

2015-2016 HCEA Job Satisfaction Survey

HAMMOND HS

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	25	47	6	1		79	91.1%	8.9%
2. There is an atmosphere of open communication and trust in my school/worksite.	29	42	7	1		79	89.9%	10.1%
3. I personally feel successful in my work.	21	43	12	1		77	83.1%	16.9%
4. I feel involved in decision-making at my school/worksite.	15	41	14	7	1	78	72.7%	27.3%
5. I want to be involved in decision-making at my school/worksite.	23	48	5		1	77	93.4%	6.6%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	24	41	10	2	1	78	84.4%	15.6%
7. In my school/worksite, I am treated as a professional.	41	27	10	1		79	86.1%	13.9%
8. There is good teamwork among staff in my school/worksite.	40	33	6			79	92.4%	7.6%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	20	36	12	3	5	76	78.9%	21.1%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	19	44	11	5		79	79.7%	20.3%
11. My work performance is evaluated fairly.	24	45	8	1	1	79	88.5%	11.5%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	9	25	27	15	3	79	44.7%	55.3%
13. I am provided adequate work and storage space to prepare for and do my job.	19	39	11	8	1	78	75.3%	24.7%
14. My administrators/supervisors respect the negotiated contracts.	32	46				78	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	17	37	11	1	13	79	81.8%	18.2%
16. In my school, administrators/supervisors support me in enforcing discipline.	19	40	10	4	5	78	80.8%	19.2%
17. In my school, student misbehavior interferes with learning.	25	38	10	3	3	79	82.9%	17.1%
18. Too much instructional time is spent administering assessments.	29	25	11	4	9	78	78.3%	21.7%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	27	26	20	3	79	39.5%	60.5%
20. Increased workload has contributed to a decline in my morale.	14	34	17	6	6	77	67.6%	32.4%
21. I am paid fairly.	1	27	33	18		79	35.4%	64.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		18	23	36	2	79	23.4%	76.6%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		20	27	29	1	77	26.3%	73.7%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	25	43	6	1		75	90.7%	9.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	45	15	12	1	79	65.4%	34.6%
26. In my position, I receive appropriate and adequate support and training.	11	47	12	7	2	79	75.3%	24.7%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	4	2	22	43	8	79	8.5%	91.5%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		2	20	49	7	78	2.8%	97.2%
29. In the last 12 months, I have experienced harassing behavior from parents.	5	14	20	34	6	79	26.0%	74.0%