

2015-2016 HCEA Job Satisfaction Survey

CENTENNIAL LANE ES

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	1	13	12	12		38	36.8%	63.2%
2. There is an atmosphere of open communication and trust in my school/worksite.	1	18	12	7		38	50.0%	50.0%
3. I personally feel successful in my work.	3	21	12	2		38	63.2%	36.8%
4. I feel involved in decision-making at my school/worksite.	1	19	11	5	1	37	55.6%	44.4%
5. I want to be involved in decision-making at my school/worksite.	9	24	1		2	36	97.1%	2.9%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	1	22	7	6		36	63.9%	36.1%
7. In my school/worksite, I am treated as a professional.	3	24	4	7		38	71.1%	28.9%
8. There is good teamwork among staff in my school/worksite.	7	26	5			38	86.8%	13.2%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	2	18	6	4	7	37	66.7%	33.3%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	5	21	9	3		38	68.4%	31.6%
11. My work performance is evaluated fairly.	1	27	4	6		38	73.7%	26.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	1	8	16	13		38	23.7%	76.3%
13. I am provided adequate work and storage space to prepare for and do my job.	6	24	2	5		37	81.1%	18.9%
14. My administrators/supervisors respect the negotiated contracts.	3	28	1	5		37	83.8%	16.2%
15. My planning time is respected by my school administrations/supervisors.	3	20	6	5	4	38	67.6%	32.4%
16. In my school, administrators/supervisors support me in enforcing discipline.	7	24	5		2	38	86.1%	13.9%
17. In my school, student misbehavior interferes with learning.		5	19	13	1	38	13.5%	86.5%
18. Too much instructional time is spent administering assessments.	18	16	1	1	2	38	94.4%	5.6%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	17	10	6	3	38	54.3%	45.7%
20. Increased workload has contributed to a decline in my morale.	23	11	1	1	2	38	94.4%	5.6%
21. I am paid fairly.		8	16	14		38	21.1%	78.9%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		3	9	25	1	38	8.1%	91.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		5	15	18		38	13.2%	86.8%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	15	22	1			38	97.4%	2.6%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	21	5	2	7	38	77.4%	22.6%
26. In my position, I receive appropriate and adequate support and training.	4	17	11	4	1	37	58.3%	41.7%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	1	18	18		38	5.3%	94.7%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		4	15	19		38	10.5%	89.5%
29. In the last 12 months, I have experienced harassing behavior from parents.		11	12	14	1	38	29.7%	70.3%