

2018-2019 HCEA Job Satisfaction Survey

BUSHY PARK 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	26	4	3		37	81.1%	18.9%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	18	10	6		37	56.8%	43.2%
3. I personally feel successful in my work.	12	24	1			37	97.3%	2.7%
4. I feel involved in decision-making at my school/worksite.	5	16	8	5	3	37	61.8%	38.2%
5. I want to be involved in decision-making at my school/worksite.	10	22	2	1	2	37	91.4%	8.6%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	5	15	9	8		37	54.1%	45.9%
7. In my school/worksite, I am treated as a professional.	10	21	4	2		37	83.8%	16.2%
8. There is good teamwork among staff in my school/worksite.	11	19	6	1		37	81.1%	18.9%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	23	5	3	1	37	77.8%	22.2%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	19	15	2	1		37	91.9%	8.1%
11. My work performance is evaluated fairly.	8	15	7	5	2	37	65.7%	34.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	19	9	5	1	37	61.1%	38.9%
13. I am provided adequate work and storage space to prepare for and do my job.	12	22	2		1	37	94.4%	5.6%
14. My administrators/supervisors respect the negotiated contracts.	12	18	4	1	1	36	85.7%	14.3%
15. My planning time is respected by my school administrations/supervisors.	9	19	2	1	6	37	90.3%	9.7%
16. In my school, administrators/supervisors support me in enforcing discipline.	7	15	5	5	5	37	68.8%	31.3%
17. In my school, student misbehavior interferes with learning.	3	8	16	8	2	37	31.4%	68.6%
18. Too much instructional time is spent administering assessments.	7	16	8	1	5	37	71.9%	28.1%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	14	10	9	2	37	45.7%	54.3%
20. Increased workload has contributed to a decline in my morale.	11	13	12		1	37	66.7%	33.3%
21. I am paid fairly.	1	18	10	8		37	51.4%	48.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	20	17				37	100.0%	0.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	6	26	5			37	86.5%	13.5%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	14	22	1			37	97.3%	2.7%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	8	19	7	1	2	37	77.1%	22.9%
26. In my position, I receive appropriate and adequate support and training.	8	22	6	1		37	81.1%	18.9%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		2	14	19	2	37	5.7%	94.3%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3	3	12	17	2	37	17.1%	82.9%
29. In the last 12 months, I have experienced harassing behavior from parents.		5	18	12	2	37	14.3%	85.7%
30. At my school I spend most of my PIP time on non-instructional activities.		7	14	6	10	37	25.9%	74.1%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	21	2	2	10	37	85.2%	14.8%