

2015-2016 HCEA Job Satisfaction Survey

ATHOTLON HS

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	3	36	20	5		64	60.9%	39.1%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	35	21	7		65	56.9%	43.1%
3. I personally feel successful in my work.	18	38	5	4		65	86.2%	13.8%
4. I feel involved in decision-making at my school/worksite.	2	22	24	15	2	65	38.1%	61.9%
5. I want to be involved in decision-making at my school/worksite.	17	37	8	1	2	65	85.7%	14.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	7	30	14	11	3	65	59.7%	40.3%
7. In my school/worksite, I am treated as a professional.	14	33	13	5		65	72.3%	27.7%
8. There is good teamwork among staff in my school/worksite.	12	32	16	4		64	68.8%	31.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	11	39	8	3	3	64	82.0%	18.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	16	35	6	6		63	81.0%	19.0%
11. My work performance is evaluated fairly.	13	24	15	11	1	64	58.7%	41.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	7	20	19	18	1	65	42.2%	57.8%
13. I am provided adequate work and storage space to prepare for and do my job.	20	37	4	4		65	87.7%	12.3%
14. My administrators/supervisors respect the negotiated contracts.	22	32	7	3	1	65	84.4%	15.6%
15. My planning time is respected by my school administrations/supervisors.	15	25	11	6	8	65	70.2%	29.8%
16. In my school, administrators/supervisors support me in enforcing discipline.	15	22	9	12	7	65	63.8%	36.2%
17. In my school, student misbehavior interferes with learning.	3	14	29	11	8	65	29.8%	70.2%
18. Too much instructional time is spent administering assessments.	24	30	6	2	3	65	87.1%	12.9%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	18	28	14	3	65	32.3%	67.7%
20. Increased workload has contributed to a decline in my morale.	15	33	12	3	2	65	76.2%	23.8%
21. I am paid fairly.	2	19	26	18		65	32.3%	67.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		2	17	41	5	65	3.3%	96.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		5	16	38	6	65	8.5%	91.5%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	17	40	4	2	2	65	90.5%	9.5%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	28	13	12	6	64	56.9%	43.1%
26. In my position, I receive appropriate and adequate support and training.	3	37	16	8		64	62.5%	37.5%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	11	17	30	3	63	21.7%	78.3%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	4	9	19	30	3	65	21.0%	79.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	7	20	15	21	2	65	42.9%	57.1%