

2015-2016 HCEA Job Satisfaction Survey

**WATERLOO ES**

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	13	38	3			54	94.4%	5.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	12	36	5	1		54	88.9%	11.1%
3. I personally feel successful in my work.	14	34	4	2		54	88.9%	11.1%
4. I feel involved in decision-making at my school/worksite.	6	31	11	5		53	69.8%	30.2%
5. I want to be involved in decision-making at my school/worksite.	11	37	4		1	53	92.3%	7.7%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	14	36	3	1		54	92.6%	7.4%
7. In my school/worksite, I am treated as a professional.	22	30		2		54	96.3%	3.7%
8. There is good teamwork among staff in my school/worksite.	17	35	2			54	96.3%	3.7%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	9	37	4	1	3	54	90.2%	9.8%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	7	37	6	4		54	81.5%	18.5%
11. My work performance is evaluated fairly.	20	28	2	2		52	92.3%	7.7%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	17	18	12	1	53	42.3%	57.7%
13. I am provided adequate work and storage space to prepare for and do my job.	14	32	5	3		54	85.2%	14.8%
14. My administrators/supervisors respect the negotiated contracts.	24	25	2	1	1	53	94.2%	5.8%
15. My planning time is respected by my school administrations/supervisors.	17	29	1		6	53	97.9%	2.1%
16. In my school, administrators/supervisors support me in enforcing discipline.	13	35	2		4	54	96.0%	4.0%
17. In my school, student misbehavior interferes with learning.	11	28	10	1	4	54	78.0%	22.0%
18. Too much instructional time is spent administering assessments.	19	20	6	1	8	54	84.8%	15.2%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	29	19	4		54	57.4%	42.6%
20. Increased workload has contributed to a decline in my morale.	11	18	22	1	2	54	55.8%	44.2%
21. I am paid fairly.	2	20	21	11		54	40.7%	59.3%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	14	17	19	2	53	29.4%	70.6%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	14	16	18	3	52	30.6%	69.4%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	11	37	1		3	52	98.0%	2.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	35	8	2	5	52	78.7%	21.3%
26. In my position, I receive appropriate and adequate support and training.	4	35	11	2	2	54	75.0%	25.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		3	15	32	4	54	6.0%	94.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.			14	37	3	54	0.0%	100.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	3	8	16	23	4	54	22.0%	78.0%