

2015-2016 HCEA Job Satisfaction Survey

**GUILFORD ES**

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	5	24	3	2		34	85.3%	14.7%
2. There is an atmosphere of open communication and trust in my school/worksite.	10	19	3	2		34	85.3%	14.7%
3. I personally feel successful in my work.	6	23	4	1		34	85.3%	14.7%
4. I feel involved in decision-making at my school/worksite.	7	19	6	2		34	76.5%	23.5%
5. I want to be involved in decision-making at my school/worksite.	13	16	3			32	90.6%	9.4%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	8	19	5	2		34	79.4%	20.6%
7. In my school/worksite, I am treated as a professional.	10	20	4			34	88.2%	11.8%
8. There is good teamwork among staff in my school/worksite.	9	19	5	1		34	82.4%	17.6%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	17	6	3	5	34	69.0%	31.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	12	17	3	2		34	85.3%	14.7%
11. My work performance is evaluated fairly.	6	20	5	3		34	76.5%	23.5%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	10	10	10	1	34	39.4%	60.6%
13. I am provided adequate work and storage space to prepare for and do my job.	7	16	6	2		31	74.2%	25.8%
14. My administrators/supervisors respect the negotiated contracts.	11	19	1	1	1	33	93.8%	6.3%
15. My planning time is respected by my school administrations/supervisors.	4	18	5	1	6	34	78.6%	21.4%
16. In my school, administrators/supervisors support me in enforcing discipline.	10	20	3	1		34	88.2%	11.8%
17. In my school, student misbehavior interferes with learning.	8	15	10	1		34	67.6%	32.4%
18. Too much instructional time is spent administering assessments.	11	17	4		1	33	87.5%	12.5%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	13	12	4		33	51.5%	48.5%
20. Increased workload has contributed to a decline in my morale.	4	19	10	1		34	67.6%	32.4%
21. I am paid fairly.	4	10	12	7		33	42.4%	57.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	10	8	13		32	34.4%	65.6%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	10	9	11		31	35.5%	64.5%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	12	21	1			34	97.1%	2.9%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	18	7	5	1	34	63.6%	36.4%
26. In my position, I receive appropriate and adequate support and training.	5	22	5	2		34	79.4%	20.6%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	6	7	18	2	34	21.9%	78.1%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	4	8	20	1	34	15.2%	84.8%
29. In the last 12 months, I have experienced harassing behavior from parents.	4	3	9	17	1	34	21.2%	78.8%