

2024-2025 HCEA Job Satisfaction Survey

HAMMOND MS

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	22	16	6			44	86.4%	13.6%
2) There is an atmosphere of open communication and trust in my school/worksite.	15	16	10	1	2	44	73.8%	26.2%
3) I personally feel successful in my work.	25	13	5	1		44	86.4%	13.6%
4) I feel involved in decision-making at my school/worksite.	17	10	9	4	4	44	67.5%	32.5%
5) I want to be involved in decision-making at my school/worksite.	28	8	4	1	3	44	87.8%	12.2%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	15	16	9	2	2	44	73.8%	26.2%
7) In my school/worksite, I am treated as a professional.	18	20	4	1	1	44	88.4%	11.6%
8) There is good teamwork among staff in my school/worksite.	19	17	7	1		44	81.8%	18.2%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	16	17	5	2	3	43	82.5%	17.5%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	19	19	5	1		44	86.4%	13.6%
11) My work performance is evaluated fairly.	16	18	5	3	1	43	81.0%	19.0%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	11	8	10	13		42	45.2%	54.8%
13) I am provided adequate work and storage space to prepare for and do my job.	20	20	1	3		44	90.9%	9.1%
14) My administrators/supervisors respect the negotiated contracts.	17	22	4	1		44	88.6%	11.4%
15) My planning time is respected by my school administrations/supervisors.	16	14	4	3	6	43	81.1%	18.9%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	17	18	4	1	4	44	87.5%	12.5%
17) In my school, student misbehavior interferes with learning.	20	4	14	4	2	44	57.1%	42.9%

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18) Too much instructional time is spent administering assessments.	16	9	10		7	42	71.4%	28.6%
19) HCPSS professional development experiences are meaningful and worthwhile.	15	4	17	6	1	43	45.2%	54.8%
20) Increased workload has contributed to a decline in my morale.	16	17	6	2	2	43	80.5%	19.5%
21) I am paid fairly.	12	3	16	12		43	34.9%	65.1%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	25	3	7	5	2	42	70.0%	30.0%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	11	3	16	9	3	42	35.9%	64.1%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	24	7	6	3	1	41	77.5%	22.5%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	20	6	11	2	3	42	66.7%	33.3%
26) In my position, I receive appropriate and adequate support and training.	22	6	9	5		42	66.7%	33.3%
27) During this current school year, I have experienced harassing behavior from colleagues.	2		22	19		43	4.7%	95.3%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.		1	18	24		43	2.3%	97.7%
29) During this current school year, I have experienced harassing behavior from parents.	2	6	19	15	1	43	19.0%	81.0%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	8	5	14	4	12	43	41.9%	58.1%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	18	8	5	2	10	43	78.8%	21.2%
32) In my school/worksite, I spend too much time in meetings.	13	9	16	2	3	43	55.0%	45.0%
33) In my school, there is adequate support for special education students.	12	5	12	13	1	43	40.5%	59.5%