

2024-2025 HCEA Job Satisfaction Survey

ATHOLTON ES

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	16	6	14	8		44	50.0%	50.0%
2) There is an atmosphere of open communication and trust in my school/worksite.	18	8	11	6		43	60.5%	39.5%
3) I personally feel successful in my work.	30	11	3			44	93.2%	6.8%
4) I feel involved in decision-making at my school/worksite.	17	6	14	3	2	42	57.5%	42.5%
5) I want to be involved in decision-making at my school/worksite.	24	16	3		1	44	93.0%	7.0%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	21	9	10	4		44	68.2%	31.8%
7) In my school/worksite, I am treated as a professional.	26	11	5	2		44	84.1%	15.9%
8) There is good teamwork among staff in my school/worksite.	26	11	5	2		44	84.1%	15.9%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	23	8	9	1	3	44	75.6%	24.4%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	22	3	10	9		44	56.8%	43.2%
11) My work performance is evaluated fairly.	28	12	4			44	90.9%	9.1%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	19	4	14	7		44	52.3%	47.7%
13) I am provided adequate work and storage space to prepare for and do my job.	26	3	13	2		44	65.9%	34.1%
14) My administrators/supervisors respect the negotiated contracts.	29	14		1		44	97.7%	2.3%
15) My planning time is respected by my school administrations/supervisors.	23	9	5	2	5	44	82.1%	17.9%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	12	6	15	9	1	43	42.9%	57.1%
17) In my school, student misbehavior interferes with learning.	18	16	5	2	2	43	82.9%	17.1%

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18) Too much instructional time is spent administering assessments.	15	6	8	3	12	44	65.6%	34.4%
19) HCPSS professional development experiences are meaningful and worthwhile.	17	3	15	9		44	45.5%	54.5%
20) Increased workload has contributed to a decline in my morale.	18	15	6	1	4	44	82.5%	17.5%
21) I am paid fairly.	9	1	12	21		43	23.3%	76.7%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	25	5	9	2	1	42	73.2%	26.8%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	12	2	15	14		43	32.6%	67.4%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	26	11	2	4	1	44	86.0%	14.0%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	22	8	9	4	1	44	69.8%	30.2%
26) In my position, I receive appropriate and adequate support and training.	28	5	7	4		44	75.0%	25.0%
27) During this current school year, I have experienced harassing behavior from colleagues.	2	2	11	29		44	9.1%	90.9%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.			15	29		44	0.0%	100.0%
29) During this current school year, I have experienced harassing behavior from parents.	5	3	15	21		44	18.2%	81.8%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	8		21	5	10	44	23.5%	76.5%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	21	4	6		13	44	80.6%	19.4%
32) In my school/worksite, I spend too much time in meetings.	12	5	19	5	3	44	41.5%	58.5%
33) In my school, there is adequate support for special education students.	6	2	10	26		44	18.2%	81.8%