

2023-2024 HCEA Job Satisfaction Survey

LONG REACH HS

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	9	71	1	23		104	76.9%	23.1%
2) There is an atmosphere of open communication and trust in my school/worksite.	13	70	2	19		104	79.8%	20.2%
3) I personally feel successful in my work.	25	67	1	11		104	88.5%	11.5%
4) I feel involved in decision-making at my school/worksite.	11	49	5	35	2	102	60.0%	40.0%
5) I want to be involved in decision-making at my school/worksite.	14	74	1	10	4	103	88.9%	11.1%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	16	71	3	12	1	103	85.3%	14.7%
7) In my school/worksite, I am treated as a professional.	32	63	1	7		103	92.2%	7.8%
8) There is good teamwork among staff in my school/worksite.	24	63		18		105	82.9%	17.1%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	11	58	6	15	12	102	76.7%	23.3%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	11	58	8	27	1	105	66.3%	33.7%
11) My work performance is evaluated fairly.	30	64	2	6	3	105	92.2%	7.8%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	14	43	23	19	4	103	57.6%	42.4%
13) I am provided adequate work and storage space to prepare for and do my job.	26	64	1	14		105	85.7%	14.3%
14) My administrators/supervisors respect the negotiated contracts.	33	63	2	2	3	103	96.0%	4.0%
15) My planning time is respected by my school administrations/supervisors.	25	54	3	6	14	102	89.8%	10.2%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	12	45	8	27	10	102	62.0%	38.0%
17) In my school, student misbehavior interferes with learning.	35	48		15	6	104	84.7%	15.3%
18) Too much instructional time is spent administering assessments.	32	33	1	23	15	104	73.0%	27.0%
19) HCPSS professional development experiences are meaningful and worthwhile.	4	35	31	29	5	104	39.4%	60.6%
20) Increased workload has contributed to a decline in my morale.	26	39	2	31	5	103	66.3%	33.7%
21) I am paid fairly.	3	45	19	35		102	47.1%	52.9%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	28	23	23	27	102	38.7%	61.3%

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23) I have confidence in the leadership exhibited by the Howard County Board of Education.	3	23	31	39	6	102	27.1%	72.9%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	27	64	2	6	3	102	91.9%	8.1%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	62	6	25	4	103	68.7%	31.3%
26) In my position, I receive appropriate and adequate support and training.	10	67	1	24	1	103	75.5%	24.5%
27) During this current school year, I have experienced harassing behavior from colleagues.	3	6	54	36	3	102	9.1%	90.9%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.		1	59	41	1	102	1.0%	99.0%
29) During this current school year, I have experienced harassing behavior from parents.	4	14	36	46	1	101	18.0%	82.0%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	13	27	8	31	24	103	50.6%	49.4%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	33	13	28	26	102	46.1%	53.9%
32) In my school/worksite, I spend too much time in meetings.	7	26	4	60	6	103	34.0%	66.0%
33) In my school, there is adequate support for special education students.	13	33	10	31	16	103	52.9%	47.1%