

2015-2016 HCEA Job Satisfaction Survey

GLENELG HS

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	1	17	13	5		36	50.0%	50.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	12	15	5		36	44.4%	55.6%
3. I personally feel successful in my work.	10	22	3	1		36	88.9%	11.1%
4. I feel involved in decision-making at my school/worksite.	3	12	17	3	1	36	42.9%	57.1%
5. I want to be involved in decision-making at my school/worksite.	9	21	5		1	36	85.7%	14.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	5	18	7	6		36	63.9%	36.1%
7. In my school/worksite, I am treated as a professional.	9	19	6	2		36	77.8%	22.2%
8. There is good teamwork among staff in my school/worksite.	5	17	11	3		36	61.1%	38.9%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	20	3	4	3	36	78.8%	21.2%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	7	19	6	3	1	36	74.3%	25.7%
11. My work performance is evaluated fairly.	7	22	5	1		35	82.9%	17.1%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	12	11	6	2	36	50.0%	50.0%
13. I am provided adequate work and storage space to prepare for and do my job.	12	19	4	1		36	86.1%	13.9%
14. My administrators/supervisors respect the negotiated contracts.	12	21	3			36	91.7%	8.3%
15. My planning time is respected by my school administrations/supervisors.	11	14	2	2	7	36	86.2%	13.8%
16. In my school, administrators/supervisors support me in enforcing discipline.	4	14	11	2	5	36	58.1%	41.9%
17. In my school, student misbehavior interferes with learning.	2	5	12	8	8	35	25.9%	74.1%
18. Too much instructional time is spent administering assessments.	17	13	1	1	4	36	93.8%	6.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	6	19	10		36	19.4%	80.6%
20. Increased workload has contributed to a decline in my morale.	14	13	7	1	1	36	77.1%	22.9%
21. I am paid fairly.	1	15	12	8		36	44.4%	55.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		5	11	19	1	36	14.3%	85.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		10	8	17	1	36	28.6%	71.4%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	12	20	1	1	2	36	94.1%	5.9%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	19	7	6	1	35	61.8%	38.2%
26. In my position, I receive appropriate and adequate support and training.	2	20	10	4		36	61.1%	38.9%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	5	10	18	1	36	20.0%	80.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2	5	11	18		36	19.4%	80.6%
29. In the last 12 months, I have experienced harassing behavior from parents.	7	6	12	9	2	36	38.2%	61.8%