

2015-2016 HCEA Job Satisfaction Survey

DUCKETTS LANE ES

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	8	26	8	1		43	79.1%	20.9%
2. There is an atmosphere of open communication and trust in my school/worksite.	5	24	9	5		43	67.4%	32.6%
3. I personally feel successful in my work.	6	33	4			43	90.7%	9.3%
4. I feel involved in decision-making at my school/worksite.	2	22	11	8		43	55.8%	44.2%
5. I want to be involved in decision-making at my school/worksite.	8	30	3	1	1	43	90.5%	9.5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	19	10	8		43	58.1%	41.9%
7. In my school/worksite, I am treated as a professional.	16	20	7			43	83.7%	16.3%
8. There is good teamwork among staff in my school/worksite.	21	18	3	1		43	90.7%	9.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	11	19	4	6	1	41	75.0%	25.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	15	21	7			43	83.7%	16.3%
11. My work performance is evaluated fairly.	14	21	8			43	81.4%	18.6%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	14	15	10	1	43	40.5%	59.5%
13. I am provided adequate work and storage space to prepare for and do my job.	14	22	6	1		43	83.7%	16.3%
14. My administrators/supervisors respect the negotiated contracts.	16	21	4	1	1	43	88.1%	11.9%
15. My planning time is respected by my school administrations/supervisors.	6	30	5		2	43	87.8%	12.2%
16. In my school, administrators/supervisors support me in enforcing discipline.	9	22	4	6	2	43	75.6%	24.4%
17. In my school, student misbehavior interferes with learning.	7	18	13	4	1	43	59.5%	40.5%
18. Too much instructional time is spent administering assessments.	14	21	5	1	2	43	85.4%	14.6%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	22	12	5	1	43	59.5%	40.5%
20. Increased workload has contributed to a decline in my morale.	13	17	10	1	2	43	73.2%	26.8%
21. I am paid fairly.	2	14	15	12		43	37.2%	62.8%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	10	14	17	1	43	26.2%	73.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	13	9	16	4	43	35.9%	64.1%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	11	26	2	2	1	42	90.2%	9.8%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	23	9	3	3	43	70.0%	30.0%
26. In my position, I receive appropriate and adequate support and training.	5	30	7	1		43	81.4%	18.6%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	2	7	31	2	43	7.3%	92.7%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	1	8	31	2	43	4.9%	95.1%
29. In the last 12 months, I have experienced harassing behavior from parents.		7	14	21	1	43	16.7%	83.3%