

HCEA Job Satisfaction Survey 2012-2013

Worksite

Fulton ES

Questions:	Strongly Agree	Agree	Does Not Apply	Strongly Disagree	Disagree	Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	3	31	0	2	5	41	83%	17%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	27	0	4	7	41	73%	27%
3. I personally feel successful in my work.	13	21	0	1	6	41	83%	17%
4. I feel involved in decision-making at my school/worksite.	4	19	0	6	12	41	56%	44%
5. I want to be involved in decision-making at my school/worksite.	9	23	0	4	4	40	80%	20%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	4	20	0	6	11	41	59%	41%
7. In my school/worksite, I am treated as a professional.	12	23	0	1	5	41	85%	15%
8. There is good teamwork among staff in my school/worksite.	11	25	0	1	3	40	90%	10%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	26	6	1	5	41	71%	15%
10. My working environment (i.e. safety, cleanliness, is conducive to success.	12	26	0	1	2	41	93%	7%
11. My work performance is evaluated fairly.	12	25	0	2	2	41	90%	10%
12. I am provided adequate time during the workday to plan, prepare for and do my job	6	18	2	9	6	41	59%	37%
13. I am provided adequate work and storage space to prepare for and do my job.	9	25	0	3	4	41	83%	17%
14. My administrators/supervisors respect the negotiated contracts.	8	29	0	1	3	41	90%	10%
15. My planning time is respected by my school administrations/supervisors.	6	23	3	2	7	41	71%	22%
16. In my school, administrators/supervisors support me in enforcing discipline.	5	20	3	6	7	41	61%	32%
17. In my school, student misbehavior interferes with learning.	0	11	3	9	17	40	28%	65%
18. Too much instructional time is spent administering assessments.	3	18	6	1	13	41	51%	34%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	26	2	2	10	41	66%	29%
20. Increased workload has contributed to a decline in my morale.	12	14	0	6	9	41	63%	37%
21. I am paid fairly	1	13	0	12	15	41	34%	66%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	7	28	2	1	3	41	85%	10%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	27	0	2	9	41	73%	27%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	8	31	0	1	1	41	95%	5%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	29	1	1	7	41	78%	20%
26. In my position, I receive appropriate and adequate support and training.	5	30	0	2	4	41	85%	15%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	3	3	2	20	13	41	15%	80%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2	2	4	14	19	41	10%	80%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	12	3	11	12	41	37%	56%