

2015-2016 HCEA Job Satisfaction Survey

SWANSFIELD ES

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	5	23	24	9		61	45.9%	54.1%
2. There is an atmosphere of open communication and trust in my school/worksite.	6	21	23	11		61	44.3%	55.7%
3. I personally feel successful in my work.	14	34	7	6		61	78.7%	21.3%
4. I feel involved in decision-making at my school/worksite.	5	30	14	10	2	61	59.3%	40.7%
5. I want to be involved in decision-making at my school/worksite.	15	38	4	1	2	60	91.4%	8.6%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	7	25	18	10	1	61	53.3%	46.7%
7. In my school/worksite, I am treated as a professional.	9	36	8	8		61	73.8%	26.2%
8. There is good teamwork among staff in my school/worksite.	11	30	11	7	2	61	69.5%	30.5%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	10	33	9	6	3	61	74.1%	25.9%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	10	41	6	3		60	85.0%	15.0%
11. My work performance is evaluated fairly.	7	33	13	6	2	61	67.8%	32.2%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	25	15	17	2	61	45.8%	54.2%
13. I am provided adequate work and storage space to prepare for and do my job.	7	39	8	6	1	61	76.7%	23.3%
14. My administrators/supervisors respect the negotiated contracts.	12	28	13	6	1	60	67.8%	32.2%
15. My planning time is respected by my school administrations/supervisors.	5	38	4	4	10	61	84.3%	15.7%
16. In my school, administrators/supervisors support me in enforcing discipline.	11	38	5	5	2	61	83.1%	16.9%
17. In my school, student misbehavior interferes with learning.	34	17	5	4		60	85.0%	15.0%
18. Too much instructional time is spent administering assessments.	30	23	3	2	3	61	91.4%	8.6%
19. HCPSS professional development experiences are meaningful and worthwhile.	6	30	16	6	1	59	62.1%	37.9%
20. Increased workload has contributed to a decline in my morale.	16	20	17	6	2	61	61.0%	39.0%
21. I am paid fairly.	1	19	24	17		61	32.8%	67.2%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	17	21	19	2	61	32.2%	67.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	22	21	15	2	61	39.0%	61.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	26	31	3	1		61	93.4%	6.6%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	33	15	5	2	59	64.9%	35.1%
26. In my position, I receive appropriate and adequate support and training.	9	41	6	3	1	60	84.7%	15.3%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	3	7	22	29		61	16.4%	83.6%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		9	25	23	2	59	15.8%	84.2%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	13	27	17	1	61	26.7%	73.3%