

HCEA Job Satisfaction Survey 2012-2013

Worksite

Cedar Lane

Questions:	Strongly Agree	Agree	Does Not Apply	Strongly Disagree	Disagree	Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	5	25	0	3	10	43	70%	30%
2. There is an atmosphere of open communication and trust in my school/worksite.	6	23	0	6	8	43	67%	33%
3. I personally feel successful in my work.	19	20	0	0	4	43	91%	9%
4. I feel involved in decision-making at my school/worksite.	10	17	4	3	9	43	63%	28%
5. I want to be involved in decision-making at my school/worksite.	18	20	3	1	1	43	88%	5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	11	19	1	3	9	43	70%	28%
7. In my school/worksite, I am treated as a professional.	15	22	1	1	4	43	86%	12%
8. There is good teamwork among staff in my school/worksite.	12	17	0	1	13	43	67%	33%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	12	13	6	7	43	40%	30%
10. My working environment (i.e. safety, cleanliness, is conducive to success.	11	26	0	2	4	43	86%	14%
11. My work performance is evaluated fairly.	14	21	3	2	3	43	81%	12%
12. I am provided adequate time during the workday to plan, prepare for and do my job	6	23	5	4	5	43	67%	21%
13. I am provided adequate work and storage space to prepare for and do my job.	16	24	3	0	0	43	93%	0%
14. My administrators/supervisors respect the negotiated contracts.	16	24	2	0	1	43	93%	2%
15. My planning time is respected by my school administrations/supervisors.	6	14	18	3	2	43	47%	12%
16. In my school, administrators/supervisors support me in enforcing discipline.	3	10	27	0	3	43	30%	7%
17. In my school, student misbehavior interferes with learning.	8	9	20	1	5	43	40%	14%
18. Too much instructional time is spent administering assessments.	4	8	18	1	12	43	28%	30%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	22	3	3	10	42	62%	31%
20. Increased workload has contributed to a decline in my morale.	4	14	5	3	16	42	43%	45%
21. I am paid fairly	4	18	0	5	15	42	52%	48%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	7	23	9	0	4	43	70%	9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	8	27	2	2	3	42	83%	12%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	9	30	2	1	1	43	91%	5%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	8	26	4	2	3	43	79%	12%
26. In my position, I receive appropriate and adequate support and training.	5	26	1	3	7	42	74%	24%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	5	6	5	21	6	43	26%	63%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	0	2	6	26	8	42	5%	81%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	5	8	16	11	42	17%	64%