

2015-2016 HCEA Job Satisfaction Survey

TRIADELPHIA RIDGE ES

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	7	28	2	1		38	92.1%	7.9%
2. There is an atmosphere of open communication and trust in my school/worksite.	10	25	3			38	92.1%	7.9%
3. I personally feel successful in my work.	7	28	2	1		38	92.1%	7.9%
4. I feel involved in decision-making at my school/worksite.	7	23	5	1	1	37	83.3%	16.7%
5. I want to be involved in decision-making at my school/worksite.	12	23	2			37	94.6%	5.4%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	10	21	7			38	81.6%	18.4%
7. In my school/worksite, I am treated as a professional.	14	20	4			38	89.5%	10.5%
8. There is good teamwork among staff in my school/worksite.	19	15	3	1		38	89.5%	10.5%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	9	16	6	1	5	37	78.1%	21.9%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	13	21	2	2		38	89.5%	10.5%
11. My work performance is evaluated fairly.	7	21	6	4		38	73.7%	26.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	17	9	8		38	55.3%	44.7%
13. I am provided adequate work and storage space to prepare for and do my job.	9	22	4	3		38	81.6%	18.4%
14. My administrators/supervisors respect the negotiated contracts.	15	22	1			38	97.4%	2.6%
15. My planning time is respected by my school administrations/supervisors.	8	19	4		6	37	87.1%	12.9%
16. In my school, administrators/supervisors support me in enforcing discipline.	8	20	2		8	38	93.3%	6.7%
17. In my school, student misbehavior interferes with learning.	3	7	14	6	8	38	33.3%	66.7%
18. Too much instructional time is spent administering assessments.	12	13	3		10	38	89.3%	10.7%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	19	7	5	1	34	63.6%	36.4%
20. Increased workload has contributed to a decline in my morale.	10	13	11	3	1	38	62.2%	37.8%
21. I am paid fairly.	1	12	19	6		38	34.2%	65.8%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		9	14	13	1	37	25.0%	75.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		10	14	13		37	27.0%	73.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	11	20	3	1	2	37	88.6%	11.4%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	27	7	1		37	78.4%	21.6%
26. In my position, I receive appropriate and adequate support and training.	4	28	5		1	38	86.5%	13.5%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	3	1	13	20		37	10.8%	89.2%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.			13	24		37	0.0%	100.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	6	7	12	12		37	35.1%	64.9%