

2015-2016 HCEA Job Satisfaction Survey

FULTON ES

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	3	22	6	4		35	71.4%	28.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	5	21	7	2		35	74.3%	25.7%
3. I personally feel successful in my work.	7	23	4	1		35	85.7%	14.3%
4. I feel involved in decision-making at my school/worksite.	6	16	7	5		34	64.7%	35.3%
5. I want to be involved in decision-making at my school/worksite.	9	22	3			34	91.2%	8.8%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	16	8	5		35	62.9%	37.1%
7. In my school/worksite, I am treated as a professional.	11	20	3	1		35	88.6%	11.4%
8. There is good teamwork among staff in my school/worksite.	8	16	9	2		35	68.6%	31.4%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	18	4	3	5	35	76.7%	23.3%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	13	19	2	1		35	91.4%	8.6%
11. My work performance is evaluated fairly.	6	19	6	2	1	34	75.8%	24.2%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	11	8	14		35	37.1%	62.9%
13. I am provided adequate work and storage space to prepare for and do my job.	9	17	5	4		35	74.3%	25.7%
14. My administrators/supervisors respect the negotiated contracts.	12	22		1		35	97.1%	2.9%
15. My planning time is respected by my school administrations/supervisors.	5	21	5	2	2	35	78.8%	21.2%
16. In my school, administrators/supervisors support me in enforcing discipline.	8	20	3	1	3	35	87.5%	12.5%
17. In my school, student misbehavior interferes with learning.	3	12	14	3	3	35	46.9%	53.1%
18. Too much instructional time is spent administering assessments.	17	12	4		2	35	87.9%	12.1%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	15	10	4	2	35	57.6%	42.4%
20. Increased workload has contributed to a decline in my morale.	17	10	5	3		35	77.1%	22.9%
21. I am paid fairly.		11	10	13		34	32.4%	67.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	7	13	13		34	23.5%	76.5%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	11	10	13		35	34.3%	65.7%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	11	21	1		1	34	97.0%	3.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	18	13	1		35	60.0%	40.0%
26. In my position, I receive appropriate and adequate support and training.	5	16	12	2		35	60.0%	40.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	7	6	19	2	35	24.2%	75.8%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		1	12	20	2	35	3.0%	97.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	6	12	14	2	35	21.2%	78.8%