

2023-2024 HCEA Job Satisfaction Survey

ST JOHN'S LANE ES

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	32	25		3		60	95.0%	5.0%
2) There is an atmosphere of open communication and trust in my school/worksite.	37	20		3		60	95.0%	5.0%
3) I personally feel successful in my work.	22	31	1	6		60	88.3%	11.7%
4) I feel involved in decision-making at my school/worksite.	17	32	1	8	1	59	84.5%	15.5%
5) I want to be involved in decision-making at my school/worksite.	23	32		1	3	59	98.2%	1.8%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	32	23		5		60	91.7%	8.3%
7) In my school/worksite, I am treated as a professional.	40	19			1	60	100.0%	0.0%
8) There is good teamwork among staff in my school/worksite.	38	18		4		60	93.3%	6.7%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	23	27		2	8	60	96.2%	3.8%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	9	32	1	18		60	68.3%	31.7%
11) My work performance is evaluated fairly.	35	21	2		1	59	96.6%	3.4%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	10	20	6	18	6	60	55.6%	44.4%
13) I am provided adequate work and storage space to prepare for and do my job.	19	30	2	8	1	60	83.1%	16.9%
14) My administrators/supervisors respect the negotiated contracts.	40	20				60	100.0%	0.0%
15) My planning time is respected by my school administrations/supervisors.	32	15		1	12	60	97.9%	2.1%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	27	25	1	1	6	60	96.3%	3.7%
17) In my school, student misbehavior interferes with learning.	11	25	5	17	2	60	62.1%	37.9%
18) Too much instructional time is spent administering assessments.	16	18	2	12	12	60	70.8%	29.2%
19) HCPSS professional development experiences are meaningful and worthwhile.	4	19	14	23		60	38.3%	61.7%
20) Increased workload has contributed to a decline in my morale.	14	27	1	15	2	59	71.9%	28.1%
21) I am paid fairly.	6	15	12	27		60	35.0%	65.0%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	15	11	23	5	57	34.6%	65.4%

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23) I have confidence in the leadership exhibited by the Howard County Board of Education.	1	9	23	22	3	58	18.2%	81.8%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	12	35	4	5	3	59	83.9%	16.1%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	9	28	5	13	5	60	67.3%	32.7%
26) In my position, I receive appropriate and adequate support and training.	9	37	2	12		60	76.7%	23.3%
27) During this current school year, I have experienced harassing behavior from colleagues.		5	44	11		60	8.3%	91.7%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.		2	45	12		59	3.4%	96.6%
29) During this current school year, I have experienced harassing behavior from parents.		7	28	25		60	11.7%	88.3%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	3	5	9	21	20	58	21.1%	78.9%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	14	26			18	58	100.0%	0.0%
32) In my school/worksite, I spend too much time in meetings.	3	12	8	32	4	59	27.3%	72.7%
33) In my school, there is adequate support for special education students.	3	4	32	20	1	60	11.9%	88.1%