

2023-2024 HCEA Job Satisfaction Survey

POINTERS RUN ES

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	9	31	6	14		60	66.7%	33.3%
2) There is an atmosphere of open communication and trust in my school/worksite.	7	36	3	14		60	71.7%	28.3%
3) I personally feel successful in my work.	9	36	1	13	1	60	76.3%	23.7%
4) I feel involved in decision-making at my school/worksite.	5	24	6	19	6	60	53.7%	46.3%
5) I want to be involved in decision-making at my school/worksite.	15	36	1	4	4	60	91.1%	8.9%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	8	35	3	13		59	72.9%	27.1%
7) In my school/worksite, I am treated as a professional.	13	34	2	10		59	79.7%	20.3%
8) There is good teamwork among staff in my school/worksite.	11	44		3	1	59	94.8%	5.2%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	9	27	3	9	11	59	75.0%	25.0%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	12	35	2	11		60	78.3%	21.7%
11) My work performance is evaluated fairly.	17	34	1	7		59	86.4%	13.6%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	7	26	13	11	3	60	57.9%	42.1%
13) I am provided adequate work and storage space to prepare for and do my job.	10	32	4	13	1	60	71.2%	28.8%
14) My administrators/supervisors respect the negotiated contracts.	20	36		3	1	60	94.9%	5.1%
15) My planning time is respected by my school administrations/supervisors.	17	24	2	6	11	60	83.7%	16.3%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	8	28	5	10	7	58	70.6%	29.4%
17) In my school, student misbehavior interferes with learning.	17	28	2	9	3	59	80.4%	19.6%
18) Too much instructional time is spent administering assessments.	17	17	1	11	13	59	73.9%	26.1%
19) HCPSS professional development experiences are meaningful and worthwhile.	3	21	17	16	2	59	42.1%	57.9%
20) Increased workload has contributed to a decline in my morale.	26	21	1	8	4	60	83.9%	16.1%
21) I am paid fairly.	3	19	18	19	1	60	37.3%	62.7%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	16	9	20	12	58	37.0%	63.0%

2023-2024 HCEA Job Satisfaction Survey

POINTERS RUN ES

23) I have confidence in the leadership exhibited by the Howard County Board of Education.	1	14	15	24	5	59	27.8%	72.2%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	14	37	2	4	1	58	89.5%	10.5%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	35	1	12	6	59	75.5%	24.5%
26) In my position, I receive appropriate and adequate support and training.	6	32	7	14		59	64.4%	35.6%
27) During this current school year, I have experienced harassing behavior from colleagues.	1	4	29	25	1	60	8.5%	91.5%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	3	31	21	1	57	7.1%	92.9%
29) During this current school year, I have experienced harassing behavior from parents.	5	13	14	24	4	60	32.1%	67.9%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.		14	7	19	19	59	35.0%	65.0%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	6	28	1	5	20	60	85.0%	15.0%
32) In my school/worksite, I spend too much time in meetings.	8	8	7	26	10	59	32.7%	67.3%
33) In my school, there is adequate support for special education students.	2	9	33	15	1	60	18.6%	81.4%