

## 2023-2024 HCEA Job Satisfaction Survey

## WILDE LAKE MS

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	5	34	5	20		64	60.9%	39.1%
2) There is an atmosphere of open communication and trust in my school/worksite.	3	43	3	14	1	64	73.0%	27.0%
3) I personally feel successful in my work.	8	48	1	7		64	87.5%	12.5%
4) I feel involved in decision-making at my school/worksite.	4	35	5	20		64	60.9%	39.1%
5) I want to be involved in decision-making at my school/worksite.	13	40	1	6	3	63	88.3%	11.7%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	14	35	3	9	3	64	80.3%	19.7%
7) In my school/worksite, I am treated as a professional.	17	38	2	7		64	85.9%	14.1%
8) There is good teamwork among staff in my school/worksite.	10	34	5	14		63	69.8%	30.2%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	28	5	16	7	63	62.5%	37.5%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	13	47		4		64	93.8%	6.3%
11) My work performance is evaluated fairly.	19	37	1	4	3	64	91.8%	8.2%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	6	23	10	18	7	64	50.9%	49.1%
13) I am provided adequate work and storage space to prepare for and do my job.	15	44		4	1	64	93.7%	6.3%
14) My administrators/supervisors respect the negotiated contracts.	19	32	1	8	4	64	85.0%	15.0%
15) My planning time is respected by my school administrations/supervisors.	14	31	2	5	11	63	86.5%	13.5%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	10	26	7	13	7	63	64.3%	35.7%
17) In my school, student misbehavior interferes with learning.	44	15	1	3	1	64	93.7%	6.3%
18) Too much instructional time is spent administering assessments.	7	15	1	24	16	63	46.8%	53.2%
19) HCPSS professional development experiences are meaningful and worthwhile.	6	35	6	16	1	64	65.1%	34.9%
20) Increased workload has contributed to a decline in my morale.	11	24	3	21	5	64	59.3%	40.7%
21) I am paid fairly.	5	24	7	26	2	64	46.8%	53.2%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	25	8	17	11	63	51.9%	48.1%

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23) I have confidence in the leadership exhibited by the Howard County Board of Education.		29	11	21	2	63	47.5%	52.5%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	11	41	1	8	2	63	85.2%	14.8%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	42	2	9	4	64	81.7%	18.3%
26) In my position, I receive appropriate and adequate support and training.	13	39	4	7		63	82.5%	17.5%
27) During this current school year, I have experienced harassing behavior from colleagues.	3	6	30	21	3	63	15.0%	85.0%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.		5	36	21	2	64	8.1%	91.9%
29) During this current school year, I have experienced harassing behavior from parents.	3	13	19	24	5	64	27.1%	72.9%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	5	16	3	19	20	63	48.8%	51.2%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	7	28	1	8	19	63	79.5%	20.5%
32) In my school/worksite, I spend too much time in meetings.	9	22	2	23	8	64	55.4%	44.6%
33) In my school, there is adequate support for special education students.	3	20	9	28	4	64	38.3%	61.7%