

2015-2016 HCEA Job Satisfaction Survey

NORTHFIELD ES

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	4	12	11	24		51	31.4%	68.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	12	14	23		51	27.5%	72.5%
3. I personally feel successful in my work.	13	26	9	4		52	75.0%	25.0%
4. I feel involved in decision-making at my school/worksite.	3	15	17	15	1	51	36.0%	64.0%
5. I want to be involved in decision-making at my school/worksite.	15	31	2		4	52	95.8%	4.2%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	5	13	11	21	1	51	36.0%	64.0%
7. In my school/worksite, I am treated as a professional.	7	19	13	12		51	51.0%	49.0%
8. There is good teamwork among staff in my school/worksite.	10	30	7	4	1	52	78.4%	21.6%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	17	14	12	3	52	46.9%	53.1%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	22	23	5	1		51	88.2%	11.8%
11. My work performance is evaluated fairly.	8	25	10	8	1	52	64.7%	35.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	19	14	15		52	44.2%	55.8%
13. I am provided adequate work and storage space to prepare for and do my job.	10	35	6	1		52	86.5%	13.5%
14. My administrators/supervisors respect the negotiated contracts.	15	26	9	2		52	78.8%	21.2%
15. My planning time is respected by my school administrations/supervisors.	10	17	13	4	8	52	61.4%	38.6%
16. In my school, administrators/supervisors support me in enforcing discipline.	8	22	9	7	6	52	65.2%	34.8%
17. In my school, student misbehavior interferes with learning.	4	16	21	8	2	51	40.8%	59.2%
18. Too much instructional time is spent administering assessments.	21	22	4	2	2	51	87.8%	12.2%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	16	17	15	2	52	36.0%	64.0%
20. Increased workload has contributed to a decline in my morale.	24	16	8	2	1	51	80.0%	20.0%
21. I am paid fairly.		11	25	16		52	21.2%	78.8%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	9	8	34		52	19.2%	80.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	8	13	29	1	52	17.6%	82.4%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	10	38	2	2		52	92.3%	7.7%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	1	30	10	7	2	50	64.6%	35.4%
26. In my position, I receive appropriate and adequate support and training.	7	21	18	5	1	52	54.9%	45.1%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	5	20	20	4	51	14.9%	85.1%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2	6	20	18	4	50	17.4%	82.6%
29. In the last 12 months, I have experienced harassing behavior from parents.	4	7	23	14	3	51	22.9%	77.1%