

2015-2016 HCEA Job Satisfaction Survey

ARL

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	4	12	5			21	76.2%	23.8%
2. There is an atmosphere of open communication and trust in my school/worksite.	5	11	4			20	80.0%	20.0%
3. I personally feel successful in my work.	8	13				21	100.0%	0.0%
4. I feel involved in decision-making at my school/worksite.	3	14	4			21	81.0%	19.0%
5. I want to be involved in decision-making at my school/worksite.	6	9	5			20	75.0%	25.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions	6	10	5			21	76.2%	23.8%
7. In my school/worksite, I am treated as a professional.	10	8	3			21	85.7%	14.3%
8. There is good teamwork among staff in my school/worksite.	8	13				21	100.0%	0.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	9	8	3		1	21	85.0%	15.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	7	8	4	1	1	21	75.0%	25.0%
11. My work performance is evaluated fairly.	7	10	3			20	85.0%	15.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	9	10	2			21	90.5%	9.5%
13. I am provided adequate work and storage space to prepare for and do my job.	8	10	3			21	85.7%	14.3%
14. My administrators/supervisors respect the negotiated contracts.	10	10	1			21	95.2%	4.8%
15. My planning time is respected by my school administrations/supervisors.	8	10			3	21	100.0%	0.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	5	9	2		4	20	87.5%	12.5%
17. In my school, student misbehavior interferes with learning.	1	1	5	9	5	21	12.5%	87.5%
18. Too much instructional time is spent administering assessments.	1	4	8	4	4	21	29.4%	70.6%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	7	7	4	1	21	45.0%	55.0%
20. Increased workload has contributed to a decline in my morale.		8	8	3	2	21	42.1%	57.9%
21. I am paid fairly.	2	9	7	3		21	52.4%	47.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	5	8	5	1	21	35.0%	65.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	4	9	7		21	23.8%	76.2%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	5	11	4			20	80.0%	20.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	11	4	2		21	71.4%	28.6%
26. In my position, I receive appropriate and adequate support and training.	6	10	3	2		21	76.2%	23.8%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		2	6	13		21	9.5%	90.5%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.			7	14		21	0.0%	100.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	3	4	12	1	21	20.0%	80.0%