

2015-2016 HCEA Job Satisfaction Survey

ATHOTLON ES

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	19	11	1			31	96.8%	3.2%
2. There is an atmosphere of open communication and trust in my school/worksite.	16	13	2			31	93.5%	6.5%
3. I personally feel successful in my work.	13	14	3			30	90.0%	10.0%
4. I feel involved in decision-making at my school/worksite.	5	22	4			31	87.1%	12.9%
5. I want to be involved in decision-making at my school/worksite.	6	22	2			30	93.3%	6.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	14	14	3			31	90.3%	9.7%
7. In my school/worksite, I am treated as a professional.	20	11				31	100.0%	0.0%
8. There is good teamwork among staff in my school/worksite.	19	11	1			31	96.8%	3.2%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	12	12	3		4	31	88.9%	11.1%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	17	12	2			31	93.5%	6.5%
11. My work performance is evaluated fairly.	15	13	2	1		31	90.3%	9.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	8	12	5	6		31	64.5%	35.5%
13. I am provided adequate work and storage space to prepare for and do my job.	14	16	1			31	96.8%	3.2%
14. My administrators/supervisors respect the negotiated contracts.	21	9			1	31	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	15	10	2		4	31	92.6%	7.4%
16. In my school, administrators/supervisors support me in enforcing discipline.	18	10	2		1	31	93.3%	6.7%
17. In my school, student misbehavior interferes with learning.	3	1	16	8	3	31	14.3%	85.7%
18. Too much instructional time is spent administering assessments.	9	11	4	1	5	30	80.0%	20.0%
19. HCPSS professional development experiences are meaningful and worthwhile.		15	8	4	3	30	55.6%	44.4%
20. Increased workload has contributed to a decline in my morale.	5	9	9	4	3	30	51.9%	48.1%
21. I am paid fairly.	1	14	10	6		31	48.4%	51.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		12	9	9		30	40.0%	60.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		9	8	13		30	30.0%	70.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	9	19	1	1		30	93.3%	6.7%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	18	4	1	3	31	82.1%	17.9%
26. In my position, I receive appropriate and adequate support and training.	8	18	2	3		31	83.9%	16.1%
27. In the last 12 months, I have experienced harassing behavior from colleagues.			3	25	2	30	0.0%	100.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		1	3	25	2	31	3.4%	96.6%
29. In the last 12 months, I have experienced harassing behavior from parents.		2	8	19	2	31	6.9%	93.1%