

2015-2016 HCEA Job Satisfaction Survey

VETERANS ES

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	12	31	5	3		51	84.3%	15.7%
2. There is an atmosphere of open communication and trust in my school/worksite.	10	35	5	1		51	88.2%	11.8%
3. I personally feel successful in my work.	12	35	3	1		51	92.2%	7.8%
4. I feel involved in decision-making at my school/worksite.	6	27	14	2	2	51	67.3%	32.7%
5. I want to be involved in decision-making at my school/worksite.	12	33	4		2	51	91.8%	8.2%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	9	32	8	2		51	80.4%	19.6%
7. In my school/worksite, I am treated as a professional.	21	26	2	1		50	94.0%	6.0%
8. There is good teamwork among staff in my school/worksite.	13	31	6			50	88.0%	12.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	40	3	2	3	51	89.6%	10.4%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	12	31	6	1		50	86.0%	14.0%
11. My work performance is evaluated fairly.	12	28	9	2		51	78.4%	21.6%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	7	26	11	5	2	51	67.3%	32.7%
13. I am provided adequate work and storage space to prepare for and do my job.	10	36	4	1		51	90.2%	9.8%
14. My administrators/supervisors respect the negotiated contracts.	22	25	2	1		50	94.0%	6.0%
15. My planning time is respected by my school administrations/supervisors.	11	27	3	1	8	50	90.5%	9.5%
16. In my school, administrators/supervisors support me in enforcing discipline.	11	26	6	2	6	51	82.2%	17.8%
17. In my school, student misbehavior interferes with learning.	6	19	16	6	4	51	53.2%	46.8%
18. Too much instructional time is spent administering assessments.	12	22	10	2	5	51	73.9%	26.1%
19. HCPSS professional development experiences are meaningful and worthwhile.	5	27	16	2	1	51	64.0%	36.0%
20. Increased workload has contributed to a decline in my morale.	8	21	19	3		51	56.9%	43.1%
21. I am paid fairly.	2	20	20	9		51	43.1%	56.9%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	13	15	20		51	31.4%	68.6%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	12	16	19	1	51	30.0%	70.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	17	30	4			51	92.2%	7.8%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	30	11	3	3	50	70.2%	29.8%
26. In my position, I receive appropriate and adequate support and training.	6	39	5	1		51	88.2%	11.8%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		1	18	28	4	51	2.1%	97.9%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		1	17	29	4	51	2.1%	97.9%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	6	23	18	2	51	16.3%	83.7%