

HCEA Job Satisfaction Survey 2012-2013

Worksite

Howard HS

Questions:	Strongly Agree	Agree	Does Not Apply	Strongly Disagree	Disagree	Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	6	58	0	18	23	105	61%	39%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	46	1	19	34	103	48%	51%
3. I personally feel successful in my work.	35	55	0	3	13	106	85%	15%
4. I feel involved in decision-making at my school/worksite.	9	31	4	22	40	106	38%	58%
5. I want to be involved in decision-making at my school/worksite.	25	62	5	3	11	106	82%	13%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	8	33	2	28	35	106	39%	59%
7. In my school/worksite, I am treated as a professional.	22	55	0	10	18	105	73%	27%
8. There is good teamwork among staff in my school/worksite.	23	64	0	4	14	105	83%	17%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	24	54	5	6	16	105	74%	21%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	40	55	0	5	6	106	90%	10%
11. My work performance is evaluated fairly.	21	58	0	5	21	105	75%	25%
12. I am provided adequate time during the workday to plan, prepare for and do my job	13	36	4	27	26	106	46%	50%
13. I am provided adequate work and storage space to prepare for and do my job.	29	54	0	8	15	106	78%	22%
14. My administrators/supervisors respect the negotiated contracts.	21	57	3	4	21	106	74%	24%
15. My planning time is respected by my school administrations/supervisors.	12	64	15	6	9	106	72%	14%
16. In my school, administrators/supervisors support me in enforcing discipline.	38	55	7	2	3	105	89%	5%
17. In my school, student misbehavior interferes with learning.	4	27	6	20	49	106	29%	65%
18. Too much instructional time is spent administering assessments.	22	34	11	7	32	106	53%	37%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	37	9	20	38	106	37%	55%
20. Increased workload has contributed to a decline in my morale.	20	41	5	10	30	106	58%	38%
21. I am paid fairly	2	32	0	30	40	104	33%	67%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	9	53	7	11	25	105	59%	34%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	6	45	8	15	29	103	50%	43%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	23	67	5	5	5	105	86%	10%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	15	57	7	7	20	106	68%	25%
26. In my position, I receive appropriate and adequate support and training.	17	65	0	5	19	106	77%	23%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	5	10	49	40	106	7%	84%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	5	9	7	42	43	106	13%	80%
29. In the last 12 months, I have experienced harassing behavior from parents.	6	22	5	28	44	105	27%	69%