

2015-2016 HCEA Job Satisfaction Survey

THUNDER HILL 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	12	13	4		35	51.4%	48.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	13	13	5		35	48.6%	51.4%
3. I personally feel successful in my work.	12	20	3			35	91.4%	8.6%
4. I feel involved in decision-making at my school/worksite.	6	12	12	5		35	51.4%	48.6%
5. I want to be involved in decision-making at my school/worksite.	13	15	6			34	82.4%	17.6%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	4	13	10	8		35	48.6%	51.4%
7. In my school/worksite, I am treated as a professional.	7	20	6	2		35	77.1%	22.9%
8. There is good teamwork among staff in my school/worksite.	8	17	9	1		35	71.4%	28.6%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	15	5	6	3	35	65.6%	34.4%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	16	9	9	1		35	71.4%	28.6%
11. My work performance is evaluated fairly.	7	19	6	2	1	35	76.5%	23.5%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	8	9	13	3	35	31.3%	68.8%
13. I am provided adequate work and storage space to prepare for and do my job.	13	18	3	1		35	88.6%	11.4%
14. My administrators/supervisors respect the negotiated contracts.	11	18	6			35	82.9%	17.1%
15. My planning time is respected by my school administrations/supervisors.	5	9	12	2	7	35	50.0%	50.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	9	15	3	5	2	34	75.0%	25.0%
17. In my school, student misbehavior interferes with learning.	6	11	12	5	1	35	50.0%	50.0%
18. Too much instructional time is spent administering assessments.	16	12	4		3	35	87.5%	12.5%
19. HCPSS professional development experiences are meaningful and worthwhile.	6	15	11	2	1	35	61.8%	38.2%
20. Increased workload has contributed to a decline in my morale.	12	9	9	3	2	35	63.6%	36.4%
21. I am paid fairly.	3	9	14	9		35	34.3%	65.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	4	11	17	1	35	17.6%	82.4%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	6	12	15	1	35	20.6%	79.4%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	14	19	2			35	94.3%	5.7%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	21	5	2	2	35	78.8%	21.2%
26. In my position, I receive appropriate and adequate support and training.	9	18	5	2	1	35	79.4%	20.6%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	4	11	16	2	35	18.2%	81.8%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		2	13	18	2	35	6.1%	93.9%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	5	12	15	1	34	18.2%	81.8%