

HCEA Job Satisfaction Survey 2012-2013

Worksite

Atholton HS

Questions:	Strongly Agree	Agree	Does Not Apply	Strongly Disagree	Disagree	Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	11	39	0	3	14	67	75%	25%
2. There is an atmosphere of open communication and trust in my school/worksite.	9	39	0	3	16	67	72%	28%
3. I personally feel successful in my work.	28	35	0	1	3	67	94%	6%
4. I feel involved in decision-making at my school/worksite.	9	22	3	6	27	67	46%	49%
5. I want to be involved in decision-making at my school/worksite.	14	46	0	1	6	67	90%	10%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	9	37	1	4	16	67	69%	30%
7. In my school/worksite, I am treated as a professional.	20	41	0	2	2	65	94%	6%
8. There is good teamwork among staff in my school/worksite.	11	42	0	4	10	67	79%	21%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	17	38	3	2	6	66	83%	12%
10. My working environment (i.e. safety, cleanliness, is conducive to success.	15	36	0	2	13	66	77%	23%
11. My work performance is evaluated fairly.	17	42	1	2	5	67	88%	10%
12. I am provided adequate time during the workday to plan, prepare for and do my job	13	23	0	12	18	66	55%	45%
13. I am provided adequate work and storage space to prepare for and do my job.	17	33	1	4	11	66	76%	23%
14. My administrators/supervisors respect the negotiated contracts.	23	37	2	1	4	67	90%	7%
15. My planning time is respected by my school administrations/supervisors.	22	22	15	3	3	65	68%	9%
16. In my school, administrators/supervisors support me in enforcing discipline.	15	37	4	4	7	67	78%	16%
17. In my school, student misbehavior interferes with learning.	3	24	3	10	26	66	41%	55%
18. Too much instructional time is spent administering assessments.	11	28	8	2	17	66	59%	29%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	17	6	20	22	66	27%	64%
20. Increased workload has contributed to a decline in my morale.	10	27	4	4	20	65	57%	37%
21. I am paid fairly	1	21	0	22	23	67	33%	67%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	31	9	7	18	66	48%	38%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	24	2	14	24	65	38%	58%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	8	39	3	3	11	64	73%	22%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	37	1	4	18	65	65%	34%
26. In my position, I receive appropriate and adequate support and training.	5	47	0	2	13	67	78%	22%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	3	3	3	35	23	67	9%	87%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	0	2	2	39	24	67	3%	94%
29. In the last 12 months, I have experienced harassing behavior from parents.	6	24	3	18	16	67	45%	51%