

2015-2016 HCEA Job Satisfaction Survey

HOMWOOD CENTER

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	5	20	5			30	83.3%	16.7%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	22	3	1		30	86.7%	13.3%
3. I personally feel successful in my work.	6	18	5	1		30	80.0%	20.0%
4. I feel involved in decision-making at my school/worksite.	7	12	9	2		30	63.3%	36.7%
5. I want to be involved in decision-making at my school/worksite.	9	19	1			29	96.6%	3.4%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	7	18	5			30	83.3%	16.7%
7. In my school/worksite, I am treated as a professional.	10	17		3		30	90.0%	10.0%
8. There is good teamwork among staff in my school/worksite.	9	18	2	1		30	90.0%	10.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	18	5	2	1	30	75.9%	24.1%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	9	19	1	1		30	93.3%	6.7%
11. My work performance is evaluated fairly.	8	17	5			30	83.3%	16.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	6	12	9	3		30	60.0%	40.0%
13. I am provided adequate work and storage space to prepare for and do my job.	12	17	1			30	96.7%	3.3%
14. My administrators/supervisors respect the negotiated contracts.	17	10	3			30	90.0%	10.0%
15. My planning time is respected by my school administrations/supervisors.	9	12	4		5	30	84.0%	16.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	9	10	10		1	30	65.5%	34.5%
17. In my school, student misbehavior interferes with learning.	22	6	1		1	30	96.6%	3.4%
18. Too much instructional time is spent administering assessments.	12	12	4	1	1	30	82.8%	17.2%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	16	9	4		30	56.7%	43.3%
20. Increased workload has contributed to a decline in my morale.	3	14	10	3		30	56.7%	43.3%
21. I am paid fairly.	1	12	10	7		30	43.3%	56.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	9	9	11		30	33.3%	66.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		13	9	8		30	43.3%	56.7%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	6	21	2		1	30	93.1%	6.9%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	16	5	4		30	70.0%	30.0%
26. In my position, I receive appropriate and adequate support and training.	7	18	5			30	83.3%	16.7%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	2	8	15	3	30	14.8%	85.2%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		1	10	15	4	30	3.8%	96.2%
29. In the last 12 months, I have experienced harassing behavior from parents.		6	9	12	3	30	22.2%	77.8%