2023-2024 HCEA Job Satisfaction Survey Trend Report

Northfield ES	14-15	15-16	16-17	17-18	18-19	19-20	21-22	22-23	23-24	23-24 Overall-ES	23-24 Overall-All
Overall, morale at my school/worksite is good.	10.0%	31.4%	16.0%	70.7%	70.8%	72.2%	71.4%	91.4%	92.2%	69.9%	100.0%
There is an atmosphere of open communication and trust in my school/worksite.	21.7%	27.5%	16.0%	65.9%	66.7%	81.1%	95.9%	98.3%	96.1%	74.3%	100.0%
I personally feel successful in my work.	75.0%	75.0%	66.7%	78.0%	81.6%	83.0%	77.6%	91.4%	92.2%	85.6%	100.0%
I feel involved in decision-making at my school/worksite.	30.5%	36.0%	22.9%	57.5%	63.8%	74.0%	77.3%	90.9%	90.0%	65.4%	100.0%
I want to be involved in decision-making at my school/worksite.	91.4%	95.8%	89.6%	92.7%	95.8%	92.4%	97.7%	100.0%	94.0%	89.9%	100.0%
In my school/worksite, I can speak openly about important issues without fear of repercussions	37.3%	36.0%	32.0%	70.0%	70.8%	77.3%	100.0%	93.2%	92.2%	75.7%	100.0%
In my school/worksite, I am treated as a professional	54.2%	51.0%	49.0%	80.5%	87.8%	88.8%	95.8%	100.0%	100.0%	88.5%	100.0%
There is good teamwork among staff in my school/worksite.	74.6%	78.4%	76.0%	70.7%	75.5%	81.4%	95.9%	98.3%	94.1%	84.6%	100.0%
Non-instructional duties are assigned on an equitable basis in my school/worksite	52.7%	46.9%	40.0%	75.7%	73.8%	81.1%	90.5%	92.5%	85.7%	77.4%	100.0%
My working enviornment (i.e. safety, cleanliness) is conductive to success	91.7%	88.2%	84.0%	92.5%	91.8%	85.1%	64.6%	62.1%	92.0%	75.8%	100.0%
My work performance is evaluated fairly.	75.9%	64.7%	76.0%	85.0%	95.7%	92.5%	97.9%	100.0%	93.8%	89.9%	100.0%
I am provided adequate time during the workday to plan, prepare for and do my job.	39.0%	44.2%	37.5%	47.5%	56.5%	48.1%	47.8%	54.4%	55.1%	54.9%	100.0%
I am provided adequate work and storage space to prepare for and do my job.	86.7%	86.5%	88.0%	90.2%	87.5%	88.8%	95.7%	84.7%	87.8%	81.8%	100.0%
My administrators/supervisors respect the negotiated contracts	74.1%	78.8%	75.0%	85.4%	95.9%	94.4%	100.0%	100.0%	100.0%	93.7%	100.0%
My planning time is respected by my school administrators/supervisors	58.0%	61.4%	71.4%	88.9%	92.9%	74.0%	95.3%	100.0%	93.6%	88.0%	100.0%
In my school, administrators/supervisors support me in enforcing discipline	78.2%	65.2%	44.4%	78.9%	78.3%	75.4%	93.3%	92.7%	89.1%	75.7%	100.0%
In my school, student misbehavior interferes with learning.	31.0%	40.8%	57.4%	82.9%	58.7%	61.1%	52.1%	73.7%	67.4%	77.5%	100.0%
Too much instructional time is spent administering assessments.	89.8%	87.8%	93.8%	78.4%	79.1%	66.6%	76.7%	69.4%	87.8%	71.7%	100.0%
HCPSS professional development experiences are meaningful and worthwhile	49.1%	36.0%	34.7%	32.5%	48.9%	42.5%	32.6%	53.6%	43.8%	47.4%	100.0%
Increased workload has contributed to a decline in my morale.	88.1%	80.0%	87.8%	68.3%	74.5%	83.3%	91.1%	79.6%	80.9%	72.7%	100.0%
I am paid fairly.	35.6%	21.2%	26.0%	35.0%	27.1%	40.7%	30.6%	40.7%	34.0%	38.8%	100.0%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	15.0%	19.2%	2.0%	90.2%	89.6%	57.4%	41.7%	69.6%	23.9%	38.1%	100.0%
I have confidence in the leadership exhibited by the Howard County Board of Education.	25.4%	17.6%	79.2%	82.5%	83.3%	32.0%	23.4%	47.2%	14.3%	24.9%	100.0%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	87.9%	92.3%	94.0%	77.5%	91.7%	87.0%	83.0%	94.6%	83.7%	89.2%	100.0%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	67.8%	64.6%	57.1%	85.4%	84.4%	81.4%	75.0%	84.6%	64.4%	75.7%	100.0%
In my position, I receive appropriate and adequate support and training	65.0%	54.0%	67.3%	69.2%	83.0%	62.9%	62.5%	84.7%	78.0%	71.3%	100.0%
In the last 12 months, I have experienced harassing behavior from colleagues	8.6%	14.9%	18.8%	12.5%	11.4%	9.4%	4.2%	3.4%	2.0%	10.6%	100.0%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	19.3%	17.4%	18.8%	2.4%	8.9%	5.5%	0.0%	0.0%	0.0%	6.0%	100.0%
In the last 12 months, I have experienced harassing behavior from parents	19.3%	22.9%	23.9%	24.4%	24.4%	29.6%	23.4%	24.1%	22.0%	17.8%	100.0%
At my school I spend most of my PIP time on non-instructional activities.					17.1%	18.8%	32.4%	20.0%	23.5%	26.7%	100.0%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					78.9%	55.5%	85.7%	85.4%	91.2%	84.6%	100.0%
In my school, I spend too much time in meetings.						40.7%	27.7%	45.5%	39.5%	40.7%	100.0%
In my school, there is adequate support for special education students.						11.1%	14.9%	10.3%	12.5%	18.7%	100.0%
Participants	60	52	50	41	49 out of 71	54 out of 70	49 out of 71	59 out of 74	51 out of 74		
Principal	Tiffany Tresler	Tiffany Tresler	Tiffany Tresler	Cathleen Lopez	Cathleen Lopez	Cathleen Lopez	Cathleen Lopez	Cathleen Lopez	Cathleen Lopez		