

2015-2016 HCEA Job Satisfaction Survey

WILDE LAKE HS

| Questions | Strongly Agree | Agree | Disagree | Strongly Disagree | Does Not Apply | Grand Total | % Agree | % Disagree |
|--|----------------|-------|----------|-------------------|----------------|-------------|---------|------------|
| 1. Overall, morale at my school/worksite is good. | 2 | 42 | 23 | 15 | | 82 | 53.7% | 46.3% |
| 2. There is an atmosphere of open communication and trust in my school/worksite. | 5 | 37 | 24 | 16 | | 82 | 51.2% | 48.8% |
| 3. I personally feel successful in my work. | 15 | 52 | 6 | 9 | | 82 | 81.7% | 18.3% |
| 4. I feel involved in decision-making at my school/worksite. | 4 | 34 | 22 | 20 | 2 | 82 | 47.5% | 52.5% |
| 5. I want to be involved in decision-making at my school/worksite. | 16 | 47 | 12 | 3 | 2 | 80 | 80.8% | 19.2% |
| 6. In my school/worksite, I can speak openly about important issues without fear of repercussions. | 11 | 35 | 22 | 14 | | 82 | 56.1% | 43.9% |
| 7. In my school/worksite, I am treated as a professional. | 15 | 45 | 11 | 11 | | 82 | 73.2% | 26.8% |
| 8. There is good teamwork among staff in my school/worksite. | 11 | 46 | 14 | 9 | | 80 | 71.3% | 28.8% |
| 9. Non-instructional duties are assigned on an equitable basis in my school/worksite. | 5 | 39 | 22 | 8 | 8 | 82 | 59.5% | 40.5% |
| 10. My working environment (i.e. safety, cleanliness) is conducive to success. | 9 | 52 | 14 | 7 | | 82 | 74.4% | 25.6% |
| 11. My work performance is evaluated fairly. | 12 | 45 | 12 | 12 | | 81 | 70.4% | 29.6% |
| 12. I am provided adequate time during the workday to plan, prepare for and do my job. | 6 | 17 | 34 | 21 | 2 | 80 | 29.5% | 70.5% |
| 13. I am provided adequate work and storage space to prepare for and do my job. | 15 | 46 | 12 | 8 | 1 | 82 | 75.3% | 24.7% |
| 14. My administrators/supervisors respect the negotiated contracts. | 12 | 55 | 9 | 3 | 2 | 81 | 84.8% | 15.2% |
| 15. My planning time is respected by my school administrations/supervisors. | 10 | 43 | 13 | 6 | 10 | 82 | 73.6% | 26.4% |
| 16. In my school, administrators/supervisors support me in enforcing discipline. | 7 | 38 | 15 | 16 | 6 | 82 | 59.2% | 40.8% |
| 17. In my school, student misbehavior interferes with learning. | 28 | 38 | 8 | 5 | 3 | 82 | 83.5% | 16.5% |
| 18. Too much instructional time is spent administering assessments. | 36 | 29 | 6 | 2 | 9 | 82 | 89.0% | 11.0% |
| 19. HCPSS professional development experiences are meaningful and worthwhile. | 3 | 25 | 29 | 22 | 3 | 82 | 35.4% | 64.6% |
| 20. Increased workload has contributed to a decline in my morale. | 33 | 27 | 14 | 5 | 1 | 80 | 75.9% | 24.1% |
| 21. I am paid fairly. | 1 | 27 | 28 | 25 | | 81 | 34.6% | 65.4% |
| 22. I have confidence in the leadership exhibited by the HCPSS Superintendent. | 3 | 10 | 27 | 41 | 1 | 82 | 16.0% | 84.0% |
| 23. I have confidence in the leadership exhibited by the Howard County Board of Education. | 3 | 12 | 31 | 33 | 2 | 81 | 19.0% | 81.0% |
| 24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). | 26 | 45 | 7 | 1 | 3 | 82 | 89.9% | 10.1% |
| 25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education. | 7 | 37 | 22 | 14 | 2 | 82 | 55.0% | 45.0% |
| 26. In my position, I receive appropriate and adequate support and training. | 9 | 45 | 18 | 9 | | 81 | 66.7% | 33.3% |
| 27. In the last 12 months, I have experienced harassing behavior from colleagues. | 3 | 6 | 31 | 35 | 6 | 81 | 12.0% | 88.0% |
| 28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors. | 4 | 7 | 25 | 37 | 6 | 79 | 15.1% | 84.9% |
| 29. In the last 12 months, I have experienced harassing behavior from parents. | 10 | 17 | 19 | 30 | 6 | 82 | 35.5% | 64.5% |