

2015-2016 HCEA Job Satisfaction Survey

TALBOTT SPRINGS 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	28	7	2		41	78.0%	22.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	5	21	14	1		41	63.4%	36.6%
3. I personally feel successful in my work.	11	27	3			41	92.7%	7.3%
4. I feel involved in decision-making at my school/worksite.	6	18	15	2		41	58.5%	41.5%
5. I want to be involved in decision-making at my school/worksite.	10	28	1		1	40	97.4%	2.6%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	16	12	6		40	55.0%	45.0%
7. In my school/worksite, I am treated as a professional.	11	23	4	1		39	87.2%	12.8%
8. There is good teamwork among staff in my school/worksite.	12	18	7	2		39	76.9%	23.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	14	15	7	2	2	40	76.3%	23.7%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	10	17	6	5		38	71.1%	28.9%
11. My work performance is evaluated fairly.	14	25	2			41	95.1%	4.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	16	17	3		41	51.2%	48.8%
13. I am provided adequate work and storage space to prepare for and do my job.	6	25	7	2		40	77.5%	22.5%
14. My administrators/supervisors respect the negotiated contracts.	19	21	1			41	97.6%	2.4%
15. My planning time is respected by my school administrations/supervisors.	11	23	3		4	41	91.9%	8.1%
16. In my school, administrators/supervisors support me in enforcing discipline.	15	20	3		3	41	92.1%	7.9%
17. In my school, student misbehavior interferes with learning.	3	18	14	5	1	41	52.5%	47.5%
18. Too much instructional time is spent administering assessments.	9	21	8		3	41	78.9%	21.1%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	27	8	2		39	74.4%	25.6%
20. Increased workload has contributed to a decline in my morale.	14	12	11	2	1	40	66.7%	33.3%
21. I am paid fairly.	3	14	12	12		41	41.5%	58.5%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	12	15	10		40	37.5%	62.5%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	8	16	14	1	41	25.0%	75.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	12	26	1	1		40	95.0%	5.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	20	11	2	2	40	65.8%	34.2%
26. In my position, I receive appropriate and adequate support and training.	10	20	6	5		41	73.2%	26.8%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	8	11	16	4	40	25.0%	75.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		2	12	22	4	40	5.6%	94.4%
29. In the last 12 months, I have experienced harassing behavior from parents.		6	18	14	3	41	15.8%	84.2%