

2015-2016 HCEA Job Satisfaction Survey

HOLLIFIELD STATION ES

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	6	27	9	5		47	70.2%	29.8%
2. There is an atmosphere of open communication and trust in my school/worksite.	7	24	14	2		47	66.0%	34.0%
3. I personally feel successful in my work.	15	28	3	1		47	91.5%	8.5%
4. I feel involved in decision-making at my school/worksite.	5	21	14	6	1	47	56.5%	43.5%
5. I want to be involved in decision-making at my school/worksite.	13	26	3	2	2	46	88.6%	11.4%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	12	14	16	5		47	55.3%	44.7%
7. In my school/worksite, I am treated as a professional.	14	24	5	3		46	82.6%	17.4%
8. There is good teamwork among staff in my school/worksite.	19	26	1	1		47	95.7%	4.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	32	6	1	1	47	84.8%	15.2%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	17	23	4	3		47	85.1%	14.9%
11. My work performance is evaluated fairly.	5	26	14	2		47	66.0%	34.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	14	20	10		47	36.2%	63.8%
13. I am provided adequate work and storage space to prepare for and do my job.	10	29	7	1		47	83.0%	17.0%
14. My administrators/supervisors respect the negotiated contracts.	17	28	2			47	95.7%	4.3%
15. My planning time is respected by my school administrations/supervisors.	10	26	9		2	47	80.0%	20.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	13	26	6	1		46	84.8%	15.2%
17. In my school, student misbehavior interferes with learning.	3	19	13	11	1	47	47.8%	52.2%
18. Too much instructional time is spent administering assessments.	22	15	4	1	5	47	88.1%	11.9%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	22	15	5	1	47	56.5%	43.5%
20. Increased workload has contributed to a decline in my morale.	18	18	5	4	2	47	80.0%	20.0%
21. I am paid fairly.		14	18	15		47	29.8%	70.2%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		12	14	21		47	25.5%	74.5%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		16	17	14		47	34.0%	66.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	17	25	4	1		47	89.4%	10.6%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	24	10	4	3	47	68.2%	31.8%
26. In my position, I receive appropriate and adequate support and training.	6	31	6	4		47	78.7%	21.3%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	4	16	23	1	46	13.3%	86.7%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1		18	26	2	47	2.2%	97.8%
29. In the last 12 months, I have experienced harassing behavior from parents.		5	17	23	2	47	11.1%	88.9%