

## 2023-2024 HCEA Job Satisfaction Survey

## PATAPSCO MS

| Questions  | Strongly agree | Agree | Strongly disagree | Disagree | Does not apply | Grand Total | % Agree | % Disagree |
|--|----------------|-------|-------------------|----------|----------------|-------------|---------|------------|
| 1) Overall, morale at my worksite is good  | 9              | 34    | 1                 | 5        |                | 49          | 87.8%   | 12.2%      |
| 2) There is an atmosphere of open communication and trust in my school/worksite.                   | 4              | 40    | 2                 | 3        |                | 49          | 89.8%   | 10.2%      |
| 3) I personally feel successful in my work.  | 15             | 29    | 1                 | 4        |                | 49          | 89.8%   | 10.2%      |
| 4) I feel involved in decision-making at my school/worksite.                                       | 3              | 29    | 2                 | 15       |                | 49          | 65.3%   | 34.7%      |
| 5) I want to be involved in decision-making at my school/worksite.                                 | 5              | 32    |                   | 11       | 1              | 49          | 77.1%   | 22.9%      |
| 6) In my school/worksite, I can speak openly about important issues without fear of repercussions. | 11             | 34    | 2                 | 2        |                | 49          | 91.8%   | 8.2%       |
| 7) In my school/worksite, I am treated as a professional.  | 18             | 30    |                   | 1        |                | 49          | 98.0%   | 2.0%       |
| 8) There is good teamwork among staff in my school/worksite.                                       | 16             | 29    | 1                 | 2        |                | 48          | 93.8%   | 6.3%       |
| 9) Non-instructional duties are assigned on an equitable basis in my school/worksite.              | 8              | 28    | 1                 | 8        | 3              | 48          | 80.0%   | 20.0%      |
| 10) My working environment (i.e. safety, cleanliness) is conducive to success.                     | 11             | 30    | 2                 | 5        |                | 48          | 85.4%   | 14.6%      |
| 11) My work performance is evaluated fairly.   | 15             | 31    |                   | 3        |                | 49          | 93.9%   | 6.1%       |
| 12) I am provided adequate time during the workday to plan, prepare for and do my job.             | 6              | 23    | 7                 | 11       | 2              | 49          | 61.7%   | 38.3%      |
| 13) I am provided adequate work and storage space to prepare for and do my job.                    | 5              | 40    | 1                 | 3        |                | 49          | 91.8%   | 8.2%       |
| 14) My administrators/supervisors respect the negotiated contracts.                                | 12             | 35    |                   | 2        |                | 49          | 95.9%   | 4.1%       |
| 15) My planning time is respected by my school administrations/supervisors.                        | 14             | 28    | 1                 |          | 6              | 49          | 97.7%   | 2.3%       |
| 16) In my school/worksite, administrators/supervisors support me in enforcing discipline.          | 6              | 29    | 3                 | 7        | 3              | 48          | 77.8%   | 22.2%      |
| 17) In my school, student misbehavior interferes with learning.                                    | 9              | 27    |                   | 9        | 4              | 49          | 80.0%   | 20.0%      |
| 18) Too much instructional time is spent administering assessments.                                | 5              | 19    |                   | 13       | 11             | 48          | 64.9%   | 35.1%      |
| 19) HCPSS professional development experiences are meaningful and worthwhile.                      | 2              | 22    | 7                 | 14       | 2              | 47          | 53.3%   | 46.7%      |
| 20) Increased workload has contributed to a decline in my morale.                                  | 9              | 19    |                   | 17       | 2              | 47          | 62.2%   | 37.8%      |
| 21) I am paid fairly.  |                | 22    | 8                 | 19       |                | 49          | 44.9%   | 55.1%      |
| 22) I have confidence in the leadership exhibited by the HCPSS Superintendent.                     | 1              | 15    | 9                 | 16       | 6              | 47          | 39.0%   | 61.0%      |

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|---|---|----|----|----|----|----|-------|-------|
| 23) I have confidence in the leadership exhibited by the Howard County Board of Education.                  | 2 | 12 | 10 | 24 | 1  | 49 | 29.2% | 70.8% |
| 24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).        | 9 | 32 |    | 1  | 5  | 47 | 97.6% | 2.4%  |
| 25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.      | 6 | 36 |    | 5  | 2  | 49 | 89.4% | 10.6% |
| 26) In my position, I receive appropriate and adequate support and training.                                | 7 | 31 | 3  | 8  |    | 49 | 77.6% | 22.4% |
| 27) During this current school year, I have experienced harassing behavior from colleagues.                 | 1 | 2  | 26 | 19 |    | 48 | 6.3%  | 93.8% |
| 28) During this current school year, I have experienced harassing behavior from administrators/supervisors. | 1 | 2  | 33 | 12 | 1  | 49 | 6.3%  | 93.8% |
| 29) During this current school year, I have experienced harassing behavior from parents.                    | 4 | 8  | 14 | 20 | 3  | 49 | 26.1% | 73.9% |
| 30) At my school I spend most of my PIP time doing non-instructional duties/assignments.                    | 1 | 3  | 4  | 27 | 13 | 48 | 11.4% | 88.6% |
| 31) At my school our administrator includes time during PIP for teacher-initiated collaboration.            | 6 | 29 |    | 1  | 13 | 49 | 97.2% | 2.8%  |
| 32) In my school/worksite, I spend too much time in meetings.   |   | 11 | 1  | 33 | 4  | 49 | 24.4% | 75.6% |
| 33) In my school, there is adequate support for special education students.                                 | 2 | 12 | 16 | 16 | 2  | 48 | 30.4% | 69.6% |