

2015-2016 HCEA Job Satisfaction Survey

**BONNIE BRANCH MS**

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	4	33		1		38	97.4%	2.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	5	31	2			38	94.7%	5.3%
3. I personally feel successful in my work.	6	28	3	1		38	89.5%	10.5%
4. I feel involved in decision-making at my school/worksite.	4	20	9	3	2	38	66.7%	33.3%
5. I want to be involved in decision-making at my school/worksite.	7	25	4	1	1	38	86.5%	13.5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	28	2	2		38	89.5%	10.5%
7. In my school/worksite, I am treated as a professional.	12	24	2			38	94.7%	5.3%
8. There is good teamwork among staff in my school/worksite.	13	22	2	1		38	92.1%	7.9%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	24	6	2	1	38	78.4%	21.6%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	9	22	3	4		38	81.6%	18.4%
11. My work performance is evaluated fairly.	9	25	1	3		38	89.5%	10.5%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	12	14	6	2	38	44.4%	55.6%
13. I am provided adequate work and storage space to prepare for and do my job.	10	19	5	3		37	78.4%	21.6%
14. My administrators/supervisors respect the negotiated contracts.	17	21				38	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	11	23	2		2	38	94.4%	5.6%
16. In my school, administrators/supervisors support me in enforcing discipline.	10	22	4	1	1	38	86.5%	13.5%
17. In my school, student misbehavior interferes with learning.	2	17	14		3	36	57.6%	42.4%
18. Too much instructional time is spent administering assessments.	17	13	4		2	36	88.2%	11.8%
19. HCPSS professional development experiences are meaningful and worthwhile.	5	18	10	4	1	38	62.2%	37.8%
20. Increased workload has contributed to a decline in my morale.	10	15	12		1	38	67.6%	32.4%
21. I am paid fairly.		15	13	10		38	39.5%	60.5%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	6	4	23	1	36	22.9%	77.1%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	5	11	18	1	36	17.1%	82.9%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	16	20			2	38	100.0%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	21	8	2	3	36	69.7%	30.3%
26. In my position, I receive appropriate and adequate support and training.	2	28	4	4		38	78.9%	21.1%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		1	13	22	1	37	2.8%	97.2%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.			12	25	1	38	0.0%	100.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	10	14	10	2	38	33.3%	66.7%