

2013-2014 HCEA Job Satisfaction Survey

MT. HEBRON HS

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	12	23	5	3		43	81.4%	18.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	11	29	2	1		43	93.0%	7.0%
3. I personally feel successful in my work.	13	24	6			43	86.0%	14.0%
4. I feel involved in decision-making at my school/worksite.	7	18	12	5	1	43	59.5%	40.5%
5. I want to be involved in decision-making at my school/worksite.	11	29	1		2	43	97.6%	2.4%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	13	22	5	2		43	81.4%	16.3%
7. In my school/worksite, I am treated as a professional.	16	22	4	1		43	88.4%	11.6%
8. There is good teamwork among staff in my school/worksite.	13	24	6			43	86.0%	14.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	18	9	7	4	43	59.0%	41.0%
10. My working environment (i.e. safety, cleanliness. is conducive to success.	8	26	7	2		43	79.1%	20.9%
11. My work performance is evaluated fairly.	8	22	6	7		43	69.8%	30.2%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	12	15	12	1	43	35.7%	64.3%
13. I am provided adequate work and storage space to prepare for and do my job.	21	15	5	1		43	83.7%	14.0%
14. My administrators/supervisors respect the negotiated contracts.	19	21	2			43	93.0%	4.7%
15. My planning time is respected by my school administrations/supervisors.	14	19	3	2	5	43	86.8%	13.2%
16. In my school, administrators/supervisors support me in enforcing discipline.	4	19	8	4	6	43	62.2%	32.4%
17. In my school, student misbehavior interferes with learning.	4	9	13	11	5	43	34.2%	63.2%
18. Too much instructional time is spent administering assessments.	9	12	15	2	4	43	53.8%	43.6%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	15	14	7	4	43	43.6%	53.8%
20. Increased workload has contributed to a decline in my morale.	18	15	4	4	2	43	80.5%	19.5%
21. I am paid fairly		8	15	20		43	18.6%	81.4%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	19	15	6	1	43	47.6%	50.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		9	18	14	2	43	22.0%	78.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	11	23	5	3	1	43	81.0%	19.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	23	8	5	1	43	69.0%	31.0%
26. In my position, I receive appropriate and adequate support and training.	7	25	8	3		43	74.4%	25.6%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		2	11	28	2	43	4.9%	95.1%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		3	10	27	3	43	7.5%	92.5%
29. In the last 12 months, I have experienced harassing behavior from parents.	7	14	11	10	1	43	50.0%	50.0%