

2023-2024 HCEA Job Satisfaction Survey

MURRAY HILL MS

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good		43	2	8		53	81.1%	18.9%
2) There is an atmosphere of open communication and trust in my school/worksite.	1	40	4	7		52	78.8%	21.2%
3) I personally feel successful in my work.	7	41	1	4		53	90.6%	9.4%
4) I feel involved in decision-making at my school/worksite.	7	21	3	15	7	53	60.9%	39.1%
5) I want to be involved in decision-making at my school/worksite.	12	27	2	10	2	53	76.5%	23.5%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	10	32	4	7		53	79.2%	20.8%
7) In my school/worksite, I am treated as a professional.	13	34	2	4		53	88.7%	11.3%
8) There is good teamwork among staff in my school/worksite.	3	44	1	4		52	90.4%	9.6%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	36	1	8	3	53	82.0%	18.0%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	8	37	2	6		53	84.9%	15.1%
11) My work performance is evaluated fairly.	8	38	3	2	1	52	90.2%	9.8%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	2	25	10	14	1	52	52.9%	47.1%
13) I am provided adequate work and storage space to prepare for and do my job.	8	38	2	5		53	86.8%	13.2%
14) My administrators/supervisors respect the negotiated contracts.	15	33	1	4		53	90.6%	9.4%
15) My planning time is respected by my school administrations/supervisors.	12	24	4	3	10	53	83.7%	16.3%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	9	29	3	9	3	53	76.0%	24.0%
17) In my school, student misbehavior interferes with learning.	20	31		2		53	96.2%	3.8%
18) Too much instructional time is spent administering assessments.	13	17		16	7	53	65.2%	34.8%
19) HCPSS professional development experiences are meaningful and worthwhile.	3	28	3	19		53	58.5%	41.5%
20) Increased workload has contributed to a decline in my morale.	8	25	1	16	2	52	66.0%	34.0%
21) I am paid fairly.	2	29	11	11		53	58.5%	41.5%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	17	8	22	5	53	37.5%	62.5%

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23) I have confidence in the leadership exhibited by the Howard County Board of Education.		16	15	20	2	53	31.4%	68.6%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	10	40		3		53	94.3%	5.7%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	33	1	11	4	53	75.5%	24.5%
26) In my position, I receive appropriate and adequate support and training.	6	31	1	14	1	53	71.2%	28.8%
27) During this current school year, I have experienced harassing behavior from colleagues.	2	2	25	24		53	7.5%	92.5%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1		33	18		52	1.9%	98.1%
29) During this current school year, I have experienced harassing behavior from parents.		12	19	21		52	23.1%	76.9%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	6	10	2	19	16	53	43.2%	56.8%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	3	20	2	13	14	52	60.5%	39.5%
32) In my school/worksite, I spend too much time in meetings.	3	12	2	33	2	52	30.0%	70.0%
33) In my school, there is adequate support for special education students.	1	17	8	26	1	53	34.6%	65.4%