

2015-2016 HCEA Job Satisfaction Survey

STEVENS FOREST 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	26	7	1		40	80.0%	20.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	7	21	11	1		40	70.0%	30.0%
3. I personally feel successful in my work.	13	23	4			40	90.0%	10.0%
4. I feel involved in decision-making at my school/worksite.	6	19	11	4		40	62.5%	37.5%
5. I want to be involved in decision-making at my school/worksite.	18	17	2		3	40	94.6%	5.4%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	8	20	9	2	1	40	71.8%	28.2%
7. In my school/worksite, I am treated as a professional.	15	21	3	1		40	90.0%	10.0%
8. There is good teamwork among staff in my school/worksite.	15	18	7			40	82.5%	17.5%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	8	21	6	2	3	40	78.4%	21.6%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	12	21	7			40	82.5%	17.5%
11. My work performance is evaluated fairly.	10	21	5	1	2	39	83.8%	16.2%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	22	8	5	1	40	66.7%	33.3%
13. I am provided adequate work and storage space to prepare for and do my job.	11	24	2	3		40	87.5%	12.5%
14. My administrators/supervisors respect the negotiated contracts.	17	23				40	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	11	17	4		7	39	87.5%	12.5%
16. In my school, administrators/supervisors support me in enforcing discipline.	8	25	4	1	2	40	86.8%	13.2%
17. In my school, student misbehavior interferes with learning.	12	21	6		1	40	84.6%	15.4%
18. Too much instructional time is spent administering assessments.	13	24		1	2	40	97.4%	2.6%
19. HCPSS professional development experiences are meaningful and worthwhile.	6	30	3		1	40	92.3%	7.7%
20. Increased workload has contributed to a decline in my morale.	9	10	16	3	2	40	50.0%	50.0%
21. I am paid fairly.	1	19	16	4		40	50.0%	50.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	19	8	10		40	55.0%	45.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	18	14	6		40	50.0%	50.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	14	23	2		1	40	94.9%	5.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	9	24	6	1		40	82.5%	17.5%
26. In my position, I receive appropriate and adequate support and training.	9	25	5	1		40	85.0%	15.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		2	11	26	1	40	5.1%	94.9%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	1	12	25	1	40	5.1%	94.9%
29. In the last 12 months, I have experienced harassing behavior from parents.		7	12	21		40	17.5%	82.5%