## 2021-2022 HCEA Job Satisfaction Survey Trend Report

Patuxent Valley MS	14-15	15-16	16-17	17-18	18-19	19-20	21-22	21-22	21-22
								Overall- MS	Overall-All
Overall, morale at my school/worksite is good.	38.6	% 29.4%	80.0%	54.5%	74.0%	60.6%	23.8%	40.0%	48.1%
There is an atmosphere of open communication and trust in my school/worksite.	34.9	% 32.4%	80.0%	45.5%	66.0%	56.9%	36.5%	55.8%	65.0%
I personally feel successful in my work.	72.7	% 79.4%	80.0%	71.9%	74.0%	80.6%	71.0%	73.6%	, 75.2%
I feel involved in decision-making at my school/worksite.	38.6	% 27.3%	71.4%	50.0%	68.8%	50.7%	42.4%	47.9%	, <mark>54.5%</mark>
I want to be involved in decision-making at my school/worksite.	93.2	% 84.8%	94.1%	86.7%	79.6%	81.5%	91.5%	85.4%	, 88.7%
In my school/worksite, I can speak openly about important issues without fear of repercussions	41.9	% 58.8%	82.9%	42.4%	76.0%	63.6%	48.4%	62.2%	, <u>69.9%</u>
In my school/worksite, I am treated as a professional	79.1	% 79.4%	90.9%	72.7%	87.8%	82.0%	85.7%	79.5%	, 85.0%
There is good teamwork among staff in my school/worksite.	69.8	% 70.6%	80.0%	69.7%	76.0%	73.1%	69.4%	82.6%	, 83.4%
Non-instructional duties are assigned on an equitable basis in my school/worksite	64.3	% 78.8%	91.4%	77.4%	80.9%	68.1%	71.2%	65.8%	, 72.3%
My working enviornment (i.e. safety, cleanliness) is conductive to success	69.8	% 39.4%	60.0%	65.6%	82.0%	88.0%	56.5%	63.6%	, 65.1%
My work performance is evaluated fairly.	65.9	% 70.6%	77.1%	78.8%	91.8%	86.3%	88.1%	86.4%	, 89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	37.2	% 38.2%	57.1%	46.9%	50.0%	56.7%	42.6%	36.5%	, 44.2%
I am provided adequate work and storage space to prepare for and do my job.	86.4	% 97.1%	85.7%	93.8%	94.0%	90.9%	85.7%	83.8%	, 83.2%
My administrators/supervisors respect the negotiated contracts	86.4	% 93.9%	97.1%	90.6%	95.9%	86.5%	85.5%	91.7%	, <mark>91.9%</mark>
My planning time is respected by my school administrators/supervisors	76.3	% 77.4%	76.5%	76.7%	74.5%	77.6%	72.2%	75.9%	, 83.6%
In my school, administrators/supervisors support me in enforcing discipline	45.2	% 25.0%	67.6%	45.2%	63.3%	56.0%	50.0%	63.9%	, 72.0%
In my school, student misbehavior interferes with learning.	86.0	% 82.4%	82.4%	83.9%	86.0%	86.5%	88.5%	65.0%	, <u>63.5%</u>
Too much instructional time is spent administering assessments.	90.2	% 75.0%	71.0%	62.1%	56.3%	55.2%	57.7%	60.8%	, <u>66.7%</u>
HCPSS professional development experiences are meaningful and worthwhile	65.1	6 40.6%	45.7%	61.3%	46.0%	59.0%	38.7%	37.8%	, 39.6%
Increased workload has contributed to a decline in my morale.	79.1	% 85.3%	67.6%	58.1%	43.8%	50.0%	78.7%	81.8%	, <mark>79.4%</mark>
I am paid fairly.	43.2	% 48.5%	68.6%	56.3%	50.0%	52.2%	40.3%	37.0%	, 33.7%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	44.2	% 17.6%	18.2%	93.8%	87.5%	77.6%	53.4%	41.4%	, <mark>43.7%</mark>
I have confidence in the leadership exhibited by the Howard County Board of Education.	39.0	% 17.6%	62.5%	97.0%	84.0%	63.6%	36.8%	27.0%	, 27.9%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	90.9	% 84.8%	94.1%	93.5%	90.0%	84.8%	84.7%	85.2%	, 86.2%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	66.7	% 54.8%	67.6%	78.1%	72.3%	68.1%	67.8%	67.7%	, 70.9%
In my position, I receive appropriate and adequate support and training	70.5	% 58.8%	82.9%	84.8%	73.5%	76.1%	72.6%	69.0%	, 70.0%
In the last 12 months, I have experienced harassing behavior from colleagues	21.4	% 21.9%	8.8%	30.0%	10.6%	15.3%	10.0%	8.7%	8.6%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	18.6	% 18.2%	12.1%	32.1%	10.4%	13.4%	8.3%	7.7%	6.1%
In the last 12 months, I have experienced harassing behavior from parents	44.2	% 39.4%	44.1%	43.3%	33.3%	29.8%	28.3%	26.9%	, 23.7%
At my school I spend most of my PIP time on non-instructional activities.					44.4%	19.4%	41.7%	43.8%	, 37.9%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					91.9%	64.1%	70.0%	73.3%	74.6%
In my school, I spend too much time in meetings.						40.3%	25.9%	35.0%	34.9%
In my school, there is adequate support for special education students.						37.3%	33.9%	35.7%	33.8%
Participa	nts 4	4 34	35	33	50 out of 78	67 out of 79	63 out of 82		
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	Robert . Motley	Micah Humbe	Rick	Rick	Rick	Rick	Rick		