

2015-2016 HCEA Job Satisfaction Survey

PATUXENT VALLEY MS

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.		10	13	11		34	29.4%	70.6%
2. There is an atmosphere of open communication and trust in my school/worksite.		11	18	5		34	32.4%	67.6%
3. I personally feel successful in my work.	3	24	4	3		34	79.4%	20.6%
4. I feel involved in decision-making at my school/worksite.	1	8	19	5	1	34	27.3%	72.7%
5. I want to be involved in decision-making at my school/worksite.	5	23	5		1	34	84.8%	15.2%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.		20	8	6		34	58.8%	41.2%
7. In my school/worksite, I am treated as a professional.	3	24	5	2		34	79.4%	20.6%
8. There is good teamwork among staff in my school/worksite.	2	22	5	5		34	70.6%	29.4%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	2	24	7		1	34	78.8%	21.2%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	1	12	15	5		33	39.4%	60.6%
11. My work performance is evaluated fairly.	5	19	7	3		34	70.6%	29.4%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	10	11	10		34	38.2%	61.8%
13. I am provided adequate work and storage space to prepare for and do my job.	5	28	1			34	97.1%	2.9%
14. My administrators/supervisors respect the negotiated contracts.	4	27	2			33	93.9%	6.1%
15. My planning time is respected by my school administrations/supervisors.	1	23	7		3	34	77.4%	22.6%
16. In my school, administrators/supervisors support me in enforcing discipline.		8	12	12	1	33	25.0%	75.0%
17. In my school, student misbehavior interferes with learning.	18	10	3	3		34	82.4%	17.6%
18. Too much instructional time is spent administering assessments.	16	8	7	1	2	34	75.0%	25.0%
19. HCPSS professional development experiences are meaningful and worthwhile.		13	16	3	1	33	40.6%	59.4%
20. Increased workload has contributed to a decline in my morale.	11	18	3	2		34	85.3%	14.7%
21. I am paid fairly.	3	13	11	6	1	34	48.5%	51.5%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	5	9	19		34	17.6%	82.4%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		6	12	16		34	17.6%	82.4%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	13	15	4	1	1	34	84.8%	15.2%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	1	16	10	4	1	32	54.8%	45.2%
26. In my position, I receive appropriate and adequate support and training.	4	16	11	3		34	58.8%	41.2%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	5	10	15	1	33	21.9%	78.1%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	5	11	16	1	34	18.2%	81.8%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	10	13	7	1	34	39.4%	60.6%