

2023-2024 HCEA Job Satisfaction Survey

RESERVOIR HS

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	3	64	10	34		111	60.4%	39.6%
2) There is an atmosphere of open communication and trust in my school/worksite.	3	60	4	44		111	56.8%	43.2%
3) I personally feel successful in my work.	16	72	3	20		111	79.3%	20.7%
4) I feel involved in decision-making at my school/worksite.	4	39	20	45	3	111	39.8%	60.2%
5) I want to be involved in decision-making at my school/worksite.	24	68	3	13	3	111	85.2%	14.8%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	10	55	12	33		110	59.1%	40.9%
7) In my school/worksite, I am treated as a professional.	15	77	4	15		111	82.9%	17.1%
8) There is good teamwork among staff in my school/worksite.	8	72	9	20		109	73.4%	26.6%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	66	10	13	15	111	76.0%	24.0%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	40	61	3	7		111	91.0%	9.0%
11) My work performance is evaluated fairly.	16	67	6	19	2	110	76.9%	23.1%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	6	42	25	35	3	111	44.4%	55.6%
13) I am provided adequate work and storage space to prepare for and do my job.	19	68	7	15	2	111	79.8%	20.2%
14) My administrators/supervisors respect the negotiated contracts.	25	77	3	5	1	111	92.7%	7.3%
15) My planning time is respected by my school administrations/supervisors.	19	58	3	14	16	110	81.9%	18.1%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	6	50	20	27	8	111	54.4%	45.6%
17) In my school, student misbehavior interferes with learning.	29	49	2	26	4	110	73.6%	26.4%
18) Too much instructional time is spent administering assessments.	17	45	3	33	11	109	63.3%	36.7%
19) HCPSS professional development experiences are meaningful and worthwhile.	1	28	26	49	6	110	27.9%	72.1%
20) Increased workload has contributed to a decline in my morale.	37	47	5	18	4	111	78.5%	21.5%
21) I am paid fairly.	8	26	31	45		110	30.9%	69.1%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	23	34	36	15	111	27.1%	72.9%

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23) I have confidence in the leadership exhibited by the Howard County Board of Education.		14	49	45	3	111	13.0%	87.0%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	30	63	3	11	2	109	86.9%	13.1%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	8	53	14	27	8	110	59.8%	40.2%
26) In my position, I receive appropriate and adequate support and training.	5	52	11	41	2	111	52.3%	47.7%
27) During this current school year, I have experienced harassing behavior from colleagues.	7	15	49	38	2	111	20.2%	79.8%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	3	6	60	40	1	110	8.3%	91.7%
29) During this current school year, I have experienced harassing behavior from parents.	12	28	29	39	3	111	37.0%	63.0%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	7	26	3	50	25	111	38.4%	61.6%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	43	10	31	25	111	52.3%	47.7%
32) In my school/worksite, I spend too much time in meetings.	6	33	3	64	5	111	36.8%	63.2%
33) In my school, there is adequate support for special education students.	6	33	24	45	3	111	36.1%	63.9%