

**2018-2019 HCEA Job Satisfaction Survey**

**ARL**

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	9	8	1			18	94.4%	5.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	5	11	2			18	88.9%	11.1%
3. I personally feel successful in my work.	10	7		1		18	94.4%	5.6%
4. I feel involved in decision-making at my school/worksite.	9	5	3	1		18	77.8%	22.2%
5. I want to be involved in decision-making at my school/worksite.	6	11	1			18	94.4%	5.6%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	9	5	4			18	77.8%	22.2%
7. In my school/worksite, I am treated as a professional.	12	5	1			18	94.4%	5.6%
8. There is good teamwork among staff in my school/worksite.	7	10	1			18	94.4%	5.6%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	7	1		2	17	93.3%	6.7%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	4	9	3		1	17	81.3%	18.8%
11. My work performance is evaluated fairly.	14	4				18	100.0%	0.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	10	7			1	18	100.0%	0.0%
13. I am provided adequate work and storage space to prepare for and do my job.	7	11				18	100.0%	0.0%
14. My administrators/supervisors respect the negotiated contracts.	14	4				18	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	12	4			2	18	100.0%	0.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	7	8			3	18	100.0%	0.0%
17. In my school, student misbehavior interferes with learning.		3	2	8	5	18	23.1%	76.9%
18. Too much instructional time is spent administering assessments.	2	3	4	2	6	17	45.5%	54.5%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	6	5	2	2	17	53.3%	46.7%
20. Increased workload has contributed to a decline in my morale.		1	9	4	3	17	7.1%	92.9%
21. I am paid fairly.		8	9	1		18	44.4%	55.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	10	2	2	1	18	76.5%	23.5%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	10	4	1	1	18	70.6%	29.4%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	4	13		1		18	94.4%	5.6%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	9	3	4		18	61.1%	38.9%
26. In my position, I receive appropriate and adequate support and training.	5	10	3			18	83.3%	16.7%
27. In the last 12 months, I have experienced harassing behavior from colleagues.			5	9	3	17	0.0%	100.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.			7	8	3	18	0.0%	100.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	2		6	8	1	17	12.5%	87.5%
30. At my school I spend most of my PIP time on non-instructional activities.		1	8	2	6	17	9.1%	90.9%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	6	6			5	17	100.0%	0.0%