

2015-2016 HCEA Job Satisfaction Survey

DEEP 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.	7	28	13	7		55	63.6%	36.4%
2. There is an atmosphere of open communication and trust in my school/worksite.	7	21	17	10		55	50.9%	49.1%
3. I personally feel successful in my work.	11	34	8	1	1	55	83.3%	16.7%
4. I feel involved in decision-making at my school/worksite.	7	19	17	10	2	55	49.1%	50.9%
5. I want to be involved in decision-making at my school/worksite.	20	27	4	2	2	55	88.7%	11.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	10	27	13	5		55	67.3%	32.7%
7. In my school/worksite, I am treated as a professional.	16	30	6	3		55	83.6%	16.4%
8. There is good teamwork among staff in my school/worksite.	13	29	8	5		55	76.4%	23.6%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	13	23	10	3	5	54	73.5%	26.5%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	6	22	14	13		55	50.9%	49.1%
11. My work performance is evaluated fairly.	12	32	9	2		55	80.0%	20.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	1	25	20	8	1	55	48.1%	51.9%
13. I am provided adequate work and storage space to prepare for and do my job.	6	31	12	6		55	67.3%	32.7%
14. My administrators/supervisors respect the negotiated contracts.	17	30	5	1	1	54	88.7%	11.3%
15. My planning time is respected by my school administrations/supervisors.	10	27	8	1	9	55	80.4%	19.6%
16. In my school, administrators/supervisors support me in enforcing discipline.	10	31	2	6	6	55	83.7%	16.3%
17. In my school, student misbehavior interferes with learning.	8	25	16	4	2	55	62.3%	37.7%
18. Too much instructional time is spent administering assessments.	15	26	6	2	5	54	83.7%	16.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	31	14	5	1	55	64.8%	35.2%
20. Increased workload has contributed to a decline in my morale.	18	19	12	4	2	55	69.8%	30.2%
21. I am paid fairly.	3	18	20	13		54	38.9%	61.1%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	8	18	23	3	55	21.2%	78.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	14	19	16	2	54	32.7%	67.3%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	17	30	7		1	55	87.0%	13.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	35	6	4	4	55	80.4%	19.6%
26. In my position, I receive appropriate and adequate support and training.	9	35	9	2		55	80.0%	20.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		3	28	24		55	5.5%	94.5%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2	1	26	24	1	54	5.7%	94.3%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	4	27	20	1	54	11.3%	88.7%