

2015-2016 HCEA Job Satisfaction Survey

WAVERLY ES

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	6	26	12	9		53	60.4%	39.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	5	28	14	5	1	53	63.5%	36.5%
3. I personally feel successful in my work.	18	25	8	2		53	81.1%	18.9%
4. I feel involved in decision-making at my school/worksite.	7	20	17	6	3	53	54.0%	46.0%
5. I want to be involved in decision-making at my school/worksite.	18	33	1		1	53	98.1%	1.9%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	8	21	14	8	2	53	56.9%	43.1%
7. In my school/worksite, I am treated as a professional.	13	33	5	2		53	86.8%	13.2%
8. There is good teamwork among staff in my school/worksite.	14	28	5	6		53	79.2%	20.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	31	7	4	6	53	76.6%	23.4%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	15	31	5	2		53	86.8%	13.2%
11. My work performance is evaluated fairly.	8	37	4	4		53	84.9%	15.1%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	6	20	14	11	1	52	51.0%	49.0%
13. I am provided adequate work and storage space to prepare for and do my job.	9	30	9	4		52	75.0%	25.0%
14. My administrators/supervisors respect the negotiated contracts.	9	34	6	3		52	82.7%	17.3%
15. My planning time is respected by my school administrations/supervisors.	7	25	11	3	6	52	69.6%	30.4%
16. In my school, administrators/supervisors support me in enforcing discipline.	6	33	4	1	8	52	88.6%	11.4%
17. In my school, student misbehavior interferes with learning.	2	8	29	7	5	51	21.7%	78.3%
18. Too much instructional time is spent administering assessments.	25	11	8	2	6	52	78.3%	21.7%
19. HCPSS professional development experiences are meaningful and worthwhile.	5	18	19	10	1	53	44.2%	55.8%
20. Increased workload has contributed to a decline in my morale.	16	16	14	7		53	60.4%	39.6%
21. I am paid fairly.	2	19	19	13		53	39.6%	60.4%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	15	18	18	1	53	30.8%	69.2%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	12	24	13	3	53	26.0%	74.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	10	27	10	3	1	51	74.0%	26.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	30	14	5	1	53	63.5%	36.5%
26. In my position, I receive appropriate and adequate support and training.	6	29	12	5	1	53	67.3%	32.7%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	7	18	22	5	53	16.7%	83.3%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	3	19	26	4	53	8.2%	91.8%
29. In the last 12 months, I have experienced harassing behavior from parents.		6	20	22	5	53	12.5%	87.5%