

2015-2016 HCEA Job Satisfaction Survey

ASCEND ONE

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	1	14	7	3	1	26	60.0%	40.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	11	10	2		26	53.8%	46.2%
3. I personally feel successful in my work.	8	16	1	1		26	92.3%	7.7%
4. I feel involved in decision-making at my school/worksite.	4	11	9	2		26	57.7%	42.3%
5. I want to be involved in decision-making at my school/worksite.	9	16	1			26	96.2%	3.8%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	5	10	7	4		26	57.7%	42.3%
7. In my school/worksite, I am treated as a professional.	7	16	2	1		26	88.5%	11.5%
8. There is good teamwork among staff in my school/worksite.	8	12	6			26	76.9%	23.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	8	1		14	26	91.7%	8.3%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	6	16	3	1		26	84.6%	15.4%
11. My work performance is evaluated fairly.	5	9	10	2		26	53.8%	46.2%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	11	6	4	2	26	58.3%	41.7%
13. I am provided adequate work and storage space to prepare for and do my job.	9	15	2			26	92.3%	7.7%
14. My administrators/supervisors respect the negotiated contracts.	8	15		2	1	26	92.0%	8.0%
15. My planning time is respected by my school administrations/supervisors.	2	8	5		11	26	66.7%	33.3%
16. In my school, administrators/supervisors support me in enforcing discipline.	2	6			18	26	100.0%	0.0%
17. In my school, student misbehavior interferes with learning.		3	3	1	19	26	42.9%	57.1%
18. Too much instructional time is spent administering assessments.	6	9	1		10	26	93.8%	6.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	11	9	2		26	57.7%	42.3%
20. Increased workload has contributed to a decline in my morale.	5	7	11	1	2	26	50.0%	50.0%
21. I am paid fairly.	3	8	10	5		26	42.3%	57.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	5	12	8		26	23.1%	76.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	8	8	9		26	34.6%	65.4%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	6	15	4	1		26	80.8%	19.2%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	15	6	2		26	69.2%	30.8%
26. In my position, I receive appropriate and adequate support and training.	3	12	10	1		26	57.7%	42.3%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		1	4	18	2	25	4.3%	95.7%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	1	4	18	2	26	8.3%	91.7%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	1	7	10	6	26	15.0%	85.0%