

2015-2016 HCEA Job Satisfaction Survey

BUSHY PARK ES

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	2	28	3			33	90.9%	9.1%
2. There is an atmosphere of open communication and trust in my school/worksite.	5	24	4			33	87.9%	12.1%
3. I personally feel successful in my work.	7	22	2	1		32	90.6%	9.4%
4. I feel involved in decision-making at my school/worksite.	9	16	5	2	1	33	78.1%	21.9%
5. I want to be involved in decision-making at my school/worksite.	9	21	2		1	33	93.8%	6.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	4	24	3	2		33	84.8%	15.2%
7. In my school/worksite, I am treated as a professional.	10	19	1	3		33	87.9%	12.1%
8. There is good teamwork among staff in my school/worksite.	5	20	8			33	75.8%	24.2%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	20	3	3	2	33	80.6%	19.4%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	24	8		1		33	97.0%	3.0%
11. My work performance is evaluated fairly.	6	15	7	2		30	70.0%	30.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	1	13	6	13		33	42.4%	57.6%
13. I am provided adequate work and storage space to prepare for and do my job.	13	17	3			33	90.9%	9.1%
14. My administrators/supervisors respect the negotiated contracts.	13	17	2	1		33	90.9%	9.1%
15. My planning time is respected by my school administrations/supervisors.	11	14	2	1	5	33	89.3%	10.7%
16. In my school, administrators/supervisors support me in enforcing discipline.	9	20	2		2	33	93.5%	6.5%
17. In my school, student misbehavior interferes with learning.		9	15	6	1	31	30.0%	70.0%
18. Too much instructional time is spent administering assessments.	12	19	2			33	93.9%	6.1%
19. HCPSS professional development experiences are meaningful and worthwhile.		11	14	7	1	33	34.4%	65.6%
20. Increased workload has contributed to a decline in my morale.	14	13	5		1	33	84.4%	15.6%
21. I am paid fairly.	2	11	15	5		33	39.4%	60.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	2	10	20		33	9.1%	90.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	5	9	18		33	18.2%	81.8%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	15	16		2		33	93.9%	6.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	21	5	2	1	33	78.1%	21.9%
26. In my position, I receive appropriate and adequate support and training.	2	22	6	3		33	72.7%	27.3%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	4	13	12	3	33	16.7%	83.3%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	2	15	12	3	33	10.0%	90.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	8	15	7		33	33.3%	66.7%