

2015-2016 HCEA Job Satisfaction Survey

ELKRIDGE LANDING MS

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.		22	7	1		30	73.3%	26.7%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	21	6	1		31	77.4%	22.6%
3. I personally feel successful in my work.	4	23	4			31	87.1%	12.9%
4. I feel involved in decision-making at my school/worksite.	4	13	10	2	1	30	58.6%	41.4%
5. I want to be involved in decision-making at my school/worksite.	10	20	1			31	96.8%	3.2%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions	5	18	5	3		31	74.2%	25.8%
7. In my school/worksite, I am treated as a professional.	9	16	6			31	80.6%	19.4%
8. There is good teamwork among staff in my school/worksite.	8	18	5			31	83.9%	16.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	19	5	2	1	31	76.7%	23.3%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	6	16	7	2		31	71.0%	29.0%
11. My work performance is evaluated fairly.	6	17	7	1		31	74.2%	25.8%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	11	8	10		31	41.9%	58.1%
13. I am provided adequate work and storage space to prepare for and do my job.	7	23	1			31	96.8%	3.2%
14. My administrators/supervisors respect the negotiated contracts.	11	18	1	1		31	93.5%	6.5%
15. My planning time is respected by my school administrations/supervisors.	4	19	4	1	2	30	82.1%	17.9%
16. In my school, administrators/supervisors support me in enforcing discipline.	5	18	5	2	1	31	76.7%	23.3%
17. In my school, student misbehavior interferes with learning.	9	10	9	3		31	61.3%	38.7%
18. Too much instructional time is spent administering assessments.	16	11	2	1	1	31	90.0%	10.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	10	12	7		31	38.7%	61.3%
20. Increased workload has contributed to a decline in my morale.	9	18	3	1		31	87.1%	12.9%
21. I am paid fairly.	2	12	9	8		31	45.2%	54.8%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		6	10	15		31	19.4%	80.6%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		6	11	14		31	19.4%	80.6%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	7	17	5	1	1	31	80.0%	20.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	20	8		1	31	73.3%	26.7%
26. In my position, I receive appropriate and adequate support and training.	3	22	6			31	80.6%	19.4%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	3	12	11	3	31	17.9%	82.1%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	1	9	17	2	30	7.1%	92.9%
29. In the last 12 months, I have experienced harassing behavior from parents.	4	10	10	5	2	31	48.3%	51.7%