

HCEA Job Satisfaction Survey 2012-2013

Worksite

Ellicott Mills MS

Questions:	Strongly Agree	Agree	Does Not Apply	Strongly Disagree	Disagree	Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	2	20	0	4	14	40	55%	45%
2. There is an atmosphere of open communication and trust in my school/worksite.	0	22	0	5	13	40	55%	45%
3. I personally feel successful in my work.	7	25	0	1	7	40	80%	20%
4. I feel involved in decision-making at my school/worksite.	1	16	0	7	16	40	43%	58%
5. I want to be involved in decision-making at my school/worksite.	11	24	0	0	5	40	88%	13%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	1	19	0	8	12	40	50%	50%
7. In my school/worksite, I am treated as a professional.	6	27	0	1	6	40	83%	18%
8. There is good teamwork among staff in my school/worksite.	11	26	0	2	1	40	93%	8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	25	2	3	7	40	70%	25%
10. My working environment (i.e. safety, cleanliness, is conducive to success.	13	22	0	3	2	40	88%	13%
11. My work performance is evaluated fairly.	5	25	0	3	6	39	77%	23%
12. I am provided adequate time during the workday to plan, prepare for and do my job	1	7	1	16	15	40	20%	78%
13. I am provided adequate work and storage space to prepare for and do my job.	8	24	0	5	3	40	80%	20%
14. My administrators/supervisors respect the negotiated contracts.	10	22	2	2	4	40	80%	15%
15. My planning time is respected by my school administrations/supervisors.	6	21	5	2	6	40	68%	20%
16. In my school, administrators/supervisors support me in enforcing discipline.	1	23	3	3	10	40	60%	33%
17. In my school, student misbehavior interferes with learning.	4	14	2	2	17	39	46%	49%
18. Too much instructional time is spent administering assessments.	13	14	3	1	8	39	69%	23%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	15	3	7	11	39	46%	46%
20. Increased workload has contributed to a decline in my morale.	16	12	2	3	7	40	70%	25%
21. I am paid fairly	1	8	0	10	20	39	23%	77%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	21	7	5	4	38	58%	24%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	0	14	4	8	14	40	35%	55%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	7	25	3	1	2	38	84%	8%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	23	2	3	8	38	66%	29%
26. In my position, I receive appropriate and adequate support and training.	5	21	0	3	11	40	65%	35%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	2	1	17	18	40	10%	88%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2	2	1	14	21	40	10%	88%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	7	1	6	23	40	25%	73%