## 2023-2024 HCEA Job Satisfaction Survey Trend Report

| Jeffers Hill ES   | 14-15                 | 15-16                 | 16-17                 | 17-18            | 18-19            | 19-20            | 21-22            | 22-23            | 23-24            | 23-24           | 23-24        |
|---|-----------------------|-----------------------|-----------------------|------------------|------------------|------------------|------------------|------------------|------------------|-----------------|--------------|
|   |                       |                       |                       |                  |                  |                  |                  |                  |                  | Overall-        | Overall-     |
| Overall, morale at my school/worksite is good.  | 68.0%                 | 62.1%                 | 33.3%                 | 79.3%            | 33.3%            | 13.5%            | 48.8%            | 57.1%            | 47.7%            | <b>ES</b> 69.9% | All<br>68.0% |
|   | 56.0%                 | 44.8%                 | 33.3%                 | 62.1%            | 27.8%            | 10.8%            | 48.8%<br>47.5%   | 49.0%            | 36.4%            | 74.3%           | 71.4%        |
| There is an atmosphere of open communication and trust in my school/worksite.  I personally feel successful in my work. | 96.0%                 | 93.1%                 | 77.8%                 | 93.1%            | 66.7%            | 62.1%            | 66.7%            | 49.0%<br>81.3%   | 77.3%            | 85.6%           | 84.2%        |
|   | 60.0%                 | 51.7%                 | 37.0%                 | 62.1%            | 44.4%            | 24.3%            | 46.3%            | 45.7%            | 46.5%            | 65.4%           | 61.5%        |
| I feel involved in decision-making at my school/worksite.   | 92.0%                 | 96.6%                 | 81.5%                 | 92.9%            | 88.9%            | 83.3%            | 86.8%            | 45.7%<br>83.0%   | 83.3%            | 89.9%           | 87.6%        |
| I want to be involved in decision-making at my school/worksite.   | 64.0%                 | 37.7%                 | 40.7%                 | 92.9%<br>57.1%   | 16.7%            | 16.2%            | 41.5%            | 42.6%            | 40.9%            | 75.7%           | 74.2%        |
| In my school/worksite, I can speak openly about important issues without fear of repercussions                          | 88.0%                 |                       |                       | 57.1%<br>82.8%   |                  | 52.7%            | 83.3%            | 71.4%            | 68.2%            | 88.5%           | 87.2%        |
| In my school/worksite, I am treated as a professional   |                       | 82.8%                 | 59.3%                 | 92.9%            | 61.1%<br>72.2%   |                  | 83.3%            | 83.3%            |                  |                 | 83.0%        |
| There is good teamwork among staff in my school/worksite.   | 92.0%                 | 89.3%                 | 70.4%                 |                  | -                | 89.1%            |                  |                  | 93.2%            | 84.6%           |              |
| Non-instructional duties are assigned on an equitable basis in my school/worksite                                       | 83.3%                 | 74.1%                 | 84.0%                 | 85.7%            | 81.3%            | 52.7%            | 84.6%            | 69.0%            | 84.6%            | 77.4%           | 76.6%        |
| My working enviornment (i.e. safety, cleanliness) is conductive to success  | 92.0%                 | 75.9%                 | 77.8%                 | 79.3%            | 61.1%            | 45.9%            | 47.5%            | 68.1%            | 75.0%            | 75.8%           | 73.6%        |
| My work performance is evaluated fairly.  | 92.0%                 | 82.8%                 | 72.0%                 | 81.5%            | 77.8%            | 69.4%            | 90.2%            | 75.0%            | 77.3%            | 89.9%           | 88.8%        |
| I am provided adequate time during the workday to plan, prepare for and do my job.                                      | 76.0%                 | 72.4%                 | 76.9%                 | 71.4%            | 44.4%            | 41.6%            | 42.5%            | 56.3%            | 50.0%            | 54.9%           | 55.0%        |
| I am provided adequate work and storage space to prepare for and do my job.   | 68.0%                 | 75.9%                 | 72.0%                 | 75.9%            | 61.1%            | 61.1%            | 48.8%            | 67.3%            | 63.6%            | 81.8%           | 82.8%        |
| My administrators/supervisors respect the negotiated contracts  | 96.0%                 | 96.6%                 | 88.0%                 | 96.6%            | 77.8%            | 48.6%            | 92.7%            | 85.4%            | 81.8%            | 93.7%           | 93.2%        |
| My planning time is respected by my school administrators/supervisors   | 91.7%                 | 85.2%                 | 84.0%                 | 84.0%            | 52.9%            | 59.4%            | 83.8%            | 77.3%            | 74.4%            | 88.0%           | 87.0%        |
| In my school, administrators/supervisors support me in enforcing discipline   | 75.0%                 | 65.5%                 | 40.0%                 | 70.4%            | 33.3%            | 18.9%            | 58.3%            | 42.2%            | 55.0%            | 75.7%           | 68.5%        |
| In my school, student misbehavior interferes with learning.   | 68.0%                 | 65.5%                 | 80.8%                 | 85.2%            | 94.4%            | 91.8%            | 78.0%            | 97.9%            | 83.7%            | 77.5%           | 74.2%        |
| Too much instructional time is spent administering assessments.   | 66.7%                 | 88.5%                 | 68.0%                 | 73.1%            | 57.1%            | 56.7%            | 77.8%            | 72.7%            | 69.4%            | 71.7%           | 65.4%        |
| HCPSS professional development experiences are meaningful and worthwhile  | 65.2%                 | 82.8%                 | 76.0%                 | 69.0%            | 66.7%            | 51.3%            | 35.1%            | 55.6%            | 47.6%            | 47.4%           | 45.4%        |
| Increased workload has contributed to a decline in my morale.   | 64.0%                 | 74.1%                 | 54.2%                 | 53.6%            | 77.8%            | 81.0%            | 85.0%            | 85.4%            | 66.7%            | 72.7%           | 70.7%        |
| I am paid fairly.   | 37.5%                 | 57.1%                 | 40.7%                 | 62.1%            | 38.9%            | 44.4%            | 28.6%            | 32.7%            | 28.6%            | 38.8%           | 41.4%        |
| I have confidence in the leadership exhibited by the HCPSS Superintendent.  | 66.7%                 | 33.3%                 | 11.5%                 | 100.0%           | 94.4%            | 40.5%            | 43.9%            | 61.7%            | 43.6%            | 38.1%           | 37.7%        |
| I have confidence in the leadership exhibited by the Howard County Board of Education.                                  | 66.7%                 | 35.7%                 | 60.0%                 | 93.1%            | 76.5%            | 27.0%            | 34.1%            | 43.5%            | 37.5%            | 24.9%           | 25.3%        |
| I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).                              | 91.7%                 | 85.7%                 | 96.2%                 | 93.1%            | 94.4%            | 89.1%            | 85.4%            | 95.8%            | 100.0%           | 89.2%           | 87.9%        |
| I feel that HCPSS offers me the possibility of advancing professionally in the field of education                       | 80.0%                 | 79.3%                 | 70.4%                 | 93.1%            | 66.7%            | 62.1%            | 63.4%            | 73.9%            | 65.9%            | 75.7%           | 72.9%        |
| In my position, I receive appropriate and adequate support and training   | 84.0%                 | 82.8%                 | 74.1%                 | 75.9%            | 72.2%            | 37.8%            | 57.5%            | 64.6%            | 65.1%            | 71.3%           | 71.1%        |
| In the last 12 months, I have experienced harassing behavior from colleagues  | 12.5%                 | 19.2%                 | 33.3%                 | 3.7%             | 11.1%            | 16.2%            | 9.8%             | 12.8%            | 23.3%            | 10.6%           | 10.6%        |
| In the last 12 months, I have experienced harassing behavior from administrators/supervisors.                           | 8.3%                  | 29.6%                 | 29.6%                 | 21.4%            | 44.4%            | 35.1%            | 0.0%             | 14.6%            | 20.9%            | 6.0%            | 6.4%         |
| In the last 12 months, I have experienced harassing behavior from parents   | 16.7%                 | 18.5%                 | 18.5%                 | 17.9%            | 16.7%            | 27.7%            | 14.3%            | 20.4%            | 20.9%            | 17.8%           | 21.7%        |
| At my school I spend most of my PIP time on non-instructional activities.   |                       |                       |                       |                  | 20.0%            | 38.8%            | 28.1%            | 21.1%            | 19.4%            | 26.7%           | 31.7%        |
| At my school our administrator includes time during PIP for teacher-initiated collaboration.                            |                       |                       |                       |                  | 53.3%            | 57.1%            | 83.3%            | 84.6%            | 78.1%            | 84.6%           | 75.5%        |
| In my school, I spend too much time in meetings.  |                       |                       |                       |                  |                  | 64.8%            | 18.4%            | 39.1%            | 38.5%            | 40.7%           | 37.5%        |
| In my school, there is adequate support for special education students.   |                       |                       |                       |                  |                  | 11.4%            | 22.5%            | 17.0%            | 11.4%            | 18.7%           | 31.0%        |
| Participants  | 25                    | 29                    | 27                    | 29               | 18 out of 55     | 37 out of 51     | 42 out of 53     | 49 out of 57     | 44 out of 64     |                 |              |
| Principal   |                       |                       |                       |                  |                  |                  |                  |                  |                  |                 |              |
|   | Patricia<br>Shifflett | Patricia<br>Shifflett | Patricia<br>Shifflett | Maisha<br>Strong | Maisha<br>Strong | Maisha<br>Strong | Maisha<br>Strong | Maisha<br>Strong | Maisha<br>Strong |                 |              |