

2023-2024 HCEA Job Satisfaction Survey

VETERANS ES

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	6	43	5	10		64	76.6%	23.4%
2) There is an atmosphere of open communication and trust in my school/worksite.	13	37	1	13	1	65	78.1%	21.9%
3) I personally feel successful in my work.	17	40	1	7		65	87.7%	12.3%
4) I feel involved in decision-making at my school/worksite.	9	36	2	16	2	65	71.4%	28.6%
5) I want to be involved in decision-making at my school/worksite.	14	38		9	4	65	85.2%	14.8%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	12	40	3	7	1	63	83.9%	16.1%
7) In my school/worksite, I am treated as a professional.	20	39		4		63	93.7%	6.3%
8) There is good teamwork among staff in my school/worksite.	13	39	2	9	1	64	82.5%	17.5%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	39	3	11	5	61	75.0%	25.0%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	11	31	5	17		64	65.6%	34.4%
11) My work performance is evaluated fairly.	16	37	4	7		64	82.8%	17.2%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	9	28	8	17	1	63	59.7%	40.3%
13) I am provided adequate work and storage space to prepare for and do my job.	16	41		7		64	89.1%	10.9%
14) My administrators/supervisors respect the negotiated contracts.	21	36		3	2	62	95.0%	5.0%
15) My planning time is respected by my school administrations/supervisors.	14	34	2	4	9	63	88.9%	11.1%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	8	28	8	10	9	63	66.7%	33.3%
17) In my school, student misbehavior interferes with learning.	18	26	1	11	7	63	78.6%	21.4%
18) Too much instructional time is spent administering assessments.	17	16	1	15	14	63	67.3%	32.7%
19) HCPSS professional development experiences are meaningful and worthwhile.	6	24	10	20	3	63	50.0%	50.0%
20) Increased workload has contributed to a decline in my morale.	19	19	1	20	4	63	64.4%	35.6%
21) I am paid fairly.	5	26	13	19		63	49.2%	50.8%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	22	10	21	6	61	43.6%	56.4%

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23) I have confidence in the leadership exhibited by the Howard County Board of Education.	3	18	19	19	4	63	35.6%	64.4%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	18	33	1	7	3	62	86.4%	13.6%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	8	36	5	7	6	62	78.6%	21.4%
26) In my position, I receive appropriate and adequate support and training.	8	39	5	11		63	74.6%	25.4%
27) During this current school year, I have experienced harassing behavior from colleagues.	2	1	31	26	3	63	5.0%	95.0%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	2	36	22	2	63	4.9%	95.1%
29) During this current school year, I have experienced harassing behavior from parents.	8	6	21	26	2	63	23.0%	77.0%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	2	6	10	25	18	61	18.6%	81.4%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	25	1	12	22	62	67.5%	32.5%
32) In my school/worksite, I spend too much time in meetings.	9	14	1	35	4	63	39.0%	61.0%
33) In my school, there is adequate support for special education students.	2	12	27	18	3	62	23.7%	76.3%