

2015-2016 HCEA Job Satisfaction Survey

GLENWOOD MS

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	10	21	3			34	91.2%	8.8%
2. There is an atmosphere of open communication and trust in my school/worksite.	10	17	7			34	79.4%	20.6%
3. I personally feel successful in my work.	15	17	2			34	94.1%	5.9%
4. I feel involved in decision-making at my school/worksite.	8	16	4	3	3	34	77.4%	22.6%
5. I want to be involved in decision-making at my school/worksite.	16	15	1		2	34	96.9%	3.1%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	10	12	8	3	1	34	66.7%	33.3%
7. In my school/worksite, I am treated as a professional.	15	16	3			34	91.2%	8.8%
8. There is good teamwork among staff in my school/worksite.	12	20	2			34	94.1%	5.9%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	9	17	6		2	34	81.3%	18.8%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	7	9	10	8		34	47.1%	52.9%
11. My work performance is evaluated fairly.	7	15	8	3	1	34	66.7%	33.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	6	15	10	2		33	63.6%	36.4%
13. I am provided adequate work and storage space to prepare for and do my job.	6	19	5	4		34	73.5%	26.5%
14. My administrators/supervisors respect the negotiated contracts.	17	14	1		1	33	96.9%	3.1%
15. My planning time is respected by my school administrations/supervisors.	9	14	2		8	33	92.0%	8.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	10	16	2	1	5	34	89.7%	10.3%
17. In my school, student misbehavior interferes with learning.	1	2	8	16	7	34	11.1%	88.9%
18. Too much instructional time is spent administering assessments.	15	9	3	1	6	34	85.7%	14.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	8	14	7	2	34	34.4%	65.6%
20. Increased workload has contributed to a decline in my morale.	10	12	6	6		34	64.7%	35.3%
21. I am paid fairly.	1	11	13	8		33	36.4%	63.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		5	4	24	1	34	15.2%	84.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	5	7	20		33	18.2%	81.8%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	14	16	4			34	88.2%	11.8%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	17	7	3	2	33	67.7%	32.3%
26. In my position, I receive appropriate and adequate support and training.	5	21	6	2		34	76.5%	23.5%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	2	10	18	2	33	9.7%	90.3%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	3	13	17		34	11.8%	88.2%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	8	16	9		34	26.5%	73.5%