

## 2015-2016 HCEA Job Satisfaction Survey

## OAKLAND MILLS MS

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	2	19	16	4		41	51.2%	48.8%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	21	15	2	1	41	57.5%	42.5%
3. I personally feel successful in my work.	7	25	7	1	1	41	80.0%	20.0%
4. I feel involved in decision-making at my school/worksite.	6	13	15	4	3	41	50.0%	50.0%
5. I want to be involved in decision-making at my school/worksite.	8	27			5	40	100.0%	0.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	5	16	14	5	1	41	52.5%	47.5%
7. In my school/worksite, I am treated as a professional.	5	25	9	1	1	41	75.0%	25.0%
8. There is good teamwork among staff in my school/worksite.	16	20	5			41	87.8%	12.2%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	14	11	4	7	41	55.9%	44.1%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	13	23	2	2	1	41	90.0%	10.0%
11. My work performance is evaluated fairly.	8	21	7	2	2	40	76.3%	23.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	9	12	12	6	41	31.4%	68.6%
13. I am provided adequate work and storage space to prepare for and do my job.	8	24	3	4	1	40	82.1%	17.9%
14. My administrators/supervisors respect the negotiated contracts.	11	26			4	41	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	6	23	4	1	7	41	85.3%	14.7%
16. In my school, administrators/supervisors support me in enforcing discipline.	5	11	12	7	6	41	45.7%	54.3%
17. In my school, student misbehavior interferes with learning.	13	19	2	1	5	40	91.4%	8.6%
18. Too much instructional time is spent administering assessments.	15	13	6		7	41	82.4%	17.6%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	19	10	3	6	41	62.9%	37.1%
20. Increased workload has contributed to a decline in my morale.	20	9	6	1	4	40	80.6%	19.4%
21. I am paid fairly.	1	9	15	16		41	24.4%	75.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	7	10	20	2	40	21.1%	78.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		14	9	17		40	35.0%	65.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	9	25	6	1		41	82.9%	17.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	22	11	4	2	41	61.5%	38.5%
26. In my position, I receive appropriate and adequate support and training.	4	28	7	2		41	78.0%	22.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		4	12	24	1	41	10.0%	90.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		3	15	21	2	41	7.7%	92.3%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	5	12	21	2	41	15.4%	84.6%