

2018-2019 HCEA Job Satisfaction Survey

ELKRIDGE 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	34	14	5		57	66.7%	33.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	34	18	1		56	66.1%	33.9%
3. I personally feel successful in my work.	7	38	9	3		57	78.9%	21.1%
4. I feel involved in decision-making at my school/worksite.	4	33	14	5	1	57	66.1%	33.9%
5. I want to be involved in decision-making at my school/worksite.	20	32	4		1	57	92.9%	7.1%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	29	20	2		57	61.4%	38.6%
7. In my school/worksite, I am treated as a professional.	11	37	8	1		57	84.2%	15.8%
8. There is good teamwork among staff in my school/worksite.	12	33	12			57	78.9%	21.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	1	22	22	11	1	57	41.1%	58.9%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	9	30	13	4		56	69.6%	30.4%
11. My work performance is evaluated fairly.	13	37	5	1		56	89.3%	10.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	26	15	11		56	53.6%	46.4%
13. I am provided adequate work and storage space to prepare for and do my job.	9	37	6	4		56	82.1%	17.9%
14. My administrators/supervisors respect the negotiated contracts.	15	31	10		1	57	82.1%	17.9%
15. My planning time is respected by my school administrations/supervisors.	10	36	5	2	3	56	86.8%	13.2%
16. In my school, administrators/supervisors support me in enforcing discipline.	2	21	21	11	1	56	41.8%	58.2%
17. In my school, student misbehavior interferes with learning.	36	15	3	2		56	91.1%	8.9%
18. Too much instructional time is spent administering assessments.	7	25	19	1	5	57	61.5%	38.5%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	25	16	9	2	56	53.7%	46.3%
20. Increased workload has contributed to a decline in my morale.	7	24	23	1	2	57	56.4%	43.6%
21. I am paid fairly.	1	26	22	8		57	47.4%	52.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	21	34	1		1	57	98.2%	1.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	9	42	3	2	1	57	91.1%	8.9%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	22	33	1	1		57	96.5%	3.5%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	9	39	7	1	1	57	85.7%	14.3%
26. In my position, I receive appropriate and adequate support and training.	8	36	12	1		57	77.2%	22.8%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		6	20	26	5	57	11.5%	88.5%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2	3	19	28	5	57	9.6%	90.4%
29. In the last 12 months, I have experienced harassing behavior from parents.	5	7	21	21	3	57	22.2%	77.8%
30. At my school I spend most of my PIP time on non-instructional activities.	1	13	20	3	19	56	37.8%	62.2%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	3	25	9	1	18	56	73.7%	26.3%