2023-2024 HCEA Job Satisfaction Survey

WORTHINGTON ES

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	9	28	1	7		45	82.2%	17.8%
2) There is an atmosphere of open communication and trust in my school/worksite.	10	31	2	2		45	91.1%	8.9%
3) I personally feel successful in my work.	7	34	1	3		45	91.1%	8.9%
4) I feel involved in decision-making at my school/worksite.	6	26	1	10	1	44	74.4%	25.6%
5) I want to be involved in decision-making at my school/worksite.	10	29		2	4	45	95.1%	4.9%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	10	29	2	4		45	86.7%	13.3%
7) In my school/worksite, I am treated as a professional.	21	22	1	1		45	95.6%	4.4%
8) There is good teamwork among staff in my school/worksite.	15	24	2	4		45	86.7%	13.3%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	32	1	5	4	45	85.4%	14.6%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	8	32	2	3		45	88.9%	11.1%
11) My work performance is evaluated fairly.	11	30	1	2	1	45	93.2%	6.8%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	4	18	11	10	2	45	51.2%	48.8%
13) I am provided adequate work and storage space to prepare for and do my job.	9	27	2	7		45	80.0%	20.0%
14) My administrators/supervisors respect the negotiated contracts.	20	23	1		1	45	97.7%	2.3%
15) My planning time is respected by my school administrations/supervisors.	8	28		2	7	45	94.7%	5.3%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	11	26	1	1	6	45	94.9%	5.1%
17) In my school, student misbehavior interferes with learning.	9	27	2	5	1	44	83.7%	16.3%
18) Too much instructional time is spent administering assessments.	11	11	1	14	8	45	59.5%	40.5%
19) HCPSS professional development experiences are meaningful and worthwhile.	4	27	2	11	1	45	70.5%	29.5%
20) Increased workload has contributed to a decline in my morale.	9	17	3	15		44	59.1%	40.9%
21) I am paid fairly.		15	10	20		45	33.3%	66.7%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.		17	7	16	4	44	42.5%	57.5%

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23) I have confidence in the leadership exhibited by the Howard County Board of Education.		12	10	22		44	27.3%	72.7%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	7	33		4		44	90.9%	9.1%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	32	1	6		44	84.1%	15.9%
26) In my position, I receive appropriate and adequate support and training.	5	22	2	16		45	60.0%	40.0%
27) During this current school year, I have experienced harassing behavior from colleagues.	2	2	28	11	2	45	9.3%	90.7%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.			31	13	1	45	0.0%	100.0%
29) During this current school year, I have experienced harassing behavior from parents.		2	25	17	1	45	4.5%	95.5%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	1	6	3	18	13	41	25.0%	75.0%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	1	20		4	17	42	84.0%	16.0%
32) In my school/worksite, I spend too much time in meetings.	2	10	2	25	6	45	30.8%	69.2%
33) In my school, there is adequate support for special education students.	1	11	13	20		45	26.7%	73.3%