

2015-2016 HCEA Job Satisfaction Survey

BELLOWS SPRING ES

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	11	46	1	1		59	96.6%	3.4%
2. There is an atmosphere of open communication and trust in my school/worksite.	10	43	3	3		59	89.8%	10.2%
3. I personally feel successful in my work.	17	37	5			59	91.5%	8.5%
4. I feel involved in decision-making at my school/worksite.	7	32	12	5	3	59	69.6%	30.4%
5. I want to be involved in decision-making at my school/worksite.	14	37	6	2		59	86.4%	13.6%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	10	37	8	3		58	81.0%	19.0%
7. In my school/worksite, I am treated as a professional.	17	40	2			59	96.6%	3.4%
8. There is good teamwork among staff in my school/worksite.	12	41	4	1		58	91.4%	8.6%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	8	34	6	3	7	58	82.4%	17.6%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	21	35	1	2		59	94.9%	5.1%
11. My work performance is evaluated fairly.	13	38	4	4		59	86.4%	13.6%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	31	15	7	1	59	62.1%	37.9%
13. I am provided adequate work and storage space to prepare for and do my job.	12	37	6	3	1	59	84.5%	15.5%
14. My administrators/supervisors respect the negotiated contracts.	30	28	1			59	98.3%	1.7%
15. My planning time is respected by my school administrations/supervisors.	16	29	2		12	59	95.7%	4.3%
16. In my school, administrators/supervisors support me in enforcing discipline.	15	31	5	2	6	59	86.8%	13.2%
17. In my school, student misbehavior interferes with learning.	6	21	22	4	6	59	50.9%	49.1%
18. Too much instructional time is spent administering assessments.	22	24	6		7	59	88.5%	11.5%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	29	22	6	1	59	51.7%	48.3%
20. Increased workload has contributed to a decline in my morale.	12	25	13	7	1	58	64.9%	35.1%
21. I am paid fairly.		20	25	14		59	33.9%	66.1%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	10	17	28	1	57	19.6%	80.4%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	12	20	23		56	23.2%	76.8%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	17	41				58	100.0%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	38	10	2	4	59	78.2%	21.8%
26. In my position, I receive appropriate and adequate support and training.	7	41	9	2		59	81.4%	18.6%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	3	26	27	2	59	7.0%	93.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2		22	33	2	59	3.5%	96.5%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	8	26	20	3	59	17.9%	82.1%