

2015-2016 HCEA Job Satisfaction Survey

GORMAN CROSSING ES

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	4	24	11	5		44	63.6%	36.4%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	21	13	6		44	56.8%	43.2%
3. I personally feel successful in my work.	14	24	5			43	88.4%	11.6%
4. I feel involved in decision-making at my school/worksite.	7	14	17	6		44	47.7%	52.3%
5. I want to be involved in decision-making at my school/worksite.	10	30	3			43	93.0%	7.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	10	16	12	6		44	59.1%	40.9%
7. In my school/worksite, I am treated as a professional.	15	21	5	3		44	81.8%	18.2%
8. There is good teamwork among staff in my school/worksite.	8	18	14	3		43	60.5%	39.5%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	18	12	6	2	44	57.1%	42.9%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	15	22	6	1		44	84.1%	15.9%
11. My work performance is evaluated fairly.	14	16	8	5	1	44	69.8%	30.2%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	14	17	9	1	44	39.5%	60.5%
13. I am provided adequate work and storage space to prepare for and do my job.	12	23	9			44	79.5%	20.5%
14. My administrators/supervisors respect the negotiated contracts.	18	19	6		1	44	86.0%	14.0%
15. My planning time is respected by my school administrations/supervisors.	13	16	8	3	4	44	72.5%	27.5%
16. In my school, administrators/supervisors support me in enforcing discipline.	7	19	5	7	5	43	68.4%	31.6%
17. In my school, student misbehavior interferes with learning.	9	19	11	4	1	44	65.1%	34.9%
18. Too much instructional time is spent administering assessments.	18	17	4	2	3	44	85.4%	14.6%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	24	11	4	3	44	63.4%	36.6%
20. Increased workload has contributed to a decline in my morale.	8	23	10	3		44	70.5%	29.5%
21. I am paid fairly.	1	12	16	15		44	29.5%	70.5%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		8	13	21	2	44	19.0%	81.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		10	12	19	2	43	24.4%	75.6%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	8	31	3		2	44	92.9%	7.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	22	11	4	1	43	64.3%	35.7%
26. In my position, I receive appropriate and adequate support and training.	9	25	10			44	77.3%	22.7%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		8	18	18		44	18.2%	81.8%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		5	13	24	1	43	11.9%	88.1%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	9	21	12		44	25.0%	75.0%