

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	7	45		7		59	88.1%	11.9%
2) There is an atmosphere of open communication and trust in my school/worksite.	12	34	2	11		59	78.0%	22.0%
3) I personally feel successful in my work.	11	40	1	7		59	86.4%	13.6%
4) I feel involved in decision-making at my school/worksite.	6	32	3	11	6	58	73.1%	26.9%
5) I want to be involved in decision-making at my school/worksite.	11	35	1	5	6	58	88.5%	11.5%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	11	35	1	10	1	58	80.7%	19.3%
7) In my school/worksite, I am treated as a professional.	22	35		2		59	96.6%	3.4%
8) There is good teamwork among staff in my school/worksite.	13	35		11		59	81.4%	18.6%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	8	35	1	7	8	59	84.3%	15.7%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	9	41		8	1	59	86.2%	13.8%
11) My work performance is evaluated fairly.	23	33		2	1	59	96.6%	3.4%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	7	31	4	16		58	65.5%	34.5%
13) I am provided adequate work and storage space to prepare for and do my job.	16	36	1	5	1	59	89.7%	10.3%
14) My administrators/supervisors respect the negotiated contracts.	25	33		1		59	98.3%	1.7%
15) My planning time is respected by my school administrations/supervisors.	14	30		3	12	59	93.6%	6.4%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	10	33	1	13	2	59	75.4%	24.6%
17) In my school, student misbehavior interferes with learning.	24	29		4	1	58	93.0%	7.0%
18) Too much instructional time is spent administering assessments.	5	25	2	18	8	58	60.0%	40.0%
19) HCPSS professional development experiences are meaningful and worthwhile.	8	30	7	13	1	59	65.5%	34.5%
20) Increased workload has contributed to a decline in my morale.	9	24	2	16	6	57	64.7%	35.3%
21) I am paid fairly.	1	27	12	19		59	47.5%	52.5%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.		23	4	20	12	59	48.9%	51.1%

**2023-2024 HCEA Job Satisfaction Survey**

**PATUXENT VALLEY MS**

23) I have confidence in the leadership exhibited by the Howard County Board of Education.		24	8	24	2	58	42.9%	57.1%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	15	37		5	1	58	91.2%	8.8%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	36	2	8	5	56	80.4%	19.6%
26) In my position, I receive appropriate and adequate support and training.	7	36		16		59	72.9%	27.1%
27) During this current school year, I have experienced harassing behavior from colleagues.	3	6	24	24	2	59	15.8%	84.2%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.		5	34	19	1	59	8.6%	91.4%
29) During this current school year, I have experienced harassing behavior from parents.	1	6	22	25	4	58	13.0%	87.0%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.		6	6	28	18	58	15.0%	85.0%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	5	28	1	4	19	57	86.8%	13.2%
32) In my school/worksite, I spend too much time in meetings.		11	3	38	7	59	21.2%	78.8%
33) In my school, there is adequate support for special education students.	1	13	11	28	5	58	26.4%	73.6%