

2015-2016 HCEA Job Satisfaction Survey

FOREST RIDGE ES

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.		12	14	7		33	36.4%	63.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	1	10	15	8		34	32.4%	67.6%
3. I personally feel successful in my work.	4	22	6	2		34	76.5%	23.5%
4. I feel involved in decision-making at my school/worksite.	1	11	13	9		34	35.3%	64.7%
5. I want to be involved in decision-making at my school/worksite.	11	21	2			34	94.1%	5.9%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	2	10	12	7	2	33	38.7%	61.3%
7. In my school/worksite, I am treated as a professional.	6	19	7	1	1	34	75.8%	24.2%
8. There is good teamwork among staff in my school/worksite.	7	23	4			34	88.2%	11.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	18	5	5	2	34	68.8%	31.3%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	6	21	4	2	1	34	81.8%	18.2%
11. My work performance is evaluated fairly.	1	18	10	3	1	33	59.4%	40.6%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	10	8	12		33	39.4%	60.6%
13. I am provided adequate work and storage space to prepare for and do my job.	9	20	5			34	85.3%	14.7%
14. My administrators/supervisors respect the negotiated contracts.	7	20	4	2		33	81.8%	18.2%
15. My planning time is respected by my school administrations/supervisors.	7	14	6	1	5	33	75.0%	25.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	6	19	4	4	1	34	75.8%	24.2%
17. In my school, student misbehavior interferes with learning.	4	17	12		1	34	63.6%	36.4%
18. Too much instructional time is spent administering assessments.	23	8	1	1	1	34	93.9%	6.1%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	14	10	6	1	34	51.5%	48.5%
20. Increased workload has contributed to a decline in my morale.	16	10	3	4	1	34	78.8%	21.2%
21. I am paid fairly.	1	7	9	15	1	33	25.0%	75.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	6	5	21	1	34	21.2%	78.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		8	6	17	2	33	25.8%	74.2%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	14	17	2		1	34	93.9%	6.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	18	6	1	5	34	75.9%	24.1%
26. In my position, I receive appropriate and adequate support and training.	5	19	6	3	1	34	72.7%	27.3%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	4	12	16	1	34	15.2%	84.8%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2		16	14	1	33	6.3%	93.8%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	3	12	16	1	34	15.2%	84.8%