

2015-2016 HCEA Job Satisfaction Survey

HOWARD HS

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	18	59	7		1	85	91.7%	8.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	19	55	9	2	1	86	87.1%	12.9%
3. I personally feel successful in my work.	29	54	3			86	96.5%	3.5%
4. I feel involved in decision-making at my school/worksite.	17	40	20	2	6	85	72.2%	27.8%
5. I want to be involved in decision-making at my school/worksite.	25	46	8	1	6	86	88.8%	11.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	23	47	12	3	1	86	82.4%	17.6%
7. In my school/worksite, I am treated as a professional.	31	46	8	1		86	89.5%	10.5%
8. There is good teamwork among staff in my school/worksite.	34	41	9	2		86	87.2%	12.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	23	35	12	10	6	86	72.5%	27.5%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	30	41	8	7		86	82.6%	17.4%
11. My work performance is evaluated fairly.	22	51	6	2	5	86	90.1%	9.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	14	33	24	14	1	86	55.3%	44.7%
13. I am provided adequate work and storage space to prepare for and do my job.	30	42	9	5		86	83.7%	16.3%
14. My administrators/supervisors respect the negotiated contracts.	40	40	3		3	86	96.4%	3.6%
15. My planning time is respected by my school administrations/supervisors.	30	40	6	1	9	86	90.9%	9.1%
16. In my school, administrators/supervisors support me in enforcing discipline.	14	32	19	11	10	86	60.5%	39.5%
17. In my school, student misbehavior interferes with learning.	12	31	24	10	8	85	55.8%	44.2%
18. Too much instructional time is spent administering assessments.	25	34	12	2	11	84	80.8%	19.2%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	34	33	12	3	86	45.8%	54.2%
20. Increased workload has contributed to a decline in my morale.	14	34	28	6	3	85	58.5%	41.5%
21. I am paid fairly.	2	33	33	18		86	40.7%	59.3%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	25	29	26	5	86	32.1%	67.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	25	27	26	6	85	32.9%	67.1%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	31	47	5	2		85	91.8%	8.2%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	14	41	21	6	4	86	67.1%	32.9%
26. In my position, I receive appropriate and adequate support and training.	18	55	11	2		86	84.9%	15.1%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	4	22	54	4	85	6.2%	93.8%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3	6	23	51	3	86	10.8%	89.2%
29. In the last 12 months, I have experienced harassing behavior from parents.	10	15	19	36	6	86	31.3%	68.8%