

2023-2024 HCEA Job Satisfaction Survey

SWANSFIELD ES

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	19	59	1	6	1	86	91.8%	8.2%
2) There is an atmosphere of open communication and trust in my school/worksite.	21	54	2	9		86	87.2%	12.8%
3) I personally feel successful in my work.	27	55	2	2		86	95.3%	4.7%
4) I feel involved in decision-making at my school/worksite.	13	44	6	18	5	86	70.4%	29.6%
5) I want to be involved in decision-making at my school/worksite.	31	43	1	5	6	86	92.5%	7.5%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	21	50	1	13	1	86	83.5%	16.5%
7) In my school/worksite, I am treated as a professional.	38	40	3	4	1	86	91.8%	8.2%
8) There is good teamwork among staff in my school/worksite.	22	53	1	10		86	87.2%	12.8%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	20	48	1	7	6	82	89.5%	10.5%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	26	48	1	10		85	87.1%	12.9%
11) My work performance is evaluated fairly.	34	44	1	4	2	85	94.0%	6.0%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	17	36	9	20	3	85	64.6%	35.4%
13) I am provided adequate work and storage space to prepare for and do my job.	25	48	2	10	1	86	85.9%	14.1%
14) My administrators/supervisors respect the negotiated contracts.	44	37		3	2	86	96.4%	3.6%
15) My planning time is respected by my school administrations/supervisors.	27	37	1	2	19	86	95.5%	4.5%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	16	40	2	11	15	84	81.2%	18.8%
17) In my school, student misbehavior interferes with learning.	29	40	2	8	6	85	87.3%	12.7%
18) Too much instructional time is spent administering assessments.	11	18	2	35	19	85	43.9%	56.1%
19) HCPSS professional development experiences are meaningful and worthwhile.	4	49	8	21	3	85	64.6%	35.4%
20) Increased workload has contributed to a decline in my morale.	16	33	4	28	5	86	60.5%	39.5%
21) I am paid fairly.	5	27	20	31		83	38.6%	61.4%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.		28	10	32	15	85	40.0%	60.0%

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23) I have confidence in the leadership exhibited by the Howard County Board of Education.	1	21	13	47	4	86	26.8%	73.2%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	30	43	1	9	2	85	88.0%	12.0%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	15	54	1	11	5	86	85.2%	14.8%
26) In my position, I receive appropriate and adequate support and training.	17	48	7	13		85	76.5%	23.5%
27) During this current school year, I have experienced harassing behavior from colleagues.		10	53	22		85	11.8%	88.2%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.		4	60	19	2	85	4.8%	95.2%
29) During this current school year, I have experienced harassing behavior from parents.	2	5	48	28	1	84	8.4%	91.6%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	5	7	10	33	29	84	21.8%	78.2%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	11	38	1	5	31	86	89.1%	10.9%
32) In my school/worksite, I spend too much time in meetings.	10	13	10	43	9	85	30.3%	69.7%
33) In my school, there is adequate support for special education students.	2	12	39	27	5	85	17.5%	82.5%