

**2023-2024 HCEA Job Satisfaction Survey**

**RIVER HILL HS**

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	28	44		9		81	88.9%	11.1%
2) There is an atmosphere of open communication and trust in my school/worksite.	27	45		9		81	88.9%	11.1%
3) I personally feel successful in my work.	37	39	1	4		81	93.8%	6.2%
4) I feel involved in decision-making at my school/worksite.	13	40		20	6	79	72.6%	27.4%
5) I want to be involved in decision-making at my school/worksite.	19	42	2	15	3	81	78.2%	21.8%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	24	46	3	7	1	81	87.5%	12.5%
7) In my school/worksite, I am treated as a professional.	41	32	1	7		81	90.1%	9.9%
8) There is good teamwork among staff in my school/worksite.	27	43	2	9		81	86.4%	13.6%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	19	46	2	7	7	81	87.8%	12.2%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	38	38		4		80	95.0%	5.0%
11) My work performance is evaluated fairly.	23	45	2	6	3	79	89.5%	10.5%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	11	29	14	21	5	80	53.3%	46.7%
13) I am provided adequate work and storage space to prepare for and do my job.	26	46	3	5	1	81	90.0%	10.0%
14) My administrators/supervisors respect the negotiated contracts.	42	36			2	80	100.0%	0.0%
15) My planning time is respected by my school administrations/supervisors.	27	38		5	11	81	92.9%	7.1%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	17	43	3	11	7	81	81.1%	18.9%
17) In my school, student misbehavior interferes with learning.	1	11	16	46	7	81	16.2%	83.8%
18) Too much instructional time is spent administering assessments.	11	31	4	19	15	80	64.6%	35.4%
19) HCPSS professional development experiences are meaningful and worthwhile.	3	29	24	22	2	80	41.0%	59.0%
20) Increased workload has contributed to a decline in my morale.	23	28	2	23	4	80	67.1%	32.9%
21) I am paid fairly.	1	27	19	33	1	81	35.0%	65.0%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	26	19	26	6	78	37.5%	62.5%

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23) I have confidence in the leadership exhibited by the Howard County Board of Education.	2	20	23	31	2	78	28.9%	71.1%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	10	50	2	15	3	80	77.9%	22.1%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	51	3	14	4	78	77.0%	23.0%
26) In my position, I receive appropriate and adequate support and training.	10	45	3	18	2	78	72.4%	27.6%
27) During this current school year, I have experienced harassing behavior from colleagues.	2	2	48	28		80	5.0%	95.0%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	1	48	30		80	2.5%	97.5%
29) During this current school year, I have experienced harassing behavior from parents.	4	23	22	31		80	33.8%	66.3%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	4	22	8	28	18	80	41.9%	58.1%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	4	27	6	22	19	78	52.5%	47.5%
32) In my school/worksite, I spend too much time in meetings.	4	19	4	49	5	81	30.3%	69.7%
33) In my school, there is adequate support for special education students.	9	30	7	32	3	81	50.0%	50.0%