

2015-2016 HCEA Job Satisfaction Survey

RESERVOIR HS

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	5	56	20	4		85	71.8%	28.2%
2. There is an atmosphere of open communication and trust in my school/worksite.	5	49	20	11		85	63.5%	36.5%
3. I personally feel successful in my work.	23	48	12	2		85	83.5%	16.5%
4. I feel involved in decision-making at my school/worksite.	6	24	28	24	1	83	36.6%	63.4%
5. I want to be involved in decision-making at my school/worksite.	21	50	12	1	1	85	84.5%	15.5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	7	36	24	16	2	85	51.8%	48.2%
7. In my school/worksite, I am treated as a professional.	19	47	15	4		85	77.6%	22.4%
8. There is good teamwork among staff in my school/worksite.	18	49	12	4		83	80.7%	19.3%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	17	38	15	8	7	85	70.5%	29.5%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	31	46	4	4		85	90.6%	9.4%
11. My work performance is evaluated fairly.	20	49	12	4		85	81.2%	18.8%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	10	32	26	15	2	85	50.6%	49.4%
13. I am provided adequate work and storage space to prepare for and do my job.	21	58	5		1	85	94.0%	6.0%
14. My administrators/supervisors respect the negotiated contracts.	27	49	7	1	1	85	90.5%	9.5%
15. My planning time is respected by my school administrations/supervisors.	19	46	9		11	85	87.8%	12.2%
16. In my school, administrators/supervisors support me in enforcing discipline.	12	39	13	12	9	85	67.1%	32.9%
17. In my school, student misbehavior interferes with learning.	17	36	22	7	3	85	64.6%	35.4%
18. Too much instructional time is spent administering assessments.	23	37	13	3	9	85	78.9%	21.1%
19. HCPSS professional development experiences are meaningful and worthwhile.	5	36	22	20	2	85	49.4%	50.6%
20. Increased workload has contributed to a decline in my morale.	18	36	20	7	4	85	66.7%	33.3%
21. I am paid fairly.	3	22	38	22		85	29.4%	70.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	4	15	30	35	1	85	22.6%	77.4%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		18	29	36	2	85	21.7%	78.3%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	31	45	4	4	1	85	90.5%	9.5%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	9	52	15	7	2	85	73.5%	26.5%
26. In my position, I receive appropriate and adequate support and training.	11	46	23	3	1	84	68.7%	31.3%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	3	3	34	39	6	85	7.6%	92.4%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2	5	32	38	6	83	9.1%	90.9%
29. In the last 12 months, I have experienced harassing behavior from parents.	7	21	28	23	6	85	35.4%	64.6%