

2015-2016 HCEA Job Satisfaction Survey

ELKRIDGE ES

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	2	15	32	21		70	24.3%	75.7%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	16	29	23		70	25.7%	74.3%
3. I personally feel successful in my work.	5	34	23	8		70	55.7%	44.3%
4. I feel involved in decision-making at my school/worksite.	4	15	30	21		70	27.1%	72.9%
5. I want to be involved in decision-making at my school/worksite.	29	36	3	1	1	70	94.2%	5.8%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	3	22	20	22	2	69	37.3%	62.7%
7. In my school/worksite, I am treated as a professional.	8	39	14	8		69	68.1%	31.9%
8. There is good teamwork among staff in my school/worksite.	16	34	15	5		70	71.4%	28.6%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	35	15	7	8	70	64.5%	35.5%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	14	36	14	6		70	71.4%	28.6%
11. My work performance is evaluated fairly.	10	34	17	8	1	70	63.8%	36.2%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	6	17	24	23		70	32.9%	67.1%
13. I am provided adequate work and storage space to prepare for and do my job.	11	46	11	1	1	70	82.6%	17.4%
14. My administrators/supervisors respect the negotiated contracts.	10	45	9	4		68	80.9%	19.1%
15. My planning time is respected by my school administrations/supervisors.	5	36	12	9	8	70	66.1%	33.9%
16. In my school, administrators/supervisors support me in enforcing discipline.	4	29	22	10	4	69	50.8%	49.2%
17. In my school, student misbehavior interferes with learning.	23	33	10	3	1	70	81.2%	18.8%
18. Too much instructional time is spent administering assessments.	33	23	8	1	4	69	86.2%	13.8%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	36	23	7	1	68	55.2%	44.8%
20. Increased workload has contributed to a decline in my morale.	31	27	8	2	2	70	85.3%	14.7%
21. I am paid fairly.	4	18	31	17		70	31.4%	68.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	9	18	42		70	14.3%	85.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	8	17	42	1	69	13.2%	86.8%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	28	36	1	2	1	68	95.5%	4.5%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	43	15	6	2	69	68.7%	31.3%
26. In my position, I receive appropriate and adequate support and training.	7	40	16	6		69	68.1%	31.9%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	3	25	39	1	70	7.2%	92.8%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	7	10	23	28	1	69	25.0%	75.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	5	15	20	30		70	28.6%	71.4%