

2015-2016 HCEA Job Satisfaction Survey

LIME KILN MS

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	11	25	2	2		40	90.0%	10.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	12	21	6	1		40	82.5%	17.5%
3. I personally feel successful in my work.	22	17	1			40	97.5%	2.5%
4. I feel involved in decision-making at my school/worksite.	10	18	7	3	2	40	73.7%	26.3%
5. I want to be involved in decision-making at my school/worksite.	10	27	1		2	40	97.4%	2.6%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	10	23	4	1	1	39	86.8%	13.2%
7. In my school/worksite, I am treated as a professional.	18	20	2			40	95.0%	5.0%
8. There is good teamwork among staff in my school/worksite.	16	20	3			39	92.3%	7.7%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	16	17	4		3	40	89.2%	10.8%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	15	20	5			40	87.5%	12.5%
11. My work performance is evaluated fairly.	13	19	6	2		40	80.0%	20.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	6	20	8	4	2	40	68.4%	31.6%
13. I am provided adequate work and storage space to prepare for and do my job.	20	15	3	1	1	40	89.7%	10.3%
14. My administrators/supervisors respect the negotiated contracts.	24	14	2			40	95.0%	5.0%
15. My planning time is respected by my school administrations/supervisors.	21	14	1		4	40	97.2%	2.8%
16. In my school, administrators/supervisors support me in enforcing discipline.	12	20	5		3	40	86.5%	13.5%
17. In my school, student misbehavior interferes with learning.		3	22	15		40	7.5%	92.5%
18. Too much instructional time is spent administering assessments.	15	15	5		5	40	85.7%	14.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	20	15	3	1	40	53.8%	46.2%
20. Increased workload has contributed to a decline in my morale.	6	17	9	7	1	40	59.0%	41.0%
21. I am paid fairly.	2	19	12	7		40	52.5%	47.5%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	9	12	17		39	25.6%	74.4%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		8	13	18		39	20.5%	79.5%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	8	27	3	2		40	87.5%	12.5%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	23	7	2	4	40	75.0%	25.0%
26. In my position, I receive appropriate and adequate support and training.	9	28	3			40	92.5%	7.5%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		5	15	18	2	40	13.2%	86.8%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.			15	23	2	40	0.0%	100.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	4	11	11	10	4	40	41.7%	58.3%