

2023-2024 HCEA Job Satisfaction Survey

PHELPS LUCK ES

| Questions | Strongly agree | Agree | Strongly disagree | Disagree | Does not apply | Grand Total | % Agree | % Disagree |
|--|----------------|-------|-------------------|----------|----------------|-------------|---------|------------|
| 1) Overall, morale at my worksite is good | 4 | 35 | 3 | 14 | | 56 | 69.6% | 30.4% |
| 2) There is an atmosphere of open communication and trust in my school/worksite. | 7 | 34 | 2 | 12 | | 55 | 74.5% | 25.5% |
| 3) I personally feel successful in my work. | 10 | 42 | | 4 | | 56 | 92.9% | 7.1% |
| 4) I feel involved in decision-making at my school/worksite. | 3 | 28 | 1 | 20 | 3 | 55 | 59.6% | 40.4% |
| 5) I want to be involved in decision-making at my school/worksite. | 6 | 41 | | 7 | 2 | 56 | 87.0% | 13.0% |
| 6) In my school/worksite, I can speak openly about important issues without fear of repercussions. | 11 | 33 | 3 | 8 | | 55 | 80.0% | 20.0% |
| 7) In my school/worksite, I am treated as a professional. | 16 | 35 | | 5 | | 56 | 91.1% | 8.9% |
| 8) There is good teamwork among staff in my school/worksite. | 14 | 36 | | 4 | 1 | 55 | 92.6% | 7.4% |
| 9) Non-instructional duties are assigned on an equitable basis in my school/worksite. | 2 | 20 | 6 | 17 | 8 | 53 | 48.9% | 51.1% |
| 10) My working environment (i.e. safety, cleanliness) is conducive to success. | 2 | 35 | 6 | 13 | | 56 | 66.1% | 33.9% |
| 11) My work performance is evaluated fairly. | 14 | 38 | | 3 | 1 | 56 | 94.5% | 5.5% |
| 12) I am provided adequate time during the workday to plan, prepare for and do my job. | 3 | 24 | 8 | 19 | 2 | 56 | 50.0% | 50.0% |
| 13) I am provided adequate work and storage space to prepare for and do my job. | 7 | 34 | 4 | 11 | | 56 | 73.2% | 26.8% |
| 14) My administrators/supervisors respect the negotiated contracts. | 12 | 38 | | 3 | 2 | 55 | 94.3% | 5.7% |
| 15) My planning time is respected by my school administrations/supervisors. | 9 | 27 | 1 | 4 | 13 | 54 | 87.8% | 12.2% |
| 16) In my school/worksite, administrators/supervisors support me in enforcing discipline. | 5 | 30 | 1 | 10 | 9 | 55 | 76.1% | 23.9% |
| 17) In my school, student misbehavior interferes with learning. | 15 | 35 | | 6 | | 56 | 89.3% | 10.7% |
| 18) Too much instructional time is spent administering assessments. | 17 | 28 | | 7 | 4 | 56 | 86.5% | 13.5% |
| 19) HCPSS professional development experiences are meaningful and worthwhile. | 2 | 30 | 6 | 17 | 1 | 56 | 58.2% | 41.8% |
| 20) Increased workload has contributed to a decline in my morale. | 14 | 24 | 2 | 14 | 2 | 56 | 70.4% | 29.6% |
| 21) I am paid fairly. | 1 | 25 | 14 | 16 | | 56 | 46.4% | 53.6% |
| 22) I have confidence in the leadership exhibited by the HCPSS Superintendent. | 1 | 14 | 6 | 20 | 13 | 54 | 36.6% | 63.4% |

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|---|----|----|----|----|----|----|-------|-------|
| 23) I have confidence in the leadership exhibited by the Howard County Board of Education. | | 7 | 16 | 28 | 2 | 53 | 13.7% | 86.3% |
| 24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA). | 10 | 41 | | 1 | 3 | 55 | 98.1% | 1.9% |
| 25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education. | 3 | 34 | 4 | 10 | 4 | 55 | 72.5% | 27.5% |
| 26) In my position, I receive appropriate and adequate support and training. | 4 | 38 | | 11 | | 53 | 79.2% | 20.8% |
| 27) During this current school year, I have experienced harassing behavior from colleagues. | 1 | 6 | 25 | 22 | 2 | 56 | 13.0% | 87.0% |
| 28) During this current school year, I have experienced harassing behavior from administrators/supervisors. | 1 | 4 | 35 | 16 | | 56 | 8.9% | 91.1% |
| 29) During this current school year, I have experienced harassing behavior from parents. | 2 | 4 | 20 | 28 | 2 | 56 | 11.1% | 88.9% |
| 30) At my school I spend most of my PIP time doing non-instructional duties/assignments. | 1 | 10 | 3 | 23 | 19 | 56 | 29.7% | 70.3% |
| 31) At my school our administrator includes time during PIP for teacher-initiated collaboration. | 4 | 20 | 1 | 8 | 23 | 56 | 72.7% | 27.3% |
| 32) In my school/worksite, I spend too much time in meetings. | 7 | 19 | 3 | 22 | 5 | 56 | 51.0% | 49.0% |
| 33) In my school, there is adequate support for special education students. | | 6 | 21 | 26 | 3 | 56 | 11.3% | 88.7% |