

2023-2024 HCEA Job Satisfaction Survey

LAKE ELKHORN MS

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good		10	17	21		48	20.8%	79.2%
2) There is an atmosphere of open communication and trust in my school/worksite.		17	16	13		46	37.0%	63.0%
3) I personally feel successful in my work.	2	30	3	12		47	68.1%	31.9%
4) I feel involved in decision-making at my school/worksite.	1	17	9	18	1	46	40.0%	60.0%
5) I want to be involved in decision-making at my school/worksite.	10	25	2	5	4	46	83.3%	16.7%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	19	9	13		47	53.2%	46.8%
7) In my school/worksite, I am treated as a professional.	8	30	2	7		47	80.9%	19.1%
8) There is good teamwork among staff in my school/worksite.	5	16	7	19		47	44.7%	55.3%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	1	21	6	15	4	47	51.2%	48.8%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	2	6	21	17		46	17.4%	82.6%
11) My work performance is evaluated fairly.	4	35	2	5	1	47	84.8%	15.2%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	1	20	11	13	2	47	46.7%	53.3%
13) I am provided adequate work and storage space to prepare for and do my job.	2	23	9	13		47	53.2%	46.8%
14) My administrators/supervisors respect the negotiated contracts.	9	29		5	3	46	88.4%	11.6%
15) My planning time is respected by my school administrations/supervisors.	6	26		8	7	47	80.0%	20.0%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.		14	16	16	1	47	30.4%	69.6%
17) In my school, student misbehavior interferes with learning.	38	8	1			47	97.9%	2.1%
18) Too much instructional time is spent administering assessments.	3	15	1	24	4	47	41.9%	58.1%
19) HCPSS professional development experiences are meaningful and worthwhile.	4	18	5	19	1	47	47.8%	52.2%
20) Increased workload has contributed to a decline in my morale.	14	19		12	2	47	73.3%	26.7%
21) I am paid fairly.	1	16	13	17		47	36.2%	63.8%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	11	11	16	8	47	30.8%	69.2%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	1	8	15	20	3	47	20.5%	79.5%

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24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	6	30	2	6	2	46	81.8%	18.2%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	29	4	9	1	46	71.1%	28.9%
26) In my position, I receive appropriate and adequate support and training.	2	26	2	17		47	59.6%	40.4%
27) During this current school year, I have experienced harassing behavior from colleagues.	2	8	17	17	2	46	22.7%	77.3%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.		4	21	20	1	46	8.9%	91.1%
29) During this current school year, I have experienced harassing behavior from parents.	3	9	12	21	2	47	26.7%	73.3%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	4	14		18	11	47	50.0%	50.0%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	1	21	1	9	12	44	68.8%	31.3%
32) In my school/worksite, I spend too much time in meetings.	5	8	5	20	8	46	34.2%	65.8%
33) In my school, there is adequate support for special education students.		10	17	19	1	47	21.7%	78.3%