

2015-2016 HCEA Job Satisfaction Survey

CEDAR LANE

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	4	22	9	3		38	68.4%	31.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	5	15	15	3		38	52.6%	47.4%
3. I personally feel successful in my work.	8	23	5	1	1	38	83.8%	16.2%
4. I feel involved in decision-making at my school/worksite.	7	18	6	5	1	37	69.4%	30.6%
5. I want to be involved in decision-making at my school/worksite.	14	22	1		1	38	97.3%	2.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	7	23	4	4		38	78.9%	21.1%
7. In my school/worksite, I am treated as a professional.	10	22	3	3		38	84.2%	15.8%
8. There is good teamwork among staff in my school/worksite.	9	17	8	4		38	68.4%	31.6%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	23	3	2	3	37	85.3%	14.7%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	11	25	1		1	38	97.3%	2.7%
11. My work performance is evaluated fairly.	7	22	3	3	3	38	82.9%	17.1%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	6	16	8	6	2	38	61.1%	38.9%
13. I am provided adequate work and storage space to prepare for and do my job.	11	22	2	2	1	38	89.2%	10.8%
14. My administrators/supervisors respect the negotiated contracts.	12	23	2	1		38	92.1%	7.9%
15. My planning time is respected by my school administrations/supervisors.	5	16	2	5	10	38	75.0%	25.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	4	19	4	1	10	38	82.1%	17.9%
17. In my school, student misbehavior interferes with learning.	3	13	4	2	14	36	72.7%	27.3%
18. Too much instructional time is spent administering assessments.	4	7	11	1	13	36	47.8%	52.2%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	20	10	3	2	38	63.9%	36.1%
20. Increased workload has contributed to a decline in my morale.	2	13	12	3	7	37	50.0%	50.0%
21. I am paid fairly.	3	14	13	7	1	38	45.9%	54.1%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	15	9	8	2	37	51.4%	48.6%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	15	14	3	2	37	51.4%	48.6%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	10	21	4		3	38	88.6%	11.4%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	19	7	2	5	38	72.7%	27.3%
26. In my position, I receive appropriate and adequate support and training.	2	25	9	2		38	71.1%	28.9%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	3	5	11	15	4	38	23.5%	76.5%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2		10	21	5	38	6.1%	93.9%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	3	11	17	5	38	15.2%	84.8%