2022-2023 HCEA Job Satisfaction Survey Trend Report

Waterloo ES	14-15	15-16	16-17	17-18	18-19	19-20	21-22	22-23	22-23 Overall-ES	22-22 Overall-All
Overall, morale at my school/worksite is good.	73.7%	94.4%	94.1%	100.0%	100.0%	87.7%	55.1%	95.5%	67.5%	64.8%
There is an atmosphere of open communication and trust in my school/worksite.	74.1%	88.9%	91.2%	91.3%	97.1%	98.2%	91.8%	95.5%	70.7%	67.9%
I personally feel successful in my work.	82.5%	88.9%	97.0%	93.3%	97.1%	80.7%	68.8%	84.8%	82.7%	82.9%
I feel involved in decision-making at my school/worksite.	54.7%	69.8%	81.3%	78.3%	93.9%	78.9%	73.9%	86.2%	63.5%	60.2%
I want to be involved in decision-making at my school/worksite.	89.3%	92.3%	93.8%	97.8%	96.7%	89.2%	88.4%	95.2%	91.8%	89.0%
In my school/worksite, I can speak openly about important issues without fear of repercussions	77.2%	92.6%	90.9%	88.6%	93.9%	91.2%	95.9%	95.4%	74.0%	71.9%
In my school/worksite, I am treated as a professional	88.9%	96.3%	97.1%	97.8%	97.1%	98.2%	95.9%	97.0%	87.0%	85.8%
There is good teamwork among staff in my school/worksite.	81.0%	96.3%	91.2%	87.0%	97.1%	94.7%	87.8%	92.5%	83.8%	81.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	70.9%	90.2%	83.9%	86.7%	93.5%	77.1%	74.5%	79.7%	75.0%	74.8%
My working enviornment (i.e. safety, cleanliness) is conductive to success	73.7%	81.5%	76.5%	84.8%	82.4%	78.9%	69.4%	91.0%	78.0%	74.0%
My work performance is evaluated fairly.	83.6%	92.3%	79.4%	91.3%	94.1%	94.7%	93.8%	96.9%	90.4%	89.0%
I am provided adequate time during the workday to plan, prepare for and do my job.	42.1%	42.3%	55.9%	58.7%	52.9%	43.8%	29.2%	58.5%	50.9%	50.9%
I am provided adequate work and storage space to prepare for and do my job.	94.6%	85.2%	85.3%	84.8%	85.3%	89.4%	77.6%	89.4%	82.5%	83.4%
My administrators/supervisors respect the negotiated contracts	89.5%	94.2%	97.1%	95.7%	97.1%	96.4%	100.0%	97.0%	92.8%	92.3%
My planning time is respected by my school administrators/supervisors	77.6%	97.9%	96.3%	92.7%	92.9%	78.9%	97.6%	98.1%	84.0%	83.9%
In my school, administrators/supervisors support me in enforcing discipline	83.7%	96.0%	93.5%	90.7%	90.0%	85.7%	97.9%	95.2%	71.5%	67.3%
In my school, student misbehavior interferes with learning.	87.0%	78.0%	72.7%	80.0%	73.3%	87.7%	93.6%	78.1%	74.6%	72.7%
Too much instructional time is spent administering assessments.	91.8%	84.8%	84.0%	65.8%	84.0%	59.6%	86.7%	83.7%	64.2%	60.0%
HCPSS professional development experiences are meaningful and worthwhile	56.6%	57.4%	35.3%	51.1%	45.5%	45.6%	31.3%	47.7%	49.4%	46.3%
Increased workload has contributed to a decline in my morale.	77.8%	55.8%	63.6%	45.7%	44.1%	78.9%	87.5%	67.7%	72.1%	70.3%
I am paid fairly.	41.4%	40.7%	35.3%	39.1%	35.3%	49.1%	26.5%	34.3%	35.9%	40.7%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	49.1%	29.4%	9.1%	100.0%	100.0%	56.1%	42.9%	62.7%	66.7%	62.5%
I have confidence in the leadership exhibited by the Howard County Board of Education.	44.4%	30.6%	71.0%	91.1%	87.5%	38.6%	20.4%	45.3%	50.8%	47.7%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	90.4%	98.0%	82.4%	95.7%	91.2%	84.2%	87.2%	86.4%	90.6%	89.9%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	75.5%	78.7%	80.0%	88.4%	81.3%	74.5%	74.5%	77.0%	77.6%	75.0%
In my position, I receive appropriate and adequate support and training	87.7%	75.0%	81.3%	80.4%	81.8%	68.4%	68.8%	74.6%	69.8%	69.0%
In the last 12 months, I have experienced harassing behavior from colleagues	13.2%	6.0%	9.1%	7.0%	6.1%	8.7%	4.2%	10.4%	10.2%	10.2%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	5.9%	0.0%	6.3%	0.0%	0.0%	0.0%	0.0%	0.0%	5.5%	6.3%
In the last 12 months, I have experienced harassing behavior from parents	30.2%	22.0%	40.6%	22.7%	25.0%	31.5%	21.3%	25.8%	18.5%	22.8%
At my school I spend most of my PIP time on non-instructional activities.					22.7%	23.6%	47.1%	15.9%	27.0%	33.5%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					100.0%	42.1%	93.1%	92.1%	81.0%	73.7%
In my school, I spend too much time in meetings.						23.2%	29.8%	23.3%	46.4%	41.4%
In my school, there is adequate support for special education students.						10.5%	12.2%	33.8%	22.2%	33.8%
Participants	58	54	34	46	35 out of 94	57 out of 90	49 out of 90	67 out of 93		
Principal	Michelle Leader	Sean Martin	Sean Martin	Sean Martin	Sean Martin	Sean Martin	Sean Martin	Sean Martin		