

2023-2024 HCEA Job Satisfaction Survey

TALBOTTS SPRING ES

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	17	43		13		73	82.2%	17.8%
2) There is an atmosphere of open communication and trust in my school/worksite.	21	44		8		73	89.0%	11.0%
3) I personally feel successful in my work.	17	44	2	9		72	84.7%	15.3%
4) I feel involved in decision-making at my school/worksite.	12	39	1	19	2	73	71.8%	28.2%
5) I want to be involved in decision-making at my school/worksite.	12	51	1	6	3	73	90.0%	10.0%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	28	37	2	5		72	90.3%	9.7%
7) In my school/worksite, I am treated as a professional.	32	36		5		73	93.2%	6.8%
8) There is good teamwork among staff in my school/worksite.	25	38		10		73	86.3%	13.7%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	14	48		4	6	72	93.9%	6.1%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	20	40	3	10		73	82.2%	17.8%
11) My work performance is evaluated fairly.	32	34		3	4	73	95.7%	4.3%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	12	29	4	26	1	72	57.7%	42.3%
13) I am provided adequate work and storage space to prepare for and do my job.	30	31	3	8		72	84.7%	15.3%
14) My administrators/supervisors respect the negotiated contracts.	45	27		1		73	98.6%	1.4%
15) My planning time is respected by my school administrations/supervisors.	30	30		5	8	73	92.3%	7.7%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	18	33	5	8	8	72	79.7%	20.3%
17) In my school, student misbehavior interferes with learning.	31	30	2	8	1	72	85.9%	14.1%
18) Too much instructional time is spent administering assessments.	8	22	2	19	22	73	58.8%	41.2%
19) HCPSS professional development experiences are meaningful and worthwhile.	7	36	6	21	3	73	61.4%	38.6%
20) Increased workload has contributed to a decline in my morale.	15	29	4	21	4	73	63.8%	36.2%
21) I am paid fairly.	2	29	19	21	2	73	43.7%	56.3%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	20	9	20	16	67	43.1%	56.9%

2023-2024 HCEA Job Satisfaction Survey

TALBOTTS SPRING ES

23) I have confidence in the leadership exhibited by the Howard County Board of Education.	1	21	14	27	5	68	34.9%	65.1%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	19	41	2	3	3	68	92.3%	7.7%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	13	44	2	10	2	71	82.6%	17.4%
26) In my position, I receive appropriate and adequate support and training.	16	40	3	12	1	72	78.9%	21.1%
27) During this current school year, I have experienced harassing behavior from colleagues.	5	6	38	22	2	73	15.5%	84.5%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1		51	19	1	72	1.4%	98.6%
29) During this current school year, I have experienced harassing behavior from parents.	4	8	34	24	2	72	17.1%	82.9%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	1	8	13	27	23	72	18.4%	81.6%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	6	34		6	25	71	87.0%	13.0%
32) In my school/worksite, I spend too much time in meetings.	2	19	8	36	6	71	32.3%	67.7%
33) In my school, there is adequate support for special education students.	3	8	37	24		72	15.3%	84.7%