

**2023-2024 HCEA Job Satisfaction Survey**

**LISBON ES**

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	10	22		8		40	80.0%	20.0%
2) There is an atmosphere of open communication and trust in my school/worksite.	7	26		6		39	84.6%	15.4%
3) I personally feel successful in my work.	11	27		2		40	95.0%	5.0%
4) I feel involved in decision-making at my school/worksite.	8	22	2	5	3	40	81.1%	18.9%
5) I want to be involved in decision-making at my school/worksite.	8	24		5	3	40	86.5%	13.5%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	8	21		10	1	40	74.4%	25.6%
7) In my school/worksite, I am treated as a professional.	15	20		5		40	87.5%	12.5%
8) There is good teamwork among staff in my school/worksite.	14	23	1	2		40	92.5%	7.5%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	22		5	6	40	85.3%	14.7%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	16	18		6		40	85.0%	15.0%
11) My work performance is evaluated fairly.	12	23	1	3		39	89.7%	10.3%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	5	17	5	9	3	39	61.1%	38.9%
13) I am provided adequate work and storage space to prepare for and do my job.	16	17	2	4	1	40	84.6%	15.4%
14) My administrators/supervisors respect the negotiated contracts.	21	17			2	40	100.0%	0.0%
15) My planning time is respected by my school administrations/supervisors.	17	13		2	8	40	93.8%	6.3%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	13	20		3	3	39	91.7%	8.3%
17) In my school, student misbehavior interferes with learning.	10	14	3	12	1	40	61.5%	38.5%
18) Too much instructional time is spent administering assessments.	10	14		7	9	40	77.4%	22.6%
19) HCPSS professional development experiences are meaningful and worthwhile.	3	16	8	11	1	39	50.0%	50.0%
20) Increased workload has contributed to a decline in my morale.	12	15	1	9	3	40	73.0%	27.0%
21) I am paid fairly.	2	12	5	21		40	35.0%	65.0%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	12	7	16	3	39	36.1%	63.9%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.		4	6	28	1	39	10.5%	89.5%

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24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	10	23	1	3	2	39	89.2%	10.8%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	21	1	7	6	40	76.5%	23.5%
26) In my position, I receive appropriate and adequate support and training.	3	28	1	7	1	40	79.5%	20.5%
27) During this current school year, I have experienced harassing behavior from colleagues.		3	26	11		40	7.5%	92.5%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.		1	30	8		39	2.6%	97.4%
29) During this current school year, I have experienced harassing behavior from parents.	1	4	19	15	1	40	12.8%	87.2%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.		7	1	16	12	36	29.2%	70.8%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	3	18		2	16	39	91.3%	8.7%
32) In my school/worksite, I spend too much time in meetings.	2	10	2	26		40	30.0%	70.0%
33) In my school, there is adequate support for special education students.	2	5	17	15	1	40	17.9%	82.1%