

2023-2024 HCEA Job Satisfaction Survey

STEVENS FOREST ES

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	9	20	1	10		40	72.5%	27.5%
2) There is an atmosphere of open communication and trust in my school/worksite.	18	19		3		40	92.5%	7.5%
3) I personally feel successful in my work.	13	21	1	5		40	85.0%	15.0%
4) I feel involved in decision-making at my school/worksite.	14	21		5		40	87.5%	12.5%
5) I want to be involved in decision-making at my school/worksite.	17	18	1	1	2	39	94.6%	5.4%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	22	15	1	2		40	92.5%	7.5%
7) In my school/worksite, I am treated as a professional.	24	14		2		40	95.0%	5.0%
8) There is good teamwork among staff in my school/worksite.	17	20		3		40	92.5%	7.5%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	8	25		3	3	39	91.7%	8.3%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	6	22	3	9		40	70.0%	30.0%
11) My work performance is evaluated fairly.	17	22			1	40	100.0%	0.0%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	7	15	8	7	2	39	59.5%	40.5%
13) I am provided adequate work and storage space to prepare for and do my job.	15	20	1	4		40	87.5%	12.5%
14) My administrators/supervisors respect the negotiated contracts.	27	13				40	100.0%	0.0%
15) My planning time is respected by my school administrations/supervisors.	18	13		1	8	40	96.9%	3.1%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	16	18		1	5	40	97.1%	2.9%
17) In my school, student misbehavior interferes with learning.	10	24	2	1	3	40	91.9%	8.1%
18) Too much instructional time is spent administering assessments.	10	18		7	5	40	80.0%	20.0%
19) HCPSS professional development experiences are meaningful and worthwhile.	2	16	6	11	4	39	51.4%	48.6%
20) Increased workload has contributed to a decline in my morale.	14	16	1	7	1	39	78.9%	21.1%
21) I am paid fairly.	1	13	9	17		40	35.0%	65.0%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	10	7	12	7	38	38.7%	61.3%

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23) I have confidence in the leadership exhibited by the Howard County Board of Education.	1	3	13	20	3	40	10.8%	89.2%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	13	24		2	1	40	94.9%	5.1%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	26	3	3	2	40	84.2%	15.8%
26) In my position, I receive appropriate and adequate support and training.	9	18	2	11		40	67.5%	32.5%
27) During this current school year, I have experienced harassing behavior from colleagues.	1	1	27	10	1	40	5.1%	94.9%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.		2	32	5	1	40	5.1%	94.9%
29) During this current school year, I have experienced harassing behavior from parents.	1	4	21	13	1	40	12.8%	87.2%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	2	9	2	14	12	39	40.7%	59.3%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	7	18			13	38	100.0%	0.0%
32) In my school/worksite, I spend too much time in meetings.	6	11	3	13	6	39	51.5%	48.5%
33) In my school, there is adequate support for special education students.	1	9	15	12	3	40	27.0%	73.0%