

2015-2016 HCEA Job Satisfaction Survey

POINTER'S RUN ES

| Questions | Strongly Agree | Agree | Disagree | Strongly Disagree | Does Not Apply | Grand Total | % Agree | % Disagree |
|--|----------------|-------|----------|-------------------|----------------|-------------|---------|------------|
| 1. Overall, morale at my school/worksite is good. | 3 | 27 | 16 | 7 | | 53 | 56.6% | 43.4% |
| 2. There is an atmosphere of open communication and trust in my school/worksite. | 5 | 28 | 18 | 2 | | 53 | 62.3% | 37.7% |
| 3. I personally feel successful in my work. | 10 | 30 | 11 | 2 | | 53 | 75.5% | 24.5% |
| 4. I feel involved in decision-making at my school/worksite. | 4 | 21 | 20 | 7 | 1 | 53 | 48.1% | 51.9% |
| 5. I want to be involved in decision-making at my school/worksite. | 12 | 33 | 6 | 1 | 1 | 53 | 86.5% | 13.5% |
| 6. In my school/worksite, I can speak openly about important issues without fear of repercussions. | 5 | 25 | 19 | 4 | | 53 | 56.6% | 43.4% |
| 7. In my school/worksite, I am treated as a professional. | 14 | 23 | 14 | 2 | | 53 | 69.8% | 30.2% |
| 8. There is good teamwork among staff in my school/worksite. | 9 | 34 | 10 | | | 53 | 81.1% | 18.9% |
| 9. Non-instructional duties are assigned on an equitable basis in my school/worksite. | 4 | 33 | 11 | 2 | 3 | 53 | 74.0% | 26.0% |
| 10. My working environment (i.e. safety, cleanliness) is conducive to success. | 10 | 28 | 9 | 6 | | 53 | 71.7% | 28.3% |
| 11. My work performance is evaluated fairly. | 11 | 23 | 16 | 3 | | 53 | 64.2% | 35.8% |
| 12. I am provided adequate time during the workday to plan, prepare for and do my job. | 1 | 17 | 20 | 14 | 1 | 53 | 34.6% | 65.4% |
| 13. I am provided adequate work and storage space to prepare for and do my job. | 9 | 29 | 13 | 1 | | 52 | 73.1% | 26.9% |
| 14. My administrators/supervisors respect the negotiated contracts. | 12 | 36 | 4 | 1 | | 53 | 90.6% | 9.4% |
| 15. My planning time is respected by my school administrations/supervisors. | 3 | 36 | 6 | | 8 | 53 | 86.7% | 13.3% |
| 16. In my school, administrators/supervisors support me in enforcing discipline. | 9 | 30 | 8 | 2 | 4 | 53 | 79.6% | 20.4% |
| 17. In my school, student misbehavior interferes with learning. | 2 | 19 | 22 | 7 | 3 | 53 | 42.0% | 58.0% |
| 18. Too much instructional time is spent administering assessments. | 30 | 14 | 6 | 1 | 2 | 53 | 86.3% | 13.7% |
| 19. HCPSS professional development experiences are meaningful and worthwhile. | 2 | 18 | 19 | 12 | 2 | 53 | 39.2% | 60.8% |
| 20. Increased workload has contributed to a decline in my morale. | 23 | 15 | 15 | | | 53 | 71.7% | 28.3% |
| 21. I am paid fairly. | 1 | 11 | 20 | 21 | | 53 | 22.6% | 77.4% |
| 22. I have confidence in the leadership exhibited by the HCPSS Superintendent. | | 6 | 12 | 32 | 1 | 51 | 12.0% | 88.0% |
| 23. I have confidence in the leadership exhibited by the Howard County Board of Education. | | 7 | 20 | 24 | 1 | 52 | 13.7% | 86.3% |
| 24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). | 20 | 29 | 2 | 1 | | 52 | 94.2% | 5.8% |
| 25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education. | 5 | 26 | 17 | 3 | 1 | 52 | 60.8% | 39.2% |
| 26. In my position, I receive appropriate and adequate support and training. | 4 | 33 | 13 | 3 | | 53 | 69.8% | 30.2% |
| 27. In the last 12 months, I have experienced harassing behavior from colleagues. | | 4 | 18 | 27 | 4 | 53 | 8.2% | 91.8% |
| 28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors. | | 5 | 20 | 25 | 3 | 53 | 10.0% | 90.0% |
| 29. In the last 12 months, I have experienced harassing behavior from parents. | 3 | 15 | 12 | 20 | 3 | 53 | 36.0% | 64.0% |