/worksite.	19	65	3	16	7	110	81.6%	18.4%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	11	55	10	33	1	110	60.6%	39.4%
7) In my school/worksite, I am treated as a professional.	19	67	5	20		111	77.5%	22.5%
8) There is good teamwork among staff in my school/worksite.	14	64	14	19		111	70.3%	29.7%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	14	70	6	7	14	111	86.6%	13.4%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	11	65	12	22	1	111	69.1%	30.9%
11) My work performance is evaluated fairly.	14	75	6	11	4	110	84.0%	16.0%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	8	43	22	34	4	111	47.7%	52.3%
13) I am provided adequate work and storage space to prepare for and do my job.	25	72	2	12		111	87.4%	12.6%
14) My administrators/supervisors respect the negotiated contracts.	17	80	2	7	3	109	91.5%	8.5%
15) My planning time is respected by my school administrations/supervisors.	20	64		8	18	110	91.3%	8.7%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	2	19	50	26	12	109	21.6%	78.4%
17) In my school, student misbehavior interferes with learning.	41	45	3	12	9	110	85.1%	14.9%
18) Too much instructional time is spent administering assessments.	7	44	2	42	16	111	53.7%	46.3%
19) HCPSS professional development experiences are meaningful and worthwhile.	1	32	34	38	5	110	31.4%	68.6%
20) Increased workload has contributed to a decline in my morale.	40	42	1	20	7	110	79.6%	20.4%
21) I am paid fairly.	5	33	28	44		110	34.5%	65.5%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	18	32	43	13	108	21.1%	78.9%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	1	15	42	47	3	108	15.2%	84.8%

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24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	23	64	1	14	3	105	85.3%	14.7%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	49	11	31	11	109	57.1%	42.9%
26) In my position, I receive appropriate and adequate support and training.	7	57	7	40		111	57.7%	42.3%
27) During this current school year, I have experienced harassing behavior from colleagues.	4	8	55	44		111	10.8%	89.2%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	2	6	51	51		110	7.3%	92.7%
29) During this current school year, I have experienced harassing behavior from parents.	5	25	31	47	3	111	27.8%	72.2%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	6	25	9	43	27	110	37.3%	62.7%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	4	32	18	28	29	111	43.9%	56.1%
32) In my school/worksite, I spend too much time in meetings.	6	27	9	57	11	110	33.3%	66.7%
33) In my school, there is adequate support for special education students.	7	31	24	42	7	111	36.5%	63.5%