2023-2024 HCEA Job Satisfaction Survey Trend Report

Murray Hill MS	14-15	15-16	16-17	17-18	18-19	19-20	21-22	22-23	23-24	23-24 Overall-MS	23-24 Overall-All
Overall, morale at my school/worksite is good.	81.3%	62.5%	59.4%	66.7%	14.6%	39.2%	42.2%	71.4%	81.1%	65.8%	68.0%
There is an atmosphere of open communication and trust in my school/worksite.	87.5%	74.4%	64.5%	61.8%	32.7%	44.6%	50.0%	66.7%	78.8%	67.6%	71.4%
I personally feel successful in my work.	81.8%	87.5%	87.5%	83.3%	72.9%	80.3%	82.8%	88.9%	90.6%	84.1%	84.2%
I feel involved in decision-making at my school/worksite.	59.4%	50.0%	43.8%	44.1%	27.1%	41.0%	40.0%	54.2%	60.9%	58.8%	61.5%
I want to be involved in decision-making at my school/worksite.	87.5%	89.5%	93.5%	75.8%	89.4%	83.9%	88.1%	85.2%	76.5%	85.5%	87.6%
In my school/worksite, I can speak openly about important issues without fear of repercussions	72.7%	67.5%	54.8%	67.6%	46.8%	60.7%	67.7%	67.7%	79.2%	71.9%	74.2%
In my school/worksite, I am treated as a professional	100.0%	92.1%	87.5%	91.7%	61.2%	71.4%	84.4%	87.3%	88.7%	85.2%	87.2%
There is good teamwork among staff in my school/worksite.	87.9%	85.0%	81.3%	80.6%	67.3%	63.6%	82.5%	74.6%	90.4%	81.2%	83.0%
Non-instructional duties are assigned on an equitable basis in my school/worksite	67.7%	68.4%	56.3%	80.0%	63.8%	60.7%	78.6%	58.6%	82.0%	71.2%	76.6%
My working enviornment (i.e. safety, cleanliness) is conductive to success	93.9%	92.5%	87.5%	77.8%	63.3%	67.8%	79.7%	81.0%	84.9%	71.1%	73.6%
My work performance is evaluated fairly.	75.8%	92.5%	87.5%	85.7%	68.1%	73.2%	77.0%	86.9%	90.2%	88.7%	88.8%
I am provided adequate time during the workday to plan, prepare for and do my job.	45.5%	52.6%	40.6%	52.9%	44.9%	37.5%	41.7%	45.0%	52.9%	50.9%	55.0%
I am provided adequate work and storage space to prepare for and do my job.	87.5%	85.0%	86.7%	80.0%	83.7%	83.6%	88.9%	92.1%	86.8%	81.3%	82.8%
My administrators/supervisors respect the negotiated contracts	97.0%	94.9%	96.9%	94.1%	75.5%	75.0%	93.5%	93.7%	90.6%	90.8%	93.2%
My planning time is respected by my school administrators/supervisors	92.9%	94.6%	80.0%	97.0%	50.0%	48.2%	84.0%	81.5%	83.7%	84.1%	87.0%
In my school, administrators/supervisors support me in enforcing discipline	71.0%	38.9%	53.1%	65.7%	20.8%	39.2%	58.9%	69.5%	76.0%	64.8%	68.5%
In my school, student misbehavior interferes with learning.	71.0%	92.1%	90.6%	82.9%	93.9%	89.2%	88.1%	80.6%	96.2%	74.0%	74.2%
Too much instructional time is spent administering assessments.	83.9%	89.7%	100.0%	85.7%	62.5%	57.1%	64.8%	58.9%	65.2%	61.6%	65.4%
HCPSS professional development experiences are meaningful and worthwhile	48.5%	54.1%	37.5%	51.4%	39.6%	42.8%	46.8%	51.6%	58.5%	48.7%	45.4%
Increased workload has contributed to a decline in my morale.	64.5%	57.9%	58.1%	61.3%	69.6%	69.0%	71.0%	67.2%	66.0%	70.6%	70.7%
I am paid fairly.	36.4%	37.5%	40.6%	58.3%	44.9%	51.7%	51.6%	59.7%	58.5%	43.5%	41.4%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	57.6%	25.6%	9.7%	97.2%	75.0%	67.8%	48.4%	73.8%	37.5%	37.7%	37.7%
I have confidence in the leadership exhibited by the Howard County Board of Education.	62.5%	34.2%	67.7%	97.1%	78.3%	57.1%	30.6%	59.3%	31.4%	29.1%	25.3%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	90.9%	87.5%	96.8%	97.1%	89.6%	92.8%	92.1%	91.4%	94.3%	88.5%	87.9%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	68.8%	76.3%	62.1%	79.4%	74.5%	66.0%	74.1%	74.1%	75.5%	73.9%	72.9%
In my position, I receive appropriate and adequate support and training	78.8%	70.0%	65.6%	76.5%	61.2%	65.4%	75.8%	71.4%	71.2%	72.2%	71.1%
In the last 12 months, I have experienced harassing behavior from colleagues	6.3%	7.5%	9.7%	11.4%	10.9%	23.2%	14.1%	9.7%	7.5%	11.4%	10.6%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	0.0%	7.5%	16.1%	5.7%	4.3%	8.9%	3.1%	3.2%	1.9%	8.1%	6.4%
In the last 12 months, I have experienced harassing behavior from parents	25.0%	30.0%	29.0%	17.1%	33.3%	33.9%	24.2%	15.9%	23.1%	25.5%	21.7%
At my school I spend most of my PIP time on non-instructional activities.					71.1%	28.5%	36.4%	50.0%	43.2%	32.8%	31.7%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					56.8%	53.5%	68.2%	51.2%	60.5%	80.9%	75.5%
In my school, I spend too much time in meetings.						44.6%	31.0%	39.3%	30.0%	39.5%	37.5%
In my school, there is adequate support for special education students.						25.0%	21.7%	38.7%	34.6%	37.0%	31.0%
Participants	33	40	32	36	49 out of 85	56 out of 87	64 out of 82	63 out of 83	53 out of 87		
Principal	Joshua R. Wasilewski	Joshua R. Wasilewski	Rick Wilson	Lisa Smithson	Lisa Smithson	Lisa Smithson	Lisa Smithson	Lisa Smithson	Lisa Smithson		