

2023-2024 HCEA Job Satisfaction Survey

LIME KILN MS

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	4	19	7	18		48	47.9%	52.1%
2) There is an atmosphere of open communication and trust in my school/worksite.	3	17	7	21		48	41.7%	58.3%
3) I personally feel successful in my work.	8	32	2	6		48	83.3%	16.7%
4) I feel involved in decision-making at my school/worksite.	6	10	13	15	4	48	36.4%	63.6%
5) I want to be involved in decision-making at my school/worksite.	12	28	1	5	2	48	87.0%	13.0%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	5	21	8	12	1	47	56.5%	43.5%
7) In my school/worksite, I am treated as a professional.	10	27	1	10		48	77.1%	22.9%
8) There is good teamwork among staff in my school/worksite.	16	24	2	5		47	85.1%	14.9%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	23	4	13	1	48	63.8%	36.2%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	16	26	1	5		48	87.5%	12.5%
11) My work performance is evaluated fairly.	10	26	3	5	3	47	81.8%	18.2%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	2	15	17	12	2	48	37.0%	63.0%
13) I am provided adequate work and storage space to prepare for and do my job.	11	27	2	8		48	79.2%	20.8%
14) My administrators/supervisors respect the negotiated contracts.	6	37	1	3		47	91.5%	8.5%
15) My planning time is respected by my school administrations/supervisors.	8	25	1	6	7	47	82.5%	17.5%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	4	33	1	8	2	48	80.4%	19.6%
17) In my school, student misbehavior interferes with learning.	4	17	3	21	2	47	46.7%	53.3%
18) Too much instructional time is spent administering assessments.	11	16	3	15	3	48	60.0%	40.0%
19) HCPSS professional development experiences are meaningful and worthwhile.	2	19	18	7	1	47	45.7%	54.3%
20) Increased workload has contributed to a decline in my morale.	18	18	1	9	2	48	78.3%	21.7%
21) I am paid fairly.	2	21	8	16		47	48.9%	51.1%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	13	7	19	5	46	36.6%	63.4%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	2	8	13	22	1	46	22.2%	77.8%

2023-2024 HCEA Job Satisfaction Survey

LIME KILN MS

24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	16	26	1	3	1	47	91.3%	8.7%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	30	3	11		48	70.8%	29.2%
26) In my position, I receive appropriate and adequate support and training.	3	27	7	11		48	62.5%	37.5%
27) During this current school year, I have experienced harassing behavior from colleagues.	2		23	23		48	4.2%	95.8%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	6	17	24		48	14.6%	85.4%
29) During this current school year, I have experienced harassing behavior from parents.	4	5	15	23	1	48	19.1%	80.9%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	7	10	3	21	7	48	41.5%	58.5%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	31	4	3	6	46	82.5%	17.5%
32) In my school/worksite, I spend too much time in meetings.	14	21	1	10	1	47	76.1%	23.9%
33) In my school, there is adequate support for special education students.	3	9	21	15		48	25.0%	75.0%