2021-2022 HCEA Job Satisfaction Survey Trend Report

West Friendship ES		14-15	15-16	16-17	17-18	18-19	19-20	21-22	21-22	21-22
										Overall-
Overall, morale at my school/worksite is good.		40.7%	72.2%	84.2%	67.7%	91.7%	92.3%	81.0%	ES 54.4%	48.1%
There is an atmosphere of open communication and trust in my school/worksite.		33.3%	61.1%	68.4%	51.6%	83.3%	88.4%	76.2%	71.5%	65.0%
I personally feel successful in my work.		85.2%	77.8%	84.2%	82.8%	83.3%	80.7%	81.0%	75.6%	75.2%
I feel involved in decision-making at my school/worksite.		52.0%	66.7%	88.9%	60.0%	75.0%	76.9%	80.0%	61.8%	54.5%
I want to be involved in decision-making at my school/worksite.		92.3%	100.0%	100.0%	100.0%	95.8%	76.0%	80.0%	91.3%	88.7%
In my school/worksite, I can speak openly about important issues without fear of repercussions		48.1%	66.7%	78.9%	53.3%	75.0%	76.0%	76.2%	74.8%	69.9%
In my school/worksite, I am treated as a professional		88.5%	88.9%	89.5%	80.6%	95.8%	100.0%	95.2%	89.6%	85.0%
There is good teamwork among staff in my school/worksite.		80.8%	88.9%	84.2%	83.9%	95.8%	100.0%	85.7%	86.8%	83.4%
Non-instructional duties are assigned on an equitable basis in my school/worksite		76.9%	82.4%	88.9%	83.3%	95.8%	92.3%	90.0%	73.6%	72.3%
My working enviornment (i.e. safety, cleanliness) is conductive to success		92.6%	88.9%	100.0%	90.3%	91.7%	88.4%	90.0%	67.2%	65.1%
My work performance is evaluated fairly.		76.9%	94.1%	94.7%	80.0%	91.3%	88.0%	95.2%	91.8%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.		51.9%	55.6%	50.0%	66.7%	70.8%	53.8%	47.4%		44.2%
I am provided adequate work and storage space to prepare for and do my job.		81.5%	66.7%	84.2%	87.1%	87.5%	76.9%	90.0%	82.0%	83.2%
My administrators/supervisors respect the negotiated contracts		74.1%	94.4%	100.0%	90.3%	95.8%	100.0%	100.0%	92.7%	91.9%
My planning time is respected by my school administrators/supervisors		77.3%	80.0%	93.3%	88.5%	95.0%	80.7%	100.0%	87.2%	83.6%
In my school, administrators/supervisors support me in enforcing discipline		72.0%	75.0%	94.4%	86.7%	100.0%	96.1%	100.0%	81.0%	72.0%
In my school, student misbehavior interferes with learning.		38.5%	38.9%	26.3%	39.3%	34.8%	34.6%	5.0%	63.8%	63.5%
Too much instructional time is spent administering assessments.		76.0%	73.3%	64.7%	60.7%	47.4%	46.1%	52.6%	69.5%	66.7%
HCPSS professional development experiences are meaningful and worthwhile		74.1%	58.8%	63.2%	70.0%	62.5%	38.4%	57.9%	42.4%	39.6%
Increased workload has contributed to a decline in my morale.		70.4%	61.1%	63.2%	58.1%	33.3%	56.0%	75.0%	80.0%	79.4%
I am paid fairly.		59.3%	38.9%	47.4%	51.6%	45.8%	61.5%	47.6%	30.6%	33.7%
I have confidence in the leadership exhibited by the HCPSS Superintendent.		33.3%	11.1%	5.3%	93.5%	91.7%	69.2%	76.2%	47.1%	43.79
I have confidence in the leadership exhibited by the Howard County Board of Education.		46.2%	16.7%	52.6%	87.1%	87.5%	53.8%	52.4%	29.7%	27.9%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).		85.2%	94.4%	73.7%	90.0%	95.7%	88.4%	100.0%	88.5%	86.2%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education		81.5%	66.7%	78.9%	85.7%	72.7%	73.0%	80.0%	75.3%	70.9%
In my position, I receive appropriate and adequate support and training		81.5%	88.9%	84.2%	83.9%	83.3%	61.5%	85.0%	71.3%	70.0%
In the last 12 months, I have experienced harassing behavior from colleagues		19.2%	5.6%	16.7%	10.0%	8.7%	3.8%	0.0%	8.4%	8.6%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		12.0%	11.1%	11.1%	23.3%	4.3%	0.0%	4.8%	4.2%	6.1%
In the last 12 months, I have experienced harassing behavior from parents		24.0%	33.3%	22.0%	17.2%	17.4%	23.0%	25.0%	19.5%	23.7%
At my school I spend most of my PIP time on non-instructional activities.						22.2%	16.6%	23.5%	35.6%	37.9%
At my school our administrator includes time during PIP for teacher-initiated collaboration.						93.3%	61.5%	93.8%	83.0%	74.6%
In my school, I spend too much time in meetings.							46.1%	30.0%	38.7%	34.9%
In my school, there is adequate support for special education students.							30.7%	47.4%	24.1%	33.8%
	Participants	27	18	19	31	24 out of 48	26 out of 43	21 out of 41		
	Principal	Tark	Tark	5	Σ _C	ž c	≥	S.		
		Aaron	Aaron	Kaye M. Breon	Kaye № Breon	Kaye N Breon	Kaye M. Breon	Kaye M. Breon		