

**2018-2019 HCEA Job Satisfaction Survey**

**DEEP RUN ES**

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	11	32	4	1		48	89.6%	10.4%
2. There is an atmosphere of open communication and trust in my school/worksite.	9	29	8	2		48	79.2%	20.8%
3. I personally feel successful in my work.	15	29	3	1		48	91.7%	8.3%
4. I feel involved in decision-making at my school/worksite.	7	14	22	2	3	48	46.7%	53.3%
5. I want to be involved in decision-making at my school/worksite.	9	29	5		4	47	88.4%	11.6%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions	11	28	6	2	1	48	83.0%	17.0%
7. In my school/worksite, I am treated as a professional.	20	24	3	1		48	91.7%	8.3%
8. There is good teamwork among staff in my school/worksite.	20	24	3			47	93.6%	6.4%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	8	28	6	5	1	48	76.6%	23.4%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	7	15	15	9	1	47	47.8%	52.2%
11. My work performance is evaluated fairly.	16	29	2			47	95.7%	4.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	26	11	6		47	63.8%	36.2%
13. I am provided adequate work and storage space to prepare for and do my job.	14	29	4	1		48	89.6%	10.4%
14. My administrators/supervisors respect the negotiated contracts.	21	23	2	1	1	48	93.6%	6.4%
15. My planning time is respected by my school administrations/supervisors.	12	19	3	2	10	46	86.1%	13.9%
16. In my school, administrators/supervisors support me in enforcing discipline.	11	25	5	2	5	48	83.7%	16.3%
17. In my school, student misbehavior interferes with learning.	11	24	10	3		48	72.9%	27.1%
18. Too much instructional time is spent administering assessments.	4	20	10	1	12	47	68.6%	31.4%
19. HCPSS professional development experiences are meaningful and worthwhile.	6	22	13	5	2	48	60.9%	39.1%
20. Increased workload has contributed to a decline in my morale.	4	19	21	2	2	48	50.0%	50.0%
21. I am paid fairly.	2	14	19	11		46	34.8%	65.2%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	32	16				48	100.0%	0.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	13	32	2	1		48	93.8%	6.3%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	24	23	1			48	97.9%	2.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	9	28	6	1	3	47	84.1%	15.9%
26. In my position, I receive appropriate and adequate support and training.	8	29	8	3		48	77.1%	22.9%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	2	17	24	4	48	6.8%	93.2%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		2	18	23	5	48	4.7%	95.3%
29. In the last 12 months, I have experienced harassing behavior from parents.		3	19	22	4	48	6.8%	93.2%
30. At my school I spend most of my PIP time on non-instructional activities.		10	13	4	21	48	37.0%	63.0%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	5	19	3		20	47	88.9%	11.1%