

2015-2016 HCEA Job Satisfaction Survey

WILDE LAKE MS

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	1	33	11	1		46	73.9%	26.1%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	24	16	3		46	58.7%	41.3%
3. I personally feel successful in my work.	3	37	6			46	87.0%	13.0%
4. I feel involved in decision-making at my school/worksite.	2	22	20	2		46	52.2%	47.8%
5. I want to be involved in decision-making at my school/worksite.	4	31	9	1	1	46	77.8%	22.2%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	27	11	2		46	71.7%	28.3%
7. In my school/worksite, I am treated as a professional.	6	34	5	1		46	87.0%	13.0%
8. There is good teamwork among staff in my school/worksite.	2	31	10	2		45	73.3%	26.7%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	26	7	4	3	45	73.8%	26.2%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	6	29	10	1		46	76.1%	23.9%
11. My work performance is evaluated fairly.	3	31	9	3		46	73.9%	26.1%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	11	20	9	3	45	31.0%	69.0%
13. I am provided adequate work and storage space to prepare for and do my job.	2	36	6	2		46	82.6%	17.4%
14. My administrators/supervisors respect the negotiated contracts.	8	33	4	1		46	89.1%	10.9%
15. My planning time is respected by my school administrations/supervisors.	6	26	6	1	7	46	82.1%	17.9%
16. In my school, administrators/supervisors support me in enforcing discipline.	2	34	6	2	2	46	81.8%	18.2%
17. In my school, student misbehavior interferes with learning.	21	23	2			46	95.7%	4.3%
18. Too much instructional time is spent administering assessments.	19	19	5		3	46	88.4%	11.6%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	17	21	4	2	46	43.2%	56.8%
20. Increased workload has contributed to a decline in my morale.	12	19	11	3	1	46	68.9%	31.1%
21. I am paid fairly.	2	20	17	7		46	47.8%	52.2%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	13	19	10	3	46	32.6%	67.4%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		11	20	13	1	45	25.0%	75.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	6	32	5	1	2	46	86.4%	13.6%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	28	9	2	4	46	73.8%	26.2%
26. In my position, I receive appropriate and adequate support and training.	3	32	9	2		46	76.1%	23.9%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	6	19	19		46	17.4%	82.6%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3	1	21	20	1	46	8.9%	91.1%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	9	23	13		46	21.7%	78.3%