

**2023-2024 HCEA Job Satisfaction Survey**

**MAYFIELD WOODS MS**

| Questions  | Strongly agree | Agree | Strongly disagree | Disagree | Does not apply | Grand Total | % Agree | % Disagree |
|--|----------------|-------|-------------------|----------|----------------|-------------|---------|------------|
| 1) Overall, morale at my worksite is good  | 3              | 17    | 6                 | 34       |                | 60          | 33.3%   | 66.7%      |
| 2) There is an atmosphere of open communication and trust in my school/worksite.                   | 3              | 22    | 3                 | 33       |                | 61          | 41.0%   | 59.0%      |
| 3) I personally feel successful in my work.  | 10             | 35    | 1                 | 15       |                | 61          | 73.8%   | 26.2%      |
| 4) I feel involved in decision-making at my school/worksite.                                       | 2              | 25    | 8                 | 21       | 3              | 59          | 48.2%   | 51.8%      |
| 5) I want to be involved in decision-making at my school/worksite.                                 | 7              | 47    |                   | 5        | 2              | 61          | 91.5%   | 8.5%       |
| 6) In my school/worksite, I can speak openly about important issues without fear of repercussions. | 4              | 31    | 5                 | 20       | 1              | 61          | 58.3%   | 41.7%      |
| 7) In my school/worksite, I am treated as a professional.  | 6              | 34    | 3                 | 17       |                | 60          | 66.7%   | 33.3%      |
| 8) There is good teamwork among staff in my school/worksite.                                       | 19             | 29    | 1                 | 11       |                | 60          | 80.0%   | 20.0%      |
| 9) Non-instructional duties are assigned on an equitable basis in my school/worksite.              | 3              | 32    | 8                 | 11       | 7              | 61          | 64.8%   | 35.2%      |
| 10) My working environment (i.e. safety, cleanliness) is conducive to success.                     | 6              | 25    | 5                 | 25       |                | 61          | 50.8%   | 49.2%      |
| 11) My work performance is evaluated fairly.   | 9              | 40    | 3                 | 8        | 1              | 61          | 81.7%   | 18.3%      |
| 12) I am provided adequate time during the workday to plan, prepare for and do my job.             | 3              | 21    | 14                | 22       | 1              | 61          | 40.0%   | 60.0%      |
| 13) I am provided adequate work and storage space to prepare for and do my job.                    | 8              | 42    | 1                 | 9        | 1              | 61          | 83.3%   | 16.7%      |
| 14) My administrators/supervisors respect the negotiated contracts.                                | 10             | 42    |                   | 7        |                | 59          | 88.1%   | 11.9%      |
| 15) My planning time is respected by my school administrations/supervisors.                        | 10             | 26    | 2                 | 15       | 8              | 61          | 67.9%   | 32.1%      |
| 16) In my school/worksite, administrators/supervisors support me in enforcing discipline.          | 3              | 9     | 29                | 17       | 1              | 59          | 20.7%   | 79.3%      |
| 17) In my school, student misbehavior interferes with learning.                                    | 37             | 20    |                   | 2        | 2              | 61          | 96.6%   | 3.4%       |
| 18) Too much instructional time is spent administering assessments.                                | 19             | 16    | 2                 | 15       | 7              | 59          | 67.3%   | 32.7%      |
| 19) HCPSS professional development experiences are meaningful and worthwhile.                      | 5              | 19    | 9                 | 27       | 1              | 61          | 40.0%   | 60.0%      |
| 20) Increased workload has contributed to a decline in my morale.                                  | 22             | 25    | 1                 | 13       |                | 61          | 77.0%   | 23.0%      |
| 21) I am paid fairly.  | 5              | 24    | 8                 | 23       |                | 60          | 48.3%   | 51.7%      |
| 22) I have confidence in the leadership exhibited by the HCPSS Superintendent.                     | 2              | 20    | 7                 | 16       | 14             | 59          | 48.9%   | 51.1%      |

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|---|----|----|----|----|----|----|-------|-------|
| 23) I have confidence in the leadership exhibited by the Howard County Board of Education.                  |    | 12 | 17 | 28 | 3  | 60 | 21.1% | 78.9% |
| 24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).        | 12 | 37 | 4  | 5  | 3  | 61 | 84.5% | 15.5% |
| 25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.      | 2  | 34 | 4  | 13 | 7  | 60 | 67.9% | 32.1% |
| 26) In my position, I receive appropriate and adequate support and training.                                | 7  | 36 | 3  | 14 | 1  | 61 | 71.7% | 28.3% |
| 27) During this current school year, I have experienced harassing behavior from colleagues.                 | 2  | 4  | 31 | 22 | 2  | 61 | 10.2% | 89.8% |
| 28) During this current school year, I have experienced harassing behavior from administrators/supervisors. | 3  | 5  | 25 | 25 | 2  | 60 | 13.8% | 86.2% |
| 29) During this current school year, I have experienced harassing behavior from parents.                    | 3  | 14 | 14 | 26 | 3  | 60 | 29.8% | 70.2% |
| 30) At my school I spend most of my PIP time doing non-instructional duties/assignments.                    | 4  | 17 | 4  | 22 | 13 | 60 | 44.7% | 55.3% |
| 31) At my school our administrator includes time during PIP for teacher-initiated collaboration.            | 6  | 29 | 3  | 8  | 15 | 61 | 76.1% | 23.9% |
| 32) In my school/worksite, I spend too much time in meetings.   | 9  | 12 | 4  | 29 | 6  | 60 | 38.9% | 61.1% |
| 33) In my school, there is adequate support for special education students.                                 | 4  | 16 | 19 | 19 | 2  | 60 | 34.5% | 65.5% |