

2023-2024 HCEA Job Satisfaction Survey

LAUREL WOODS ES

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	5	37		16		58	72.4%	27.6%
2) There is an atmosphere of open communication and trust in my school/worksite.	11	36	1	9		57	82.5%	17.5%
3) I personally feel successful in my work.	14	37		7		58	87.9%	12.1%
4) I feel involved in decision-making at my school/worksite.	9	34		12	3	58	78.2%	21.8%
5) I want to be involved in decision-making at my school/worksite.	15	33		5	3	56	90.6%	9.4%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	14	37		7		58	87.9%	12.1%
7) In my school/worksite, I am treated as a professional.	21	31	1	5		58	89.7%	10.3%
8) There is good teamwork among staff in my school/worksite.	15	31	1	9	1	57	82.1%	17.9%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	40	3	7	3	58	81.8%	18.2%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	13	37		8		58	86.2%	13.8%
11) My work performance is evaluated fairly.	27	27		2	1	57	96.4%	3.6%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	6	28	8	15		57	59.6%	40.4%
13) I am provided adequate work and storage space to prepare for and do my job.	9	27	8	13		57	63.2%	36.8%
14) My administrators/supervisors respect the negotiated contracts.	29	24		3	1	57	94.6%	5.4%
15) My planning time is respected by my school administrations/supervisors.	18	26	1	3	9	57	91.7%	8.3%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	16	32	1	5	4	58	88.9%	11.1%
17) In my school, student misbehavior interferes with learning.	20	30		4	4	58	92.6%	7.4%
18) Too much instructional time is spent administering assessments.	20	15		8	13	56	81.4%	18.6%
19) HCPSS professional development experiences are meaningful and worthwhile.	3	32	6	16	1	58	61.4%	38.6%
20) Increased workload has contributed to a decline in my morale.	21	19	2	15	1	58	70.2%	29.8%
21) I am paid fairly.	3	18	21	16		58	36.2%	63.8%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	23	7	19	6	57	49.0%	51.0%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.		12	14	28	1	55	22.2%	77.8%

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24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	20	27		6	1	54	88.7%	11.3%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	8	36	2	5	7	58	86.3%	13.7%
26) In my position, I receive appropriate and adequate support and training.	11	33	2	11		57	77.2%	22.8%
27) During this current school year, I have experienced harassing behavior from colleagues.		3	35	19	1	58	5.3%	94.7%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.			40	16	2	58	0.0%	100.0%
29) During this current school year, I have experienced harassing behavior from parents.		7	22	27	1	57	12.5%	87.5%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	3	6	5	25	19	58	23.1%	76.9%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	4	25	2	3	23	57	85.3%	14.7%
32) In my school/worksite, I spend too much time in meetings.	4	13	5	34	2	58	30.4%	69.6%
33) In my school, there is adequate support for special education students.	1	9	32	14	2	58	17.9%	82.1%