

2024-2025 HCEA Job Satisfaction Survey

ATHOLTON HS

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	38	2	24	19		83	48.2%	51.8%
2) There is an atmosphere of open communication and trust in my school/worksite.	31	5	35	12		83	43.4%	56.6%
3) I personally feel successful in my work.	55	16	5	7		83	85.5%	14.5%
4) I feel involved in decision-making at my school/worksite.	30	6	31	13	2	82	45.0%	55.0%
5) I want to be involved in decision-making at my school/worksite.	51	12	9	5	5	82	81.8%	18.2%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	36	12	26	9		83	57.8%	42.2%
7) In my school/worksite, I am treated as a professional.	51	16	11	5		83	80.7%	19.3%
8) There is good teamwork among staff in my school/worksite.	49	14	12	7		82	76.8%	23.2%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	49	8	14	5	7	83	75.0%	25.0%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	40	12	20	11		83	62.7%	37.3%
11) My work performance is evaluated fairly.	59	13	7	3	1	83	87.8%	12.2%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	35	8	19	18	2	82	53.8%	46.3%
13) I am provided adequate work and storage space to prepare for and do my job.	58	15	3	5	2	83	90.1%	9.9%
14) My administrators/supervisors respect the negotiated contracts.	56	16	7	3	1	83	87.8%	12.2%
15) My planning time is respected by my school administrations/supervisors.	52	7	11	1	10	81	83.1%	16.9%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	20	6	21	26	10	83	35.6%	64.4%
17) In my school, student misbehavior interferes with learning.	35	38	6		4	83	92.4%	7.6%

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18) Too much instructional time is spent administering assessments.	30	10	33		10	83	54.8%	45.2%
19) HCPSS professional development experiences are meaningful and worthwhile.	28	4	32	17	1	82	39.5%	60.5%
20) Increased workload has contributed to a decline in my morale.	37	20	17	3	6	83	74.0%	26.0%
21) I am paid fairly.	26	4	31	22		83	36.1%	63.9%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	42	9	21	4	7	83	67.1%	32.9%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	27	3	30	21	1	82	37.0%	63.0%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	46	28	7		2	83	91.4%	8.6%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	45	9	13	6	9	82	74.0%	26.0%
26) In my position, I receive appropriate and adequate support and training.	41	7	28	6		82	58.5%	41.5%
27) During this current school year, I have experienced harassing behavior from colleagues.	3	1	34	45		83	4.8%	95.2%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	4	2	43	34		83	7.2%	92.8%
29) During this current school year, I have experienced harassing behavior from parents.	19	5	36	21	2	83	29.6%	70.4%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	25	4	30	3	19	81	46.8%	53.2%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	20	1	28	14	20	83	33.3%	66.7%
32) In my school/worksite, I spend too much time in meetings.	31	4	36	6	6	83	45.5%	54.5%
33) In my school, there is adequate support for special education students.	31	10	25	12	4	82	52.6%	47.4%