

2023-2024 HCEA Job Satisfaction Survey

ROCKBURN ES

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	4	34	1	8		47	80.9%	19.1%
2) There is an atmosphere of open communication and trust in my school/worksite.	5	32		9		46	80.4%	19.6%
3) I personally feel successful in my work.	7	29	1	9		46	78.3%	21.7%
4) I feel involved in decision-making at my school/worksite.	4	21	5	13	4	47	58.1%	41.9%
5) I want to be involved in decision-making at my school/worksite.	4	30	2	8	3	47	77.3%	22.7%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	22	3	15		46	60.9%	39.1%
7) In my school/worksite, I am treated as a professional.	11	35	1			47	97.9%	2.1%
8) There is good teamwork among staff in my school/worksite.	7	33	2	4		46	87.0%	13.0%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	28	1	7	7	47	80.0%	20.0%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	3	41		2		46	95.7%	4.3%
11) My work performance is evaluated fairly.	16	29		2		47	95.7%	4.3%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	4	23	10	9		46	58.7%	41.3%
13) I am provided adequate work and storage space to prepare for and do my job.	8	30	6	3		47	80.9%	19.1%
14) My administrators/supervisors respect the negotiated contracts.	12	34			1	47	100.0%	0.0%
15) My planning time is respected by my school administrations/supervisors.	12	23	1	2	8	46	92.1%	7.9%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	4	35	3	1	4	47	90.7%	9.3%
17) In my school, student misbehavior interferes with learning.	5	18	4	17	3	47	52.3%	47.7%
18) Too much instructional time is spent administering assessments.	8	18		10	11	47	72.2%	27.8%
19) HCPSS professional development experiences are meaningful and worthwhile.		19	13	14		46	41.3%	58.7%
20) Increased workload has contributed to a decline in my morale.	23	11	1	11		46	73.9%	26.1%
21) I am paid fairly.	3	16	9	18		46	41.3%	58.7%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	14	9	14	7	46	41.0%	59.0%

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23) I have confidence in the leadership exhibited by the Howard County Board of Education.	1	7	14	20	2	44	19.0%	81.0%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	13	28		4	2	47	91.1%	8.9%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	27	1	14	2	47	66.7%	33.3%
26) In my position, I receive appropriate and adequate support and training.	4	32	2	7		45	80.0%	20.0%
27) During this current school year, I have experienced harassing behavior from colleagues.	2	9	19	16	1	47	23.9%	76.1%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.		2	25	18	1	46	4.4%	95.6%
29) During this current school year, I have experienced harassing behavior from parents.	3	4	10	28	1	46	15.6%	84.4%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	1	4		27	14	46	15.6%	84.4%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	5	22		2	16	45	93.1%	6.9%
32) In my school/worksite, I spend too much time in meetings.	2	9	4	29	3	47	25.0%	75.0%
33) In my school, there is adequate support for special education students.	3	12	15	16		46	32.6%	67.4%