

2018-2019 HCEA Job Satisfaction Survey

HAMMOND MS

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	2	27	8	5		42	69.0%	31.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	1	21	15	5		42	52.4%	47.6%
3. I personally feel successful in my work.	14	24	2	1		41	92.7%	7.3%
4. I feel involved in decision-making at my school/worksite.	5	16	11	8	1	41	52.5%	47.5%
5. I want to be involved in decision-making at my school/worksite.	10	24	4	2	1	41	85.0%	15.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	9	20	7	4	2	42	72.5%	27.5%
7. In my school/worksite, I am treated as a professional.	9	26	4	3		42	83.3%	16.7%
8. There is good teamwork among staff in my school/worksite.	8	25	7	2		42	78.6%	21.4%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	18	10	7	1	40	56.4%	43.6%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	11	24	3	4		42	83.3%	16.7%
11. My work performance is evaluated fairly.	10	23	3	6		42	78.6%	21.4%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	1	11	19	9	2	42	30.0%	70.0%
13. I am provided adequate work and storage space to prepare for and do my job.	13	20	2	5		40	82.5%	17.5%
14. My administrators/supervisors respect the negotiated contracts.	8	26	5	2		41	82.9%	17.1%
15. My planning time is respected by my school administrations/supervisors.	6	18	9	5	4	42	63.2%	36.8%
16. In my school, administrators/supervisors support me in enforcing discipline.	4	17	15	4	1	41	52.5%	47.5%
17. In my school, student misbehavior interferes with learning.	12	20	7	2	1	42	78.0%	22.0%
18. Too much instructional time is spent administering assessments.	15	13	7	4	1	40	71.8%	28.2%
19. HCPSS professional development experiences are meaningful and worthwhile.	6	16	12	5	2	41	56.4%	43.6%
20. Increased workload has contributed to a decline in my morale.	16	17	7		2	42	82.5%	17.5%
21. I am paid fairly.	2	14	17	9		42	38.1%	61.9%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	7	20	9	2	3	41	71.1%	28.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	5	19	9	3	5	41	66.7%	33.3%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	8	27	3	3	1	42	85.4%	14.6%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	20	8	3	3	40	70.3%	29.7%
26. In my position, I receive appropriate and adequate support and training.	5	29	6	1		41	82.9%	17.1%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	4	6	14	15	2	41	25.6%	74.4%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3	1	15	19	3	41	10.5%	89.5%
29. In the last 12 months, I have experienced harassing behavior from parents.	12	8	12	8	1	41	50.0%	50.0%
30. At my school I spend most of my PIP time on non-instructional activities.	6	14	11	5	6	42	55.6%	44.4%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	12	19	5	3	3	42	79.5%	20.5%