

2015-2016 HCEA Job Satisfaction Survey

CENTRAL OFFICE

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	8	27	9	9	1	54	66.0%	34.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	10	25	10	9		54	64.8%	35.2%
3. I personally feel successful in my work.	16	26	7	5		54	77.8%	22.2%
4. I feel involved in decision-making at my school/worksite.	9	21	12	9	3	54	58.8%	41.2%
5. I want to be involved in decision-making at my school/worksite.	13	31	3	2	5	54	89.8%	10.2%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	14	17	14	7	1	53	59.6%	40.4%
7. In my school/worksite, I am treated as a professional.	20	23	4	6		53	81.1%	18.9%
8. There is good teamwork among staff in my school/worksite.	17	23	7	6		53	75.5%	24.5%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	8	12	6	3	25	54	69.0%	31.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	13	28	7	5	1	54	77.4%	22.6%
11. My work performance is evaluated fairly.	15	27	2	5	4	53	85.7%	14.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	13	29	9	2	1	54	79.2%	20.8%
13. I am provided adequate work and storage space to prepare for and do my job.	15	32	5	2		54	87.0%	13.0%
14. My administrators/supervisors respect the negotiated contracts.	24	20	8		2	54	84.6%	15.4%
15. My planning time is respected by my school administrations/supervisors.	5	10	1		38	54	93.8%	6.3%
16. In my school, administrators/supervisors support me in enforcing discipline.		1			53	54	100.0%	0.0%
17. In my school, student misbehavior interferes with learning.					54	54	0.0%	0.0%
18. Too much instructional time is spent administering assessments.		2	1		50	53	66.7%	33.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	9	22	7	4	12	54	73.8%	26.2%
20. Increased workload has contributed to a decline in my morale.	9	8	23	9	4	53	34.7%	65.3%
21. I am paid fairly.	7	29	14	4		54	66.7%	33.3%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	7	22	11	10	4	54	58.0%	42.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	4	17	18	11	3	53	42.0%	58.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	10	28	7	7	1	53	73.1%	26.9%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	25	12	6	5	53	62.5%	37.5%
26. In my position, I receive appropriate and adequate support and training.	10	28	9	5	2	54	73.1%	26.9%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	4	5	10	31	3	53	18.0%	82.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	6	2	11	31	4	54	16.0%	84.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	3	3	16	30	53	17.4%	82.6%