

## 2023-2024 HCEA Job Satisfaction Survey

## THUNDER HILL ES

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	2	15	2	18	1	38	45.9%	54.1%
2) There is an atmosphere of open communication and trust in my school/worksite.	4	19	4	11	1	39	60.5%	39.5%
3) I personally feel successful in my work.	10	21	2	5	1	39	81.6%	18.4%
4) I feel involved in decision-making at my school/worksite.	2	18	5	11	2	38	55.6%	44.4%
5) I want to be involved in decision-making at my school/worksite.	7	23		2	4	36	93.8%	6.3%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	7	23	1	5	2	38	83.3%	16.7%
7) In my school/worksite, I am treated as a professional.	8	28		3		39	92.3%	7.7%
8) There is good teamwork among staff in my school/worksite.	7	25	3	4		39	82.1%	17.9%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	22	4	6	3	39	72.2%	27.8%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	4	21	6	8		39	64.1%	35.9%
11) My work performance is evaluated fairly.	9	23		5	2	39	86.5%	13.5%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	7	12	7	8	5	39	55.9%	44.1%
13) I am provided adequate work and storage space to prepare for and do my job.	10	23	1	3	2	39	89.2%	10.8%
14) My administrators/supervisors respect the negotiated contracts.	8	24	1	4	2	39	86.5%	13.5%
15) My planning time is respected by my school administrations/supervisors.	8	19	2	5	5	39	79.4%	20.6%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	1	17	7	11	2	38	50.0%	50.0%
17) In my school, student misbehavior interferes with learning.	23	10	1	4	1	39	86.8%	13.2%
18) Too much instructional time is spent administering assessments.	1	12		14	11	38	48.1%	51.9%
19) HCPSS professional development experiences are meaningful and worthwhile.	1	21	2	12	3	39	61.1%	38.9%
20) Increased workload has contributed to a decline in my morale.	10	13		11	4	38	67.6%	32.4%
21) I am paid fairly.		14	10	13	1	38	37.8%	62.2%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	9	8	11	9	38	34.5%	65.5%

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23) I have confidence in the leadership exhibited by the Howard County Board of Education.	1	8	15	9	5	38	27.3%	72.7%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	6	22		4	5	37	87.5%	12.5%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	26	1	4		38	86.8%	13.2%
26) In my position, I receive appropriate and adequate support and training.	5	22	2	9		38	71.1%	28.9%
27) During this current school year, I have experienced harassing behavior from colleagues.	1	4	21	12		38	13.2%	86.8%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.		4	18	16		38	10.5%	89.5%
29) During this current school year, I have experienced harassing behavior from parents.	2	2	11	21	2	38	11.1%	88.9%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.		6	6	14	12	38	23.1%	76.9%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	4	16	1	2	14	37	87.0%	13.0%
32) In my school/worksite, I spend too much time in meetings.	2	12	4	15	5	38	42.4%	57.6%
33) In my school, there is adequate support for special education students.		8	22	7	1	38	21.6%	78.4%