

2023-2024 HCEA Job Satisfaction Survey

WATERLOO ES

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	20	40		5		65	92.3%	7.7%
2) There is an atmosphere of open communication and trust in my school/worksite.	27	34		4		65	93.8%	6.2%
3) I personally feel successful in my work.	17	37		11		65	83.1%	16.9%
4) I feel involved in decision-making at my school/worksite.	19	29	1	11	4	64	80.0%	20.0%
5) I want to be involved in decision-making at my school/worksite.	16	39		5	5	65	91.7%	8.3%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	32	31		2		65	96.9%	3.1%
7) In my school/worksite, I am treated as a professional.	39	23		3		65	95.4%	4.6%
8) There is good teamwork among staff in my school/worksite.	23	36		6		65	90.8%	9.2%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	8	39	1	8	7	63	83.9%	16.1%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	23	35	1	5		64	90.6%	9.4%
11) My work performance is evaluated fairly.	38	24		2	1	65	96.9%	3.1%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	7	25	10	19	4	65	52.5%	47.5%
13) I am provided adequate work and storage space to prepare for and do my job.	18	37	1	7	2	65	87.3%	12.7%
14) My administrators/supervisors respect the negotiated contracts.	40	23			2	65	100.0%	0.0%
15) My planning time is respected by my school administrations/supervisors.	28	24		4	9	65	92.9%	7.1%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	26	31		2	5	64	96.6%	3.4%
17) In my school, student misbehavior interferes with learning.	13	34		12	4	63	79.7%	20.3%
18) Too much instructional time is spent administering assessments.	11	24		13	15	63	72.9%	27.1%
19) HCPSS professional development experiences are meaningful and worthwhile.	5	26	15	18	1	65	48.4%	51.6%
20) Increased workload has contributed to a decline in my morale.	21	22	3	15	4	65	70.5%	29.5%
21) I am paid fairly.	4	28	13	18	1	64	50.8%	49.2%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	20	8	20	12	62	44.0%	56.0%

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23) I have confidence in the leadership exhibited by the Howard County Board of Education.	2	19	18	24	1	64	33.3%	66.7%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	11	45	2	4	2	64	90.3%	9.7%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	35	1	14	9	65	73.2%	26.8%
26) In my position, I receive appropriate and adequate support and training.	3	44	3	14		64	73.4%	26.6%
27) During this current school year, I have experienced harassing behavior from colleagues.		4	39	21	1	65	6.3%	93.8%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.		1	52	10	1	64	1.6%	98.4%
29) During this current school year, I have experienced harassing behavior from parents.	3	12	27	21	2	65	23.8%	76.2%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	1	8	3	27	24	63	23.1%	76.9%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	12	22		3	26	63	91.9%	8.1%
32) In my school/worksite, I spend too much time in meetings.	1	3	8	48	4	64	6.7%	93.3%
33) In my school, there is adequate support for special education students.	2	15	22	22	2	63	27.9%	72.1%