

2015-2016 HCEA Job Satisfaction Survey

**HAMMOND MS**

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	4	23	7	3		37	73.0%	27.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	18	12	5		37	54.1%	45.9%
3. I personally feel successful in my work.	8	22	5	2		37	81.1%	18.9%
4. I feel involved in decision-making at my school/worksite.	4	15	13	4	1	37	52.8%	47.2%
5. I want to be involved in decision-making at my school/worksite.	7	26	2	1	1	37	91.7%	8.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	5	13	12	6		36	50.0%	50.0%
7. In my school/worksite, I am treated as a professional.	8	16	7	6		37	64.9%	35.1%
8. There is good teamwork among staff in my school/worksite.	12	19	3	2		36	86.1%	13.9%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	9	17	7	1		34	76.5%	23.5%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	12	18	3	3	1	37	83.3%	16.7%
11. My work performance is evaluated fairly.	6	13	6	12		37	51.4%	48.6%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	1	8	15	13		37	24.3%	75.7%
13. I am provided adequate work and storage space to prepare for and do my job.	7	24	3	3		37	83.8%	16.2%
14. My administrators/supervisors respect the negotiated contracts.	11	20	4	2		37	83.8%	16.2%
15. My planning time is respected by my school administrations/supervisors.	5	17	8	3	4	37	66.7%	33.3%
16. In my school, administrators/supervisors support me in enforcing discipline.	2	21	9	3	2	37	65.7%	34.3%
17. In my school, student misbehavior interferes with learning.	5	15	13	4		37	54.1%	45.9%
18. Too much instructional time is spent administering assessments.	13	14	7	1	1	36	77.1%	22.9%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	15	14	4		36	50.0%	50.0%
20. Increased workload has contributed to a decline in my morale.	20	8	6	2	1	37	77.8%	22.2%
21. I am paid fairly.	2	12	13	9		36	38.9%	61.1%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	11	9	15	1	37	33.3%	66.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	9	11	14	1	37	30.6%	69.4%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	3	25	5	3		36	77.8%	22.2%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	20	9	3		36	66.7%	33.3%
26. In my position, I receive appropriate and adequate support and training.	4	22	9	2		37	70.3%	29.7%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	4	11	20	1	37	13.9%	86.1%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	6	10	19	1	37	19.4%	80.6%
29. In the last 12 months, I have experienced harassing behavior from parents.	7	12	8	8	1	36	54.3%	45.7%