

HCEA Job Satisfaction Survey 2012-2013

Worksite

Wilde Lake MS

Questions:	Strongly Agree	Agree	Does Not Apply	Strongly Disagree	Disagree	Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	0	19	0	14	10	43	44%	56%
2. There is an atmosphere of open communication and trust in my school/worksite.	1	19	0	7	16	43	47%	53%
3. I personally feel successful in my work.	9	26	0	2	6	43	81%	19%
4. I feel involved in decision-making at my school/worksite.	6	14	0	8	14	42	48%	52%
5. I want to be involved in decision-making at my school/worksite.	10	19	2	2	9	42	69%	26%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	7	22	1	5	8	43	67%	30%
7. In my school/worksite, I am treated as a professional.	10	21	0	1	11	43	72%	28%
8. There is good teamwork among staff in my school/worksite.	6	22	0	4	11	43	65%	35%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	8	24	2	1	7	42	76%	19%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	6	22	0	8	7	43	65%	35%
11. My work performance is evaluated fairly.	9	29	1	1	3	43	88%	9%
12. I am provided adequate time during the workday to plan, prepare for and do my job	3	15	2	9	14	43	42%	53%
13. I am provided adequate work and storage space to prepare for and do my job.	4	22	1	5	11	43	60%	37%
14. My administrators/supervisors respect the negotiated contracts.	7	31	1	0	4	43	88%	9%
15. My planning time is respected by my school administrations/supervisors.	5	28	5	0	5	43	77%	12%
16. In my school, administrators/supervisors support me in enforcing discipline.	5	14	2	8	14	43	44%	51%
17. In my school, student misbehavior interferes with learning.	26	16	0	1	0	43	98%	2%
18. Too much instructional time is spent administering assessments.	11	17	2	1	12	43	65%	30%
19. HCPSS professional development experiences are meaningful and worthwhile.	6	21	0	3	13	43	63%	37%
20. Increased workload has contributed to a decline in my morale.	14	20	1	2	6	43	79%	19%
21. I am paid fairly	0	19	0	10	14	43	44%	56%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	22	5	1	10	40	60%	28%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	12	3	8	14	39	36%	56%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	14	20	2	1	5	42	81%	14%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	24	3	1	9	43	70%	23%
26. In my position, I receive appropriate and adequate support and training.	5	25	1	4	8	43	70%	28%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	0	10	2	12	19	43	23%	72%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	0	1	2	15	25	43	2%	93%
29. In the last 12 months, I have experienced harassing behavior from parents.	5	17	2	9	10	43	51%	44%