

2018-2019 HCEA Job Satisfaction Survey

HAMMOND HS

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	10	27	8	1		46	80.4%	19.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	12	30	3			45	93.3%	6.7%
3. I personally feel successful in my work.	14	24	5	2		45	84.4%	15.6%
4. I feel involved in decision-making at my school/worksite.	10	20	12	2	2	46	68.2%	31.8%
5. I want to be involved in decision-making at my school/worksite.	20	22	2	1	1	46	93.3%	6.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	14	25	7			46	84.8%	15.2%
7. In my school/worksite, I am treated as a professional.	21	24	1			46	97.8%	2.2%
8. There is good teamwork among staff in my school/worksite.	21	19	3	2		45	88.9%	11.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	12	21	5	4	4	46	78.6%	21.4%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	9	23	6	8		46	69.6%	30.4%
11. My work performance is evaluated fairly.	11	26	6	1	1	45	84.1%	15.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	18	10	11	3	46	51.2%	48.8%
13. I am provided adequate work and storage space to prepare for and do my job.	10	20	7	6	2	45	69.8%	30.2%
14. My administrators/supervisors respect the negotiated contracts.	21	24				45	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	15	20	2	1	8	46	92.1%	7.9%
16. In my school, administrators/supervisors support me in enforcing discipline.	6	23	9	4	3	45	69.0%	31.0%
17. In my school, student misbehavior interferes with learning.	19	16	7	2	2	46	79.5%	20.5%
18. Too much instructional time is spent administering assessments.	15	19	5	1	5	45	85.0%	15.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	6	14	10	15	1	46	44.4%	55.6%
20. Increased workload has contributed to a decline in my morale.	10	16	13	5	2	46	59.1%	40.9%
21. I am paid fairly.	2	22	14	7		45	53.3%	46.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	17	25	2	2		46	91.3%	8.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	9	32	3	2		46	89.1%	10.9%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	25	17	2	2		46	91.3%	8.7%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	22	11	5	1	45	63.6%	36.4%
26. In my position, I receive appropriate and adequate support and training.	7	25	8	5		45	71.1%	28.9%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	2	16	21	5	46	9.8%	90.2%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		1	19	21	5	46	2.4%	97.6%
29. In the last 12 months, I have experienced harassing behavior from parents.	6	8	15	16	1	46	31.1%	68.9%
30. At my school I spend most of my PIP time on non-instructional activities.	2	19	12	3	10	46	58.3%	41.7%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	6	21	5	4	10	46	75.0%	25.0%