

HCEA Job Satisfaction Survey 2012-2013

Worksite

Hammond MS

Questions:	Strongly Agree	Agree	Does Not Apply	Strongly Disagree	Disagree	Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	1	10	0	14	11	36	31%	69%
2. There is an atmosphere of open communication and trust in my school/worksite.	7	17	0	3	9	36	67%	33%
3. I personally feel successful in my work.	5	22	0	5	4	36	75%	25%
4. I feel involved in decision-making at my school/worksite.	5	16	0	3	12	36	58%	42%
5. I want to be involved in decision-making at my school/worksite.	8	25	0	0	2	35	94%	6%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	7	14	0	1	13	35	60%	40%
7. In my school/worksite, I am treated as a professional.	11	15	0	1	9	36	72%	28%
8. There is good teamwork among staff in my school/worksite.	9	16	0	3	8	36	69%	31%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	8	20	0	3	5	36	78%	22%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	12	22	0	1	1	36	94%	6%
11. My work performance is evaluated fairly.	8	19	0	3	5	35	77%	23%
12. I am provided adequate time during the workday to plan, prepare for and do my job	3	6	0	14	13	36	25%	75%
13. I am provided adequate work and storage space to prepare for and do my job.	12	17	0	2	5	36	81%	19%
14. My administrators/supervisors respect the negotiated contracts.	13	20	0	0	3	36	92%	8%
15. My planning time is respected by my school administrations/supervisors.	8	18	2	1	7	36	72%	22%
16. In my school, administrators/supervisors support me in enforcing discipline.	10	21	1	2	2	36	86%	11%
17. In my school, student misbehavior interferes with learning.	3	12	0	9	10	34	44%	56%
18. Too much instructional time is spent administering assessments.	23	7	1	1	4	36	83%	14%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	10	1	5	18	35	31%	66%
20. Increased workload has contributed to a decline in my morale.	22	11	1	0	2	36	92%	6%
21. I am paid fairly	4	9	0	11	11	35	37%	63%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	5	14	6	2	6	33	58%	24%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	8	0	13	10	32	28%	72%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	7	15	2	2	8	34	65%	29%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	17	1	3	8	34	65%	32%
26. In my position, I receive appropriate and adequate support and training.	6	18	0	5	7	36	67%	33%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	1	4	17	13	36	6%	83%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	0	6	3	17	9	35	17%	74%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	7	1	13	13	36	25%	72%