

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	8	43	7	27		85	60.0%	40.0%
2) There is an atmosphere of open communication and trust in my school/worksite.	16	40	1	27	1	85	66.7%	33.3%
3) I personally feel successful in my work.	23	53	1	6	1	84	91.6%	8.4%
4) I feel involved in decision-making at my school/worksite.	6	35	8	33	3	85	50.0%	50.0%
5) I want to be involved in decision-making at my school/worksite.	13	56	2	10	4	85	85.2%	14.8%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	18	42	6	17	1	84	72.3%	27.7%
7) In my school/worksite, I am treated as a professional.	25	50	2	6	1	84	90.4%	9.6%
8) There is good teamwork among staff in my school/worksite.	20	45	1	18	1	85	77.4%	22.6%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	11	41	5	18	10	85	69.3%	30.7%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	12	28	24	21		85	47.1%	52.9%
11) My work performance is evaluated fairly.	16	55	1	10	3	85	86.6%	13.4%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	7	34	18	22	4	85	50.6%	49.4%
13) I am provided adequate work and storage space to prepare for and do my job.	21	50	1	12	1	85	84.5%	15.5%
14) My administrators/supervisors respect the negotiated contracts.	33	49	1	1	1	85	97.6%	2.4%
15) My planning time is respected by my school administrations/supervisors.	20	41	2	8	13	84	85.9%	14.1%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	3	31	19	20	11	84	46.6%	53.4%
17) In my school, student misbehavior interferes with learning.	5	38	5	31	5	84	54.4%	45.6%
18) Too much instructional time is spent administering assessments.	9	32	1	28	14	84	58.6%	41.4%
19) HCPSS professional development experiences are meaningful and worthwhile.		17	30	30	6	83	22.1%	77.9%
20) Increased workload has contributed to a decline in my morale.	25	41	1	12	4	83	83.5%	16.5%
21) I am paid fairly.	1	34	15	33	1	84	42.2%	57.8%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.		12	31	27	12	82	17.1%	82.9%

**2023-2024 HCEA Job Satisfaction Survey**

**MARRIOTTS RIDGE HS**

23) I have confidence in the leadership exhibited by the Howard County Board of Education.		14	35	29	6	84	17.9%	82.1%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	12	51	4	12	6	85	79.7%	20.3%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	48	7	18	6	83	67.5%	32.5%
26) In my position, I receive appropriate and adequate support and training.	4	49	5	23	2	83	65.4%	34.6%
27) During this current school year, I have experienced harassing behavior from colleagues.		3	41	38	2	84	3.7%	96.3%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.		3	42	36	3	84	3.7%	96.3%
29) During this current school year, I have experienced harassing behavior from parents.	7	27	19	26	3	82	43.0%	57.0%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	9	23		31	20	83	50.8%	49.2%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	35	8	18	20	83	58.7%	41.3%
32) In my school/worksite, I spend too much time in meetings.	6	12	1	58	6	83	23.4%	76.6%
33) In my school, there is adequate support for special education students.	9	26	10	28	10	83	47.9%	52.1%