

2018-2019 HCEA Job Satisfaction Survey

DUNLOGGIN MS

| Questions | Strongly Agree | Agree | Disagree | Strongly Disagree | Does Not Apply | Grand Total | % Agree | % Disagree |
|--|----------------|-------|----------|-------------------|----------------|-------------|---------|------------|
| 1. Overall, morale at my school/worksite is good. | 1 | 10 | 15 | 22 | | 48 | 22.9% | 77.1% |
| 2. There is an atmosphere of open communication and trust in my school/worksite. | 1 | 5 | 24 | 18 | | 48 | 12.5% | 87.5% |
| 3. I personally feel successful in my work. | 12 | 28 | 4 | 4 | | 48 | 83.3% | 16.7% |
| 4. I feel involved in decision-making at my school/worksite. | 1 | 12 | 16 | 15 | 3 | 47 | 29.5% | 70.5% |
| 5. I want to be involved in decision-making at my school/worksite. | 11 | 30 | 4 | 3 | | 48 | 85.4% | 14.6% |
| 6. In my school/worksite, I can speak openly about important issues without fear of repercussions | 2 | 16 | 16 | 13 | 1 | 48 | 38.3% | 61.7% |
| 7. In my school/worksite, I am treated as a professional. | 3 | 24 | 9 | 11 | 1 | 48 | 57.4% | 42.6% |
| 8. There is good teamwork among staff in my school/worksite. | 9 | 21 | 7 | 11 | | 48 | 62.5% | 37.5% |
| 9. Non-instructional duties are assigned on an equitable basis in my school/worksite. | 6 | 20 | 13 | 6 | 3 | 48 | 57.8% | 42.2% |
| 10. My working environment (i.e. safety, cleanliness) is conducive to success. | 6 | 32 | 5 | 4 | | 47 | 80.9% | 19.1% |
| 11. My work performance is evaluated fairly. | 5 | 30 | 5 | 3 | 4 | 47 | 81.4% | 18.6% |
| 12. I am provided adequate time during the workday to plan, prepare for and do my job. | 4 | 19 | 14 | 11 | | 48 | 47.9% | 52.1% |
| 13. I am provided adequate work and storage space to prepare for and do my job. | 7 | 30 | 10 | 1 | | 48 | 77.1% | 22.9% |
| 14. My administrators/supervisors respect the negotiated contracts. | 12 | 29 | 5 | 2 | | 48 | 85.4% | 14.6% |
| 15. My planning time is respected by my school administrations/supervisors. | 8 | 26 | 6 | 4 | 4 | 48 | 77.3% | 22.7% |
| 16. In my school, administrators/supervisors support me in enforcing discipline. | 2 | 17 | 17 | 8 | 3 | 47 | 43.2% | 56.8% |
| 17. In my school, student misbehavior interferes with learning. | 12 | 18 | 13 | 4 | 1 | 48 | 63.8% | 36.2% |
| 18. Too much instructional time is spent administering assessments. | 13 | 21 | 10 | | 3 | 47 | 77.3% | 22.7% |
| 19. HCPSS professional development experiences are meaningful and worthwhile. | 6 | 14 | 11 | 13 | 3 | 47 | 45.5% | 54.5% |
| 20. Increased workload has contributed to a decline in my morale. | 9 | 19 | 11 | 7 | 2 | 48 | 60.9% | 39.1% |
| 21. I am paid fairly. | 3 | 17 | 17 | 11 | | 48 | 41.7% | 58.3% |
| 22. I have confidence in the leadership exhibited by the HCPSS Superintendent. | 12 | 27 | 7 | 2 | | 48 | 81.3% | 18.8% |
| 23. I have confidence in the leadership exhibited by the Howard County Board of Education. | 3 | 29 | 11 | 1 | 3 | 47 | 72.7% | 27.3% |
| 24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). | 16 | 28 | 2 | | 2 | 48 | 95.7% | 4.3% |
| 25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education. | 5 | 26 | 12 | 3 | 2 | 48 | 67.4% | 32.6% |
| 26. In my position, I receive appropriate and adequate support and training. | 3 | 29 | 13 | 3 | | 48 | 66.7% | 33.3% |
| 27. In the last 12 months, I have experienced harassing behavior from colleagues. | 3 | 9 | 13 | 22 | 1 | 48 | 25.5% | 74.5% |
| 28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors. | 1 | 8 | 20 | 17 | 1 | 47 | 19.6% | 80.4% |
| 29. In the last 12 months, I have experienced harassing behavior from parents. | 4 | 18 | 14 | 10 | 2 | 48 | 47.8% | 52.2% |
| 30. At my school I spend most of my PIP time on non-instructional activities. | 1 | 6 | 20 | 8 | 11 | 46 | 20.0% | 80.0% |
| 31. At my school our administrator includes time during PIP for teacher-initiated collaboration. | 2 | 24 | 5 | 1 | 13 | 45 | 81.3% | 18.8% |