

2015-2016 HCEA Job Satisfaction Survey

LISBON ES

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	2	23	10	2		37	67.6%	32.4%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	21	12	2		37	62.2%	37.8%
3. I personally feel successful in my work.	9	25	2	1		37	91.9%	8.1%
4. I feel involved in decision-making at my school/worksite.	3	13	17	3	1	37	44.4%	55.6%
5. I want to be involved in decision-making at my school/worksite.	5	21	9	1		36	72.2%	27.8%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	3	13	13	7		36	44.4%	55.6%
7. In my school/worksite, I am treated as a professional.	4	24	7	1		36	77.8%	22.2%
8. There is good teamwork among staff in my school/worksite.	4	27	5			36	86.1%	13.9%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	28	3		1	36	91.4%	8.6%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	12	21	4			37	89.2%	10.8%
11. My work performance is evaluated fairly.	3	23	6	5		37	70.3%	29.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	14	11	8	1	37	47.2%	52.8%
13. I am provided adequate work and storage space to prepare for and do my job.	5	24	8			37	78.4%	21.6%
14. My administrators/supervisors respect the negotiated contracts.	12	23	1		1	37	97.2%	2.8%
15. My planning time is respected by my school administrations/supervisors.	8	21	1	1	6	37	93.5%	6.5%
16. In my school, administrators/supervisors support me in enforcing discipline.	12	23	2			37	94.6%	5.4%
17. In my school, student misbehavior interferes with learning.		6	20	10	1	37	16.7%	83.3%
18. Too much instructional time is spent administering assessments.	17	17	1		2	37	97.1%	2.9%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	14	13	6	1	37	47.2%	52.8%
20. Increased workload has contributed to a decline in my morale.	14	13	7	3		37	73.0%	27.0%
21. I am paid fairly.	1	15	13	7	1	37	44.4%	55.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	3	15	17	1	37	11.1%	88.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		4	16	16	1	37	11.1%	88.9%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	12	16	3	3	2	36	82.4%	17.6%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	25	5	3	2	37	77.1%	22.9%
26. In my position, I receive appropriate and adequate support and training.	5	23	8	1		37	75.7%	24.3%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		1	15	21		37	2.7%	97.3%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2		16	19		37	5.4%	94.6%
29. In the last 12 months, I have experienced harassing behavior from parents.		3	20	14		37	8.1%	91.9%