

2015-2016 HCEA Job Satisfaction Survey

HAMMOND ES

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	15	14				29	100.0%	0.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	17	10	2			29	93.1%	6.9%
3. I personally feel successful in my work.	14	12	3			29	89.7%	10.3%
4. I feel involved in decision-making at my school/worksite.	12	13	3	1		29	86.2%	13.8%
5. I want to be involved in decision-making at my school/worksite.	13	14			1	28	100.0%	0.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	20	5	3	1		29	86.2%	13.8%
7. In my school/worksite, I am treated as a professional.	21	6	2			29	93.1%	6.9%
8. There is good teamwork among staff in my school/worksite.	20	6	2	1		29	89.7%	10.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	15	11	1	1		28	92.9%	7.1%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	14	13	2			29	93.1%	6.9%
11. My work performance is evaluated fairly.	16	10	2	1		29	89.7%	10.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	6	11	10	2		29	58.6%	41.4%
13. I am provided adequate work and storage space to prepare for and do my job.	14	13		2		29	93.1%	6.9%
14. My administrators/supervisors respect the negotiated contracts.	26	3				29	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	12	15			2	29	100.0%	0.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	19	7	1		2	29	96.3%	3.7%
17. In my school, student misbehavior interferes with learning.	1	14	9	3	2	29	55.6%	44.4%
18. Too much instructional time is spent administering assessments.	8	12	6		3	29	76.9%	23.1%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	19	4	2	1	29	78.6%	21.4%
20. Increased workload has contributed to a decline in my morale.	3	13	9	4		29	55.2%	44.8%
21. I am paid fairly.	1	7	8	13		29	27.6%	72.4%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	5	5	14	2	29	29.6%	70.4%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	7	5	10	4	28	37.5%	62.5%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	10	11	4	1	3	29	80.8%	19.2%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	14	9			29	69.0%	31.0%
26. In my position, I receive appropriate and adequate support and training.	11	18				29	100.0%	0.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		1	9	16	2	28	3.8%	96.2%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.			5	22	2	29	0.0%	100.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	1	9	16	1	29	10.7%	89.3%