

2015-2016 HCEA Job Satisfaction Survey

BOLLMAN BRIDGE ES

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	3	32	7	1		43	81.4%	18.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	35	5	1		43	86.0%	14.0%
3. I personally feel successful in my work.	7	32	4			43	90.7%	9.3%
4. I feel involved in decision-making at my school/worksite.	1	21	13	5	3	43	55.0%	45.0%
5. I want to be involved in decision-making at my school/worksite.	10	28	3		2	43	92.7%	7.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	5	29	5	4		43	79.1%	20.9%
7. In my school/worksite, I am treated as a professional.	13	28	1	1		43	95.3%	4.7%
8. There is good teamwork among staff in my school/worksite.	9	26	6	1		42	83.3%	16.7%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	24	6	2	3	42	79.5%	20.5%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	6	28	8	1		43	79.1%	20.9%
11. My work performance is evaluated fairly.	7	30	3	1	1	42	90.2%	9.8%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	8	15	15	4	1	43	54.8%	45.2%
13. I am provided adequate work and storage space to prepare for and do my job.	12	22	5	3	1	43	81.0%	19.0%
14. My administrators/supervisors respect the negotiated contracts.	14	27	2			43	95.3%	4.7%
15. My planning time is respected by my school administrations/supervisors.	6	21	4	1	11	43	84.4%	15.6%
16. In my school, administrators/supervisors support me in enforcing discipline.	10	26	2	1	3	42	92.3%	7.7%
17. In my school, student misbehavior interferes with learning.	11	10	18	2	2	43	51.2%	48.8%
18. Too much instructional time is spent administering assessments.	20	10	7		5	42	81.1%	18.9%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	22	13	6		42	54.8%	45.2%
20. Increased workload has contributed to a decline in my morale.	10	18	11	1	3	43	70.0%	30.0%
21. I am paid fairly.		19	14	10		43	44.2%	55.8%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		15	12	14	2	43	36.6%	63.4%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		20	10	11	2	43	48.8%	51.2%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	9	30	3	1		43	90.7%	9.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	30	6	2		43	81.4%	18.6%
26. In my position, I receive appropriate and adequate support and training.	2	35	3	3		43	86.0%	14.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	2	17	19	4	43	7.7%	92.3%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		1	17	21	4	43	2.6%	97.4%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	6	17	15	2	43	22.0%	78.0%