

2023-2024 HCEA Job Satisfaction Survey

WEST FRIENDSHIP ES

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	3	15	9	8		35	51.4%	48.6%
2) There is an atmosphere of open communication and trust in my school/worksite.	1	12	7	15		35	37.1%	62.9%
3) I personally feel successful in my work.	6	25		5		36	86.1%	13.9%
4) I feel involved in decision-making at my school/worksite.	5	8	5	17	1	36	37.1%	62.9%
5) I want to be involved in decision-making at my school/worksite.	12	19		3	2	36	91.2%	8.8%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	3	13	11	8		35	45.7%	54.3%
7) In my school/worksite, I am treated as a professional.	5	17	2	11	1	36	62.9%	37.1%
8) There is good teamwork among staff in my school/worksite.	13	19	2	2		36	88.9%	11.1%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	22	1	4	4	35	83.9%	16.1%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	16	18	1	1		36	94.4%	5.6%
11) My work performance is evaluated fairly.	3	20	2	6	4	35	74.2%	25.8%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	1	19	4	8	4	36	62.5%	37.5%
13) I am provided adequate work and storage space to prepare for and do my job.	7	25	1	3		36	88.9%	11.1%
14) My administrators/supervisors respect the negotiated contracts.	8	23	3	1	1	36	88.6%	11.4%
15) My planning time is respected by my school administrations/supervisors.	6	23			7	36	100.0%	0.0%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	6	17	3	7	3	36	69.7%	30.3%
17) In my school, student misbehavior interferes with learning.	3	7	2	21	2	35	30.3%	69.7%
18) Too much instructional time is spent administering assessments.	8	17		8	3	36	75.8%	24.2%
19) HCPSS professional development experiences are meaningful and worthwhile.		12	7	13	3	35	37.5%	62.5%
20) Increased workload has contributed to a decline in my morale.	10	16		8	1	35	76.5%	23.5%
21) I am paid fairly.	2	14	8	11		35	45.7%	54.3%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.		8	4	16	6	34	28.6%	71.4%

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23) I have confidence in the leadership exhibited by the Howard County Board of Education.		4	10	20	1	35	11.8%	88.2%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	10	22		2	1	35	94.1%	5.9%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	22	2	5	4	36	78.1%	21.9%
26) In my position, I receive appropriate and adequate support and training.	1	24		11		36	69.4%	30.6%
27) During this current school year, I have experienced harassing behavior from colleagues.		4	17	15		36	11.1%	88.9%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	8	13	14		36	25.0%	75.0%
29) During this current school year, I have experienced harassing behavior from parents.	3	1	10	22		36	11.1%	88.9%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.		3	4	17	11	35	12.5%	87.5%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	3	20		2	11	36	92.0%	8.0%
32) In my school/worksite, I spend too much time in meetings.	3	11	1	19	2	36	41.2%	58.8%
33) In my school, there is adequate support for special education students.	2	16	5	9	3	35	56.3%	43.8%