

2023-2024 HCEA Job Satisfaction Survey

OLD CEDAR LANE

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	5	29	5	10	1	50	69.4%	30.6%
2) There is an atmosphere of open communication and trust in my school/worksite.	10	28	3	8		49	77.6%	22.4%
3) I personally feel successful in my work.	18	26	1	3		48	91.7%	8.3%
4) I feel involved in decision-making at my school/worksite.	6	28	4	7	4	49	75.6%	24.4%
5) I want to be involved in decision-making at my school/worksite.	11	30			8	49	100.0%	0.0%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	10	33	1	5		49	87.8%	12.2%
7) In my school/worksite, I am treated as a professional.	19	28	1	2		50	94.0%	6.0%
8) There is good teamwork among staff in my school/worksite.	19	24	1	6		50	86.0%	14.0%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	2	10		2	36	50	85.7%	14.3%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	6	22	6	15	1	50	57.1%	42.9%
11) My work performance is evaluated fairly.	15	28		2	3	48	95.6%	4.4%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	12	27	4	3	4	50	84.8%	15.2%
13) I am provided adequate work and storage space to prepare for and do my job.	8	33	2	6		49	83.7%	16.3%
14) My administrators/supervisors respect the negotiated contracts.	18	29		2	1	50	95.9%	4.1%
15) My planning time is respected by my school administrations/supervisors.	4	11			35	50	100.0%	0.0%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.		3		1	46	50	75.0%	25.0%
17) In my school, student misbehavior interferes with learning.		3	1		46	50	75.0%	25.0%
18) Too much instructional time is spent administering assessments.				2	48	50	0.0%	100.0%
19) HCPSS professional development experiences are meaningful and worthwhile.	3	23	1	14	7	48	63.4%	36.6%
20) Increased workload has contributed to a decline in my morale.	6	8	1	24	9	48	35.9%	64.1%
21) I am paid fairly.	4	25	4	17		50	58.0%	42.0%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	6	25	1	8	5	45	77.5%	22.5%

2023-2024 HCEA Job Satisfaction Survey

OLD CEDAR LANE

23) I have confidence in the leadership exhibited by the Howard County Board of Education.	2	13	6	26		47	31.9%	68.1%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	4	33	4	8		49	75.5%	24.5%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	19	6	9	11	50	61.5%	38.5%
26) In my position, I receive appropriate and adequate support and training.	7	32	1	9	1	50	79.6%	20.4%
27) During this current school year, I have experienced harassing behavior from colleagues.	2		28	19	1	50	4.1%	95.9%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1		29	19	1	50	2.0%	98.0%
29) During this current school year, I have experienced harassing behavior from parents.	9	6	11	18	6	50	34.1%	65.9%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.					50	50	N/A	N/A
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.					50	50	N/A	N/A
32) In my school/worksite, I spend too much time in meetings.	2	2	3	21	22	50	14.3%	85.7%
33) In my school, there is adequate support for special education students.	2	6	3	2	36	49	61.5%	38.5%