

2015-2016 HCEA Job Satisfaction Survey

ROCKBURN ES

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	4	25	12	5		46	63.0%	37.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	29	7	6		46	71.7%	28.3%
3. I personally feel successful in my work.	9	31	6			46	87.0%	13.0%
4. I feel involved in decision-making at my school/worksite.	8	22	11	5		46	65.2%	34.8%
5. I want to be involved in decision-making at my school/worksite.	13	30	2	1		46	93.5%	6.5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	10	23	6	7		46	71.7%	28.3%
7. In my school/worksite, I am treated as a professional.	16	26	2	2		46	91.3%	8.7%
8. There is good teamwork among staff in my school/worksite.	14	23	7	1		45	82.2%	17.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	22	8	5	4	46	69.0%	31.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	16	25	3	2		46	89.1%	10.9%
11. My work performance is evaluated fairly.	16	23	6	1		46	84.8%	15.2%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	17	15	9		46	47.8%	52.2%
13. I am provided adequate work and storage space to prepare for and do my job.	14	25	5	2		46	84.8%	15.2%
14. My administrators/supervisors respect the negotiated contracts.	23	19	1	2	1	46	93.3%	6.7%
15. My planning time is respected by my school administrations/supervisors.	13	22	1	3	7	46	89.7%	10.3%
16. In my school, administrators/supervisors support me in enforcing discipline.	10	21	3	8	4	46	73.8%	26.2%
17. In my school, student misbehavior interferes with learning.	6	16	15	5	3	45	52.4%	47.6%
18. Too much instructional time is spent administering assessments.	12	16	8	2	8	46	73.7%	26.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	6	19	9	8	3	45	59.5%	40.5%
20. Increased workload has contributed to a decline in my morale.	14	24	5	1	1	45	86.4%	13.6%
21. I am paid fairly.	2	15	21	8		46	37.0%	63.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	12	15	18		46	28.3%	71.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	15	16	13	1	46	35.6%	64.4%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	19	24	1		2	46	97.7%	2.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	30	4	2	3	45	85.7%	14.3%
26. In my position, I receive appropriate and adequate support and training.	3	31	8	3		45	75.6%	24.4%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	5	14	22	2	44	14.3%	85.7%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2	2	14	26	2	46	9.1%	90.9%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	5	18	20	1	46	15.6%	84.4%