

2018-2019 HCEA Job Satisfaction Survey

GUILFORD ES

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	3	5	5	5		18	44.4%	55.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	5	6	3		18	50.0%	50.0%
3. I personally feel successful in my work.	9	5	3	1		18	77.8%	22.2%
4. I feel involved in decision-making at my school/worksite.	5	8	4			17	76.5%	23.5%
5. I want to be involved in decision-making at my school/worksite.	7	11				18	100.0%	0.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions	6	5	5	2		18	61.1%	38.9%
7. In my school/worksite, I am treated as a professional.	8	7	1	2		18	83.3%	16.7%
8. There is good teamwork among staff in my school/worksite.	4	12	2			18	88.9%	11.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	5	4	1	3	17	64.3%	35.7%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	7	10	1			18	94.4%	5.6%
11. My work performance is evaluated fairly.	10	5	2	1		18	83.3%	16.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	8	5	3		18	55.6%	44.4%
13. I am provided adequate work and storage space to prepare for and do my job.	7	7	3	1		18	77.8%	22.2%
14. My administrators/supervisors respect the negotiated contracts.	9	6	2	1		18	83.3%	16.7%
15. My planning time is respected by my school administrations/supervisors.	8	7	1	2		18	83.3%	16.7%
16. In my school, administrators/supervisors support me in enforcing discipline.	7	8	1	2		18	83.3%	16.7%
17. In my school, student misbehavior interferes with learning.	8	8	1	1		18	88.9%	11.1%
18. Too much instructional time is spent administering assessments.	3	5	5		3	16	61.5%	38.5%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	8	8		1	18	52.9%	47.1%
20. Increased workload has contributed to a decline in my morale.	7	8	2	1		18	83.3%	16.7%
21. I am paid fairly.	1	7	6	4		18	44.4%	55.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	6	11		1		18	94.4%	5.6%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	4	11	2	1		18	83.3%	16.7%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	12	6				18	100.0%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	10	2	2	1	18	76.5%	23.5%
26. In my position, I receive appropriate and adequate support and training.	6	8	3	1		18	77.8%	22.2%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	3	3	5	6	1	18	35.3%	64.7%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	2	5	8	2	18	18.8%	81.3%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	2	8	4	2	18	25.0%	75.0%
30. At my school I spend most of my PIP time on non-instructional activities.	2		7	3	5	17	16.7%	83.3%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	1	9		2	5	17	83.3%	16.7%