

2015-2016 HCEA Job Satisfaction Survey

River Hill HS

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.		11	25	45		81	13.6%	86.4%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	11	32	36		81	16.0%	84.0%
3. I personally feel successful in my work.	31	44	4	1		80	93.8%	6.3%
4. I feel involved in decision-making at my school/worksite.	4	19	32	25	1	81	28.8%	71.3%
5. I want to be involved in decision-making at my school/worksite.	18	41	15	4	2	80	75.6%	24.4%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	4	24	20	33		81	34.6%	65.4%
7. In my school/worksite, I am treated as a professional.	8	36	16	19		79	55.7%	44.3%
8. There is good teamwork among staff in my school/worksite.	16	45	13	6		80	76.3%	23.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	19	46	6	5	5	81	85.5%	14.5%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	48	29	3			80	96.3%	3.8%
11. My work performance is evaluated fairly.	9	55	10	7		81	79.0%	21.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	11	21	23	25	1	81	40.0%	60.0%
13. I am provided adequate work and storage space to prepare for and do my job.	31	41	6	1		79	91.1%	8.9%
14. My administrators/supervisors respect the negotiated contracts.	18	45	11	4	2	80	80.8%	19.2%
15. My planning time is respected by my school administrations/supervisors.	6	35	17	11	10	79	59.4%	40.6%
16. In my school, administrators/supervisors support me in enforcing discipline.	19	47	4	2	9	81	91.7%	8.3%
17. In my school, student misbehavior interferes with learning.		2	25	49	5	81	2.6%	97.4%
18. Too much instructional time is spent administering assessments.	26	33	12	2	8	81	80.8%	19.2%
19. HCPSS professional development experiences are meaningful and worthwhile.	6	40	17	16	1	80	58.2%	41.8%
20. Increased workload has contributed to a decline in my morale.	32	29	10	7	2	80	78.2%	21.8%
21. I am paid fairly.	3	24	34	19	1	81	33.8%	66.3%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	10	20	43	4	80	17.1%	82.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	18	17	40	2	79	26.0%	74.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	31	40	4	2	3	80	92.2%	7.8%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	42	18	5	8	78	67.1%	32.9%
26. In my position, I receive appropriate and adequate support and training.	7	54	15	2		78	78.2%	21.8%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	3	28	43	4	80	6.6%	93.4%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	8	3	38	25	5	79	14.9%	85.1%
29. In the last 12 months, I have experienced harassing behavior from parents.	7	14	39	17	3	80	27.3%	72.7%