

2023-2024 HCEA Job Satisfaction Survey

WAVERLY ES

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	8	41	3	14	1	67	74.2%	25.8%
2) There is an atmosphere of open communication and trust in my school/worksite.	12	46	2	6	1	67	87.9%	12.1%
3) I personally feel successful in my work.	11	46	2	7	1	67	86.4%	13.6%
4) I feel involved in decision-making at my school/worksite.	7	34	3	13	10	67	71.9%	28.1%
5) I want to be involved in decision-making at my school/worksite.	8	43		8	8	67	86.4%	13.6%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	12	41	4	7	3	67	82.8%	17.2%
7) In my school/worksite, I am treated as a professional.	19	43	2	2		66	93.9%	6.1%
8) There is good teamwork among staff in my school/worksite.	12	47	2	6		67	88.1%	11.9%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	37	6	9	6	65	74.6%	25.4%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	19	38	1	9		67	85.1%	14.9%
11) My work performance is evaluated fairly.	17	40	3	5	2	67	87.7%	12.3%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	7	25	15	16	3	66	50.8%	49.2%
13) I am provided adequate work and storage space to prepare for and do my job.	15	41	2	6	3	67	87.5%	12.5%
14) My administrators/supervisors respect the negotiated contracts.	24	34	1	6	1	66	89.2%	10.8%
15) My planning time is respected by my school administrations/supervisors.	16	30	3	2	16	67	90.2%	9.8%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	9	37	2	9	7	64	80.7%	19.3%
17) In my school, student misbehavior interferes with learning.	8	30	3	21	4	66	61.3%	38.7%
18) Too much instructional time is spent administering assessments.	11	20		14	20	65	68.9%	31.1%
19) HCPSS professional development experiences are meaningful and worthwhile.	1	22	11	29	3	66	36.5%	63.5%
20) Increased workload has contributed to a decline in my morale.	24	22	3	11	7	67	76.7%	23.3%
21) I am paid fairly.	2	24	15	24	2	67	40.0%	60.0%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	18	7	29	9	65	35.7%	64.3%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	2	12	24	26	2	66	21.9%	78.1%

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24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	11	45	1	6	4	67	88.9%	11.1%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	40	1	10	10	67	80.7%	19.3%
26) In my position, I receive appropriate and adequate support and training.	4	38	6	15	4	67	66.7%	33.3%
27) During this current school year, I have experienced harassing behavior from colleagues.		6	40	20	1	67	9.1%	90.9%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.		2	44	18	2	66	3.1%	96.9%
29) During this current school year, I have experienced harassing behavior from parents.		12	26	24	5	67	19.4%	80.6%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	4	9	9	20	23	65	31.0%	69.0%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	5	26		8	25	64	79.5%	20.5%
32) In my school/worksite, I spend too much time in meetings.	4	10	6	38	8	66	24.1%	75.9%
33) In my school, there is adequate support for special education students.	1	5	35	22	2	65	9.5%	90.5%