

HCEA Job Satisfaction Survey 2012-2013

Worksite

Hammond ES

Questions:	Strongly Agree	Agree	Does Not Apply	Strongly Disagree	Disagree	Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	7	28	0	4	3	42	83%	17%
2. There is an atmosphere of open communication and trust in my school/worksite.	7	27	0	1	7	42	81%	19%
3. I personally feel successful in my work.	14	25	0	1	2	42	93%	7%
4. I feel involved in decision-making at my school/worksite.	7	17	2	2	14	42	57%	38%
5. I want to be involved in decision-making at my school/worksite.	10	26	1	1	4	42	86%	12%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	8	23	0	3	8	42	74%	26%
7. In my school/worksite, I am treated as a professional.	12	26	0	0	4	42	90%	10%
8. There is good teamwork among staff in my school/worksite.	16	23	0	0	3	42	93%	7%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	16	23	1	1	1	42	93%	5%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	20	20	0	1	1	42	95%	5%
11. My work performance is evaluated fairly.	17	25	0	0	0	42	100%	0%
12. I am provided adequate time during the workday to plan, prepare for and do my job	11	23	0	2	6	42	81%	19%
13. I am provided adequate work and storage space to prepare for and do my job.	15	25	0	0	2	42	95%	5%
14. My administrators/supervisors respect the negotiated contracts.	20	19	0	0	3	42	93%	7%
15. My planning time is respected by my school administrations/supervisors.	12	22	2	1	5	42	81%	14%
16. In my school, administrators/supervisors support me in enforcing discipline.	7	26	0	2	7	42	79%	21%
17. In my school, student misbehavior interferes with learning.	6	23	0	1	12	42	69%	31%
18. Too much instructional time is spent administering assessments.	4	8	2	6	22	42	29%	67%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	26	2	2	10	41	66%	29%
20. Increased workload has contributed to a decline in my morale.	2	11	2	3	23	41	32%	63%
21. I am paid fairly	0	16	0	10	15	41	39%	61%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	30	5	2	4	42	74%	14%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	24	2	7	7	42	62%	33%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	5	31	1	1	4	42	86%	12%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	28	1	3	3	42	83%	14%
26. In my position, I receive appropriate and adequate support and training.	9	30	0	0	3	42	93%	7%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	0	3	3	25	11	42	7%	86%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	0	0	3	22	17	42	0%	93%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	5	2	16	16	42	19%	76%