

2023-2024 HCEA Job Satisfaction Survey

ILCHESTER ES

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	3	33	4	9		49	73.5%	26.5%
2) There is an atmosphere of open communication and trust in my school/worksite.	3	40		4		47	91.5%	8.5%
3) I personally feel successful in my work.	5	34	2	8		49	79.6%	20.4%
4) I feel involved in decision-making at my school/worksite.	3	29	2	12	3	49	69.6%	30.4%
5) I want to be involved in decision-making at my school/worksite.	9	34		3	2	48	93.5%	6.5%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	9	33	1	5		48	87.5%	12.5%
7) In my school/worksite, I am treated as a professional.	14	34		1		49	98.0%	2.0%
8) There is good teamwork among staff in my school/worksite.	5	30	3	11		49	71.4%	28.6%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	37		7	2	49	85.1%	14.9%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	18	27	1	2		48	93.8%	6.3%
11) My work performance is evaluated fairly.	16	31		1		48	97.9%	2.1%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	2	23	6	15	3	49	54.3%	45.7%
13) I am provided adequate work and storage space to prepare for and do my job.	7	36	1	4	1	49	89.6%	10.4%
14) My administrators/supervisors respect the negotiated contracts.	14	34			1	49	100.0%	0.0%
15) My planning time is respected by my school administrations/supervisors.	11	25		3	10	49	92.3%	7.7%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	4	29	2	9	4	48	75.0%	25.0%
17) In my school, student misbehavior interferes with learning.	20	19	1	8	1	49	81.3%	18.8%
18) Too much instructional time is spent administering assessments.	12	20	1	5	10	48	84.2%	15.8%
19) HCPSS professional development experiences are meaningful and worthwhile.		22	8	18	1	49	45.8%	54.2%
20) Increased workload has contributed to a decline in my morale.	18	16		10	5	49	77.3%	22.7%
21) I am paid fairly.		19	9	20		48	39.6%	60.4%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.		9	12	21	6	48	21.4%	78.6%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.		12	20	15	1	48	25.5%	74.5%

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24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	10	30	3	3	1	47	87.0%	13.0%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	1	34	2	9	2	48	76.1%	23.9%
26) In my position, I receive appropriate and adequate support and training.	3	32	2	10		47	74.5%	25.5%
27) During this current school year, I have experienced harassing behavior from colleagues.	1	7	15	25	1	49	16.7%	83.3%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.		1	26	22		49	2.0%	98.0%
29) During this current school year, I have experienced harassing behavior from parents.	2	5	9	32	1	49	14.6%	85.4%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	1	6	2	24	15	48	21.2%	78.8%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	3	19	1	10	16	49	66.7%	33.3%
32) In my school/worksite, I spend too much time in meetings.	5	9	1	26	6	47	34.1%	65.9%
33) In my school, there is adequate support for special education students.		5	25	15	2	47	11.1%	88.9%