

HCEA Job Satisfaction Survey 2012-2013

Worksite

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Questions:	Strongly Agree	Agree	Does Not Apply	Strongly Disagree	Disagree	Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	12	20	0	1	4	37	86%	14%
2. There is an atmosphere of open communication and trust in my school/worksite.	15	14	0	1	7	37	78%	22%
3. I personally feel successful in my work.	12	18	0	0	7	37	81%	19%
4. I feel involved in decision-making at my school/worksite.	11	14	1	2	9	37	68%	30%
5. I want to be involved in decision-making at my school/worksite.	13	21	0	2	1	37	92%	8%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	12	18	0	2	5	37	81%	19%
7. In my school/worksite, I am treated as a professional.	18	11	0	2	5	36	81%	19%
8. There is good teamwork among staff in my school/worksite.	16	15	0	1	5	37	84%	16%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	13	11	1	5	6	36	67%	31%
10. My working environment (i.e. safety, cleanliness, is conducive to success.	18	18	0	0	1	37	97%	3%
11. My work performance is evaluated fairly.	16	15	0	1	5	37	84%	16%
12. I am provided adequate time during the workday to plan, prepare for and do my job	8	21	0	1	7	37	78%	22%
13. I am provided adequate work and storage space to prepare for and do my job.	14	19	0	2	2	37	89%	11%
14. My administrators/supervisors respect the negotiated contracts.	14	20	2	0	1	37	92%	3%
15. My planning time is respected by my school administrations/supervisors.	12	18	5	1	1	37	81%	5%
16. In my school, administrators/supervisors support me in enforcing discipline.	21	15	0	0	1	37	97%	3%
17. In my school, student misbehavior interferes with learning.	8	19	0	2	8	37	73%	27%
18. Too much instructional time is spent administering assessments.	4	13	6	1	13	37	46%	38%
19. HCPSS professional development experiences are meaningful and worthwhile.	5	20	2	0	10	37	68%	27%
20. Increased workload has contributed to a decline in my morale.	1	12	3	6	15	37	35%	57%
21. I am paid fairly	3	17	0	6	11	37	54%	46%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	5	25	5	0	2	37	81%	5%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	5	24	3	0	5	37	78%	14%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	8	29	0	0	0	37	100%	0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	23	4	0	3	37	81%	8%
26. In my position, I receive appropriate and adequate support and training.	13	21	0	0	3	37	92%	8%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	4	3	20	9	37	14%	78%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	0	2	4	20	11	37	5%	84%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	13	1	10	11	36	39%	58%