

2023-2024 HCEA Job Satisfaction Survey

WILDE LAKE HS

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	12	50	4	17	1	84	74.7%	25.3%
2) There is an atmosphere of open communication and trust in my school/worksite.	18	50	4	10		82	82.9%	17.1%
3) I personally feel successful in my work.	18	51		15		84	82.1%	17.9%
4) I feel involved in decision-making at my school/worksite.	14	42	4	22	1	83	68.3%	31.7%
5) I want to be involved in decision-making at my school/worksite.	18	49	2	12	2	83	82.7%	17.3%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	19	49	3	12		83	81.9%	18.1%
7) In my school/worksite, I am treated as a professional.	32	43	2	6		83	90.4%	9.6%
8) There is good teamwork among staff in my school/worksite.	25	42	2	14		83	80.7%	19.3%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	14	44	5	11	7	81	78.4%	21.6%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	9	41	7	26		83	60.2%	39.8%
11) My work performance is evaluated fairly.	30	43	1	5	3	82	92.4%	7.6%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	6	32	10	30	4	82	48.7%	51.3%
13) I am provided adequate work and storage space to prepare for and do my job.	17	55	3	6	1	82	88.9%	11.1%
14) My administrators/supervisors respect the negotiated contracts.	31	45	1	2	3	82	96.2%	3.8%
15) My planning time is respected by my school administrations/supervisors.	24	38	2	2	16	82	93.9%	6.1%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	8	46	12	9	7	82	72.0%	28.0%
17) In my school, student misbehavior interferes with learning.	40	33		9	1	83	89.0%	11.0%
18) Too much instructional time is spent administering assessments.	14	26	2	29	10	81	56.3%	43.7%
19) HCPSS professional development experiences are meaningful and worthwhile.	4	25	17	30	7	83	38.2%	61.8%
20) Increased workload has contributed to a decline in my morale.	22	34	1	22	3	82	70.9%	29.1%
21) I am paid fairly.	2	39	13	28		82	50.0%	50.0%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.		25	16	31	11	83	34.7%	65.3%

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23) I have confidence in the leadership exhibited by the Howard County Board of Education.		19	22	39	3	83	23.8%	76.3%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	4	62	1	10	4	81	85.7%	14.3%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	45	6	19	5	82	67.5%	32.5%
26) In my position, I receive appropriate and adequate support and training.	7	48	4	20	2	81	69.6%	30.4%
27) During this current school year, I have experienced harassing behavior from colleagues.	2	5	43	31		81	8.6%	91.4%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	2		53	26	1	82	2.5%	97.5%
29) During this current school year, I have experienced harassing behavior from parents.	10	12	26	30	5	83	28.2%	71.8%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	3	16	7	33	23	82	32.2%	67.8%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	10	34	5	15	17	81	68.8%	31.3%
32) In my school/worksite, I spend too much time in meetings.	4	16	3	52	6	81	26.7%	73.3%
33) In my school, there is adequate support for special education students.	8	27	15	29	4	83	44.3%	55.7%