

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	3	31	3	18		55	61.8%	38.2%
2) There is an atmosphere of open communication and trust in my school/worksite.	6	38	2	9		55	80.0%	20.0%
3) I personally feel successful in my work.	13	29	1	12		55	76.4%	23.6%
4) I feel involved in decision-making at my school/worksite.	8	29	2	15	1	55	68.5%	31.5%
5) I want to be involved in decision-making at my school/worksite.	8	34	1	8	3	54	82.4%	17.6%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	11	35	1	6	1	54	86.8%	13.2%
7) In my school/worksite, I am treated as a professional.	14	35	1	5		55	89.1%	10.9%
8) There is good teamwork among staff in my school/worksite.	13	31	2	9		55	80.0%	20.0%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	32	2	8	6	54	79.2%	20.8%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	7	31	4	13		55	69.1%	30.9%
11) My work performance is evaluated fairly.	14	36		3	1	54	94.3%	5.7%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	6	19	14	12	4	55	49.0%	51.0%
13) I am provided adequate work and storage space to prepare for and do my job.	12	29	4	7	2	54	78.8%	21.2%
14) My administrators/supervisors respect the negotiated contracts.	16	32	1	3	3	55	92.3%	7.7%
15) My planning time is respected by my school administrations/supervisors.	8	28	3	5	11	55	81.8%	18.2%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	8	23	3	19	1	54	58.5%	41.5%
17) In my school, student misbehavior interferes with learning.	41	9	1	2	2	55	94.3%	5.7%
18) Too much instructional time is spent administering assessments.	8	20		15	11	54	65.1%	34.9%
19) HCPSS professional development experiences are meaningful and worthwhile.	4	29	3	15	3	54	64.7%	35.3%
20) Increased workload has contributed to a decline in my morale.	14	21	1	15	4	55	68.6%	31.4%
21) I am paid fairly.	2	20	10	23		55	40.0%	60.0%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	15	7	17	13	53	40.0%	60.0%

**2023-2024 HCEA Job Satisfaction Survey**

**THOMAS VIADUCT MS**

23) I have confidence in the leadership exhibited by the Howard County Board of Education.		15	8	25	4	52	31.3%	68.8%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	12	34	1	2	4	53	93.9%	6.1%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	34	3	9	3	54	76.5%	23.5%
26) In my position, I receive appropriate and adequate support and training.	4	38	4	9		55	76.4%	23.6%
27) During this current school year, I have experienced harassing behavior from colleagues.	2	5	27	19	2	55	13.2%	86.8%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.		1	32	20	2	55	1.9%	98.1%
29) During this current school year, I have experienced harassing behavior from parents.	3	11	16	24	1	55	25.9%	74.1%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	2	13		27	13	55	35.7%	64.3%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	4	31	2	5	12	54	83.3%	16.7%
32) In my school/worksite, I spend too much time in meetings.	3	12		34	6	55	30.6%	69.4%
33) In my school, there is adequate support for special education students.	3	13	19	14	4	53	32.7%	67.3%