

**2023-2024 HCEA Job Satisfaction Survey Trend Report**

| Lime Kiln MS  | 14-15        | 15-16        | 16-17       | 17-18       | 18-19        | 19-20        | 21-22        | 22-23        | 23-24        | 23-24<br>Overall-<br>MS | 23-24<br>Overall-<br>All |
|---|--------------|--------------|-------------|-------------|--------------|--------------|--------------|--------------|--------------|-------------------------|--------------------------|
| Overall, morale at my school/worksite is good.  | 76.2%        | 90.0%        | 33.3%       | 76.9%       | 57.1%        | 83.3%        | 48.8%        | 64.4%        | 47.9%        | 65.8%                   | 68.0%                    |
| There is an atmosphere of open communication and trust in my school/worksite.                     | 76.2%        | 82.5%        | 19.4%       | 71.8%       | 42.9%        | 62.5%        | 56.1%        | 58.7%        | 41.7%        | 67.6%                   | 71.4%                    |
| I personally feel successful in my work.  | 90.5%        | 97.5%        | 91.7%       | 89.7%       | 85.7%        | 85.4%        | 68.3%        | 82.6%        | 83.3%        | 84.1%                   | 84.2%                    |
| I feel involved in decision-making at my school/worksite.   | 52.5%        | 73.7%        | 25.7%       | 55.3%       | 33.3%        | 43.7%        | 52.5%        | 42.2%        | 36.4%        | 58.8%                   | 61.5%                    |
| I want to be involved in decision-making at my school/worksite.                                   | 78.6%        | 97.4%        | 86.1%       | 97.4%       | 90.5%        | 74.4%        | 73.2%        | 84.4%        | 87.0%        | 85.5%                   | 87.6%                    |
| In my school/worksite, I can speak openly about important issues without fear of repercussions    | 69.0%        | 86.8%        | 28.6%       | 53.8%       | 28.6%        | 45.8%        | 48.8%        | 45.7%        | 56.5%        | 71.9%                   | 74.2%                    |
| In my school/worksite, I am treated as a professional   | 90.5%        | 95.0%        | 72.2%       | 81.6%       | 81.0%        | 89.5%        | 85.4%        | 80.4%        | 77.1%        | 85.2%                   | 87.2%                    |
| There is good teamwork among staff in my school/worksite.   | 87.8%        | 92.3%        | 76.5%       | 87.2%       | 90.5%        | 93.7%        | 80.5%        | 91.3%        | 85.1%        | 81.2%                   | 83.0%                    |
| Non-instructional duties are assigned on an equitable basis in my school/worksite                 | 81.1%        | 89.2%        | 68.6%       | 68.6%       | 85.0%        | 76.6%        | 82.5%        | 79.5%        | 63.8%        | 71.2%                   | 76.6%                    |
| My working environment (i.e. safety, cleanliness) is conducive to success                         | 78.0%        | 87.5%        | 80.6%       | 79.5%       | 47.6%        | 47.9%        | 46.3%        | 82.6%        | 87.5%        | 71.1%                   | 73.6%                    |
| My work performance is evaluated fairly.  | 73.8%        | 80.0%        | 62.9%       | 74.4%       | 66.7%        | 82.9%        | 85.4%        | 86.7%        | 81.8%        | 88.7%                   | 88.8%                    |
| I am provided adequate time during the workday to plan, prepare for and do my job.                | 53.7%        | 68.4%        | 33.3%       | 51.4%       | 33.3%        | 42.5%        | 26.8%        | 31.1%        | 37.0%        | 50.9%                   | 55.0%                    |
| I am provided adequate work and storage space to prepare for and do my job.                       | 82.9%        | 89.7%        | 83.3%       | 92.3%       | 90.5%        | 85.4%        | 85.4%        | 82.6%        | 79.2%        | 81.3%                   | 82.8%                    |
| My administrators/supervisors respect the negotiated contracts                                    | 97.6%        | 95.0%        | 80.6%       | 92.3%       | 95.2%        | 93.7%        | 92.7%        | 84.8%        | 91.5%        | 90.8%                   | 93.2%                    |
| My planning time is respected by my school administrators/supervisors                             | 89.7%        | 97.2%        | 77.4%       | 80.6%       | 100.0%       | 82.9%        | 97.1%        | 74.4%        | 82.5%        | 84.1%                   | 87.0%                    |
| In my school, administrators/supervisors support me in enforcing discipline                       | 74.4%        | 86.5%        | 62.5%       | 60.0%       | 65.0%        | 75.0%        | 90.0%        | 75.0%        | 80.4%        | 64.8%                   | 68.5%                    |
| In my school, student misbehavior interferes with learning.                                       | 18.4%        | 7.5%         | 33.3%       | 48.6%       | 47.6%        | 41.6%        | 42.5%        | 56.5%        | 46.7%        | 74.0%                   | 74.2%                    |
| Too much instructional time is spent administering assessments.                                   | 87.2%        | 85.7%        | 88.6%       | 77.8%       | 85.7%        | 72.9%        | 62.9%        | 59.0%        | 60.0%        | 61.6%                   | 65.4%                    |
| HCPSS professional development experiences are meaningful and worthwhile                          | 55.0%        | 53.8%        | 38.9%       | 37.8%       | 25.0%        | 34.0%        | 32.5%        | 47.7%        | 45.7%        | 48.7%                   | 45.4%                    |
| Increased workload has contributed to a decline in my morale.                                     | 65.9%        | 59.0%        | 74.3%       | 76.3%       | 90.5%        | 57.4%        | 78.0%        | 88.9%        | 78.3%        | 70.6%                   | 70.7%                    |
| I am paid fairly.   | 50.0%        | 52.5%        | 50.0%       | 51.3%       | 66.7%        | 62.5%        | 31.7%        | 43.5%        | 48.9%        | 43.5%                   | 41.4%                    |
| I have confidence in the leadership exhibited by the HCPSS Superintendent.                        | 31.7%        | 25.6%        | 13.9%       | 94.9%       | 100.0%       | 80.8%        | 37.5%        | 64.3%        | 36.6%        | 37.7%                   | 37.7%                    |
| I have confidence in the leadership exhibited by the Howard County Board of Education.            | 33.3%        | 20.5%        | 80.0%       | 87.2%       | 90.0%        | 54.1%        | 35.9%        | 59.5%        | 22.2%        | 29.1%                   | 25.3%                    |
| I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).        | 82.5%        | 87.5%        | 85.7%       | 87.2%       | 95.0%        | 87.2%        | 95.1%        | 91.3%        | 91.3%        | 88.5%                   | 87.9%                    |
| I feel that HCPSS offers me the possibility of advancing professionally in the field of education | 80.0%        | 75.0%        | 69.4%       | 83.3%       | 73.7%        | 70.8%        | 69.2%        | 81.4%        | 70.8%        | 73.9%                   | 72.9%                    |
| In my position, I receive appropriate and adequate support and training                           | 81.0%        | 92.5%        | 77.8%       | 78.9%       | 85.7%        | 81.2%        | 70.0%        | 60.9%        | 62.5%        | 72.2%                   | 71.1%                    |
| In the last 12 months, I have experienced harassing behavior from colleagues                      | 10.0%        | 13.2%        | 8.6%        | 31.6%       | 0.0%         | 6.2%         | 12.5%        | 10.9%        | 4.2%         | 11.4%                   | 10.6%                    |
| In the last 12 months, I have experienced harassing behavior from administrators/supervisors.     | 7.5%         | 0.0%         | 22.9%       | 13.2%       | 5.6%         | 8.3%         | 10.0%        | 8.9%         | 14.6%        | 8.1%                    | 6.4%                     |
| In the last 12 months, I have experienced harassing behavior from parents                         | 40.5%        | 41.7%        | 42.9%       | 36.8%       | 40.0%        | 29.1%        | 25.6%        | 28.3%        | 19.1%        | 25.5%                   | 21.7%                    |
| At my school I spend most of my PIP time on non-instructional activities.                         |              |              |             |             | 47.4%        | 40.4%        | 37.1%        | 44.1%        | 41.5%        | 32.8%                   | 31.7%                    |
| At my school our administrator includes time during PIP for teacher-initiated collaboration.      |              |              |             |             | 100.0%       | 59.5%        | 88.2%        | 82.9%        | 82.5%        | 80.9%                   | 75.5%                    |
| In my school, I spend too much time in meetings.  |              |              |             |             |              | 53.1%        | 12.2%        | 59.5%        | 76.1%        | 39.5%                   | 37.5%                    |
| In my school, there is adequate support for special education students.                           |              |              |             |             |              | 42.5%        | 27.5%        | 22.7%        | 25.0%        | 37.0%                   | 31.0%                    |
| Participants  | 42           | 40           | 36          | 39          | 21 out of 70 | 48 out of 65 | 41 out of 63 | 46 out of 61 | 48 out of 62 |                         |                          |
| Principal   | Scott Conroy | Scott Conroy | Lucy Lublin | Lucy Lublin | Lucy Lublin  | Lucy Lublin  | Lucy Lublin  | Tammy Jones  | Tammy Jones  |                         |                          |