

2023-2024 HCEA Job Satisfaction Survey

MOUNT VIEW MS

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	28	33		1		62	98.4%	1.6%
2) There is an atmosphere of open communication and trust in my school/worksite.	27	33		2		62	96.8%	3.2%
3) I personally feel successful in my work.	24	35	1	2		62	95.2%	4.8%
4) I feel involved in decision-making at my school/worksite.	13	35		10	4	62	82.8%	17.2%
5) I want to be involved in decision-making at my school/worksite.	16	35	1	7	3	62	86.4%	13.6%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	27	29		6		62	90.3%	9.7%
7) In my school/worksite, I am treated as a professional.	32	28		2		62	96.8%	3.2%
8) There is good teamwork among staff in my school/worksite.	25	32		4		61	93.4%	6.6%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	10	31	4	11	5	61	73.2%	26.8%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	22	32	2	5		61	88.5%	11.5%
11) My work performance is evaluated fairly.	33	25	1	2	1	62	95.1%	4.9%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	12	24	4	20	2	62	60.0%	40.0%
13) I am provided adequate work and storage space to prepare for and do my job.	27	25	2	8		62	83.9%	16.1%
14) My administrators/supervisors respect the negotiated contracts.	37	25				62	100.0%	0.0%
15) My planning time is respected by my school administrations/supervisors.	30	26		1	5	62	98.2%	1.8%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	28	27		3	4	62	94.8%	5.2%
17) In my school, student misbehavior interferes with learning.	2	11	12	35	2	62	21.7%	78.3%
18) Too much instructional time is spent administering assessments.	21	13	3	13	12	62	68.0%	32.0%
19) HCPSS professional development experiences are meaningful and worthwhile.	1	19	18	21	3	62	33.9%	66.1%
20) Increased workload has contributed to a decline in my morale.	15	23	2	20	2	62	63.3%	36.7%
21) I am paid fairly.	3	21	13	25		62	38.7%	61.3%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.		17	9	29	7	62	30.9%	69.1%

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23) I have confidence in the leadership exhibited by the Howard County Board of Education.		10	16	35	1	62	16.4%	83.6%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	11	36	2	10	2	61	79.7%	20.3%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	12	30	2	15	3	62	71.2%	28.8%
26) In my position, I receive appropriate and adequate support and training.	11	38	2	11		62	79.0%	21.0%
27) During this current school year, I have experienced harassing behavior from colleagues.	1	2	38	19	2	62	5.0%	95.0%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.			42	18	1	61	0.0%	100.0%
29) During this current school year, I have experienced harassing behavior from parents.	3	6	22	28	3	62	15.3%	84.7%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	1	7	6	35	13	62	16.3%	83.7%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	13	34		2	13	62	95.9%	4.1%
32) In my school/worksite, I spend too much time in meetings.	2	18	8	28	5	61	35.7%	64.3%
33) In my school, there is adequate support for special education students.	12	27	2	19	2	62	65.0%	35.0%