

2018-2019 HCEA Job Satisfaction Survey

GLENELG HS

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	7	33	20	4		64	62.5%	37.5%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	36	23	3		64	59.4%	40.6%
3. I personally feel successful in my work.	15	40	8			63	87.3%	12.7%
4. I feel involved in decision-making at my school/worksite.	3	24	31	5	1	64	42.9%	57.1%
5. I want to be involved in decision-making at my school/worksite.	12	37	12		3	64	80.3%	19.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions	10	39	12	3		64	76.6%	23.4%
7. In my school/worksite, I am treated as a professional.	12	43	6	3		64	85.9%	14.1%
8. There is good teamwork among staff in my school/worksite.	14	22	22	6		64	56.3%	43.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	41	5	9	2	64	77.4%	22.6%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	15	32	10	6		63	74.6%	25.4%
11. My work performance is evaluated fairly.	13	43	5	3		64	87.5%	12.5%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	10	22	19	11	1	63	51.6%	48.4%
13. I am provided adequate work and storage space to prepare for and do my job.	20	38	4	2		64	90.6%	9.4%
14. My administrators/supervisors respect the negotiated contracts.	19	41	1	1	1	63	96.8%	3.2%
15. My planning time is respected by my school administrations/supervisors.	12	38	6	3	4	63	84.7%	15.3%
16. In my school, administrators/supervisors support me in enforcing discipline.	12	31	15	2	4	64	71.7%	28.3%
17. In my school, student misbehavior interferes with learning.	1	21	26	14	1	63	35.5%	64.5%
18. Too much instructional time is spent administering assessments.	33	24	3	2	2	64	91.9%	8.1%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	18	22	19	1	63	33.9%	66.1%
20. Increased workload has contributed to a decline in my morale.	16	28	10	7	3	64	72.1%	27.9%
21. I am paid fairly.	1	34	15	14		64	54.7%	45.3%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	13	41	6	2	2	64	87.1%	12.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	6	47	6		3	62	89.8%	10.2%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	16	38	5	2	3	64	88.5%	11.5%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	9	40	14		1	64	77.8%	22.2%
26. In my position, I receive appropriate and adequate support and training.	7	43	9	4		63	79.4%	20.6%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	4	8	20	30	2	64	19.4%	80.6%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors	1	4	23	34	2	64	8.1%	91.9%
29. In the last 12 months, I have experienced harassing behavior from parents.	9	15	17	20	3	64	39.3%	60.7%
30. At my school I spend most of my PIP time on non-instructional activities.	10	11	26	6	10	63	39.6%	60.4%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	19	18	12	13	64	41.2%	58.8%