

HCEA Job Satisfaction Survey 2012-2013

Worksite

ARL

Questions:	Strongly Agree	Agree	Does Not Apply	Strongly Disagree	Disagree	Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	8	18	1	0	6	33	79%	18%
2. There is an atmosphere of open communication and trust in my school/worksite.	6	19	1	0	6	32	78%	19%
3. I personally feel successful in my work.	14	17	0	0	2	33	94%	6%
4. I feel involved in decision-making at my school/worksite.	8	13	1	3	8	33	64%	33%
5. I want to be involved in decision-making at my school/worksite.	11	20	0	0	2	33	94%	6%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	8	18	0	1	6	33	79%	21%
7. In my school/worksite, I am treated as a professional.	13	17	0	0	3	33	91%	9%
8. There is good teamwork among staff in my school/worksite.	11	16	0	2	4	33	82%	18%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	10	10	0	7	33	48%	21%
10. My working environment (i.e. safety, cleanliness, is conducive to success.	6	19	0	0	8	33	76%	24%
11. My work performance is evaluated fairly.	15	13	0	0	5	33	85%	15%
12. I am provided adequate time during the workday to plan, prepare for and do my job	9	21	1	1	1	33	91%	6%
13. I am provided adequate work and storage space to prepare for and do my job.	13	14	0	0	6	33	82%	18%
14. My administrators/supervisors respect the negotiated contracts.	12	20	0	0	0	32	100%	0%
15. My planning time is respected by my school administrations/supervisors.	10	10	12	0	1	33	61%	3%
16. In my school, administrators/supervisors support me in enforcing discipline.	7	6	13	2	5	33	39%	21%
17. In my school, student misbehavior interferes with learning.	1	3	14	3	12	33	12%	45%
18. Too much instructional time is spent administering assessments.	2	5	16	3	7	33	21%	30%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	14	3	3	10	33	52%	39%
20. Increased workload has contributed to a decline in my morale.	5	13	4	2	9	33	55%	33%
21. I am paid fairly	2	15	0	4	12	33	52%	48%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	16	7	3	5	32	53%	25%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	18	2	3	8	33	61%	33%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	6	19	3	1	4	33	76%	15%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	18	4	1	7	33	64%	24%
26. In my position, I receive appropriate and adequate support and training.	6	17	0	0	10	33	70%	30%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	0	4	1	15	12	32	13%	84%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	0	1	3	15	13	32	3%	88%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	5	5	14	7	32	19%	66%