

HCEA Job Satisfaction Survey 2012-2013

Worksite

Lisbon ES

Questions:	Strongly Agree	Agree	Does Not Apply	Strongly Disagree	Disagree	Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	9	20	0	0	5	34	85%	15%
2. There is an atmosphere of open communication and trust in my school/worksite.	9	18	0	0	7	34	79%	21%
3. I personally feel successful in my work.	9	20	0	1	4	34	85%	15%
4. I feel involved in decision-making at my school/worksite.	7	19	1	0	7	34	76%	21%
5. I want to be involved in decision-making at my school/worksite.	7	22	2	0	3	34	85%	9%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	9	18	0	1	6	34	79%	21%
7. In my school/worksite, I am treated as a professional.	11	18	0	1	3	33	88%	12%
8. There is good teamwork among staff in my school/worksite.	10	18	0	2	4	34	82%	18%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	9	17	4	1	3	34	76%	12%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	14	20	0	0	0	34	100%	0%
11. My work performance is evaluated fairly.	8	21	0	0	4	33	88%	12%
12. I am provided adequate time during the workday to plan, prepare for and do my job	4	21	0	5	4	34	74%	26%
13. I am provided adequate work and storage space to prepare for and do my job.	9	20	0	1	3	33	88%	12%
14. My administrators/supervisors respect the negotiated contracts.	16	17	0	0	1	34	97%	3%
15. My planning time is respected by my school administrations/supervisors.	14	16	2	1	1	34	88%	6%
16. In my school, administrators/supervisors support me in enforcing discipline.	15	17	1	0	1	34	94%	3%
17. In my school, student misbehavior interferes with learning.	1	5	2	11	15	34	18%	76%
18. Too much instructional time is spent administering assessments.	2	19	3	1	9	34	62%	29%
19. HCPSS professional development experiences are meaningful and worthwhile.	0	16	0	6	11	33	48%	52%
20. Increased workload has contributed to a decline in my morale.	9	14	0	3	8	34	68%	32%
21. I am paid fairly	1	10	0	11	11	33	33%	67%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	7	26	0	0	1	34	97%	3%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	22	1	2	6	33	73%	24%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	8	21	1	0	4	34	85%	12%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	21	1	0	7	34	76%	21%
26. In my position, I receive appropriate and adequate support and training.	6	22	0	1	4	33	85%	15%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	3	1	13	15	33	12%	85%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2	2	1	15	14	34	12%	85%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	10	0	9	13	34	35%	65%