

2015-2016 HCEA Job Satisfaction Survey

LONG REACH HS

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	3	23	26	15		67	38.8%	61.2%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	27	23	14		67	44.8%	55.2%
3. I personally feel successful in my work.	15	44	5	3		67	88.1%	11.9%
4. I feel involved in decision-making at my school/worksite.	5	25	23	13	1	67	45.5%	54.5%
5. I want to be involved in decision-making at my school/worksite.	13	50	4			67	94.0%	6.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	7	33	19	8		67	59.7%	40.3%
7. In my school/worksite, I am treated as a professional.	11	37	13	6		67	71.6%	28.4%
8. There is good teamwork among staff in my school/worksite.	11	23	19	13		66	51.5%	48.5%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	33	15	10	3	66	60.3%	39.7%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	15	30	14	8		67	67.2%	32.8%
11. My work performance is evaluated fairly.	9	35	11	11	1	67	66.7%	33.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	24	21	16	1	67	43.9%	56.1%
13. I am provided adequate work and storage space to prepare for and do my job.	16	39	9	3		67	82.1%	17.9%
14. My administrators/supervisors respect the negotiated contracts.	19	38	4	5	1	67	86.4%	13.6%
15. My planning time is respected by my school administrations/supervisors.	16	32	6	3	10	67	84.2%	15.8%
16. In my school, administrators/supervisors support me in enforcing discipline.	7	31	17	7	5	67	61.3%	38.7%
17. In my school, student misbehavior interferes with learning.	23	33	10	1		67	83.6%	16.4%
18. Too much instructional time is spent administering assessments.	21	28	13	1	4	67	77.8%	22.2%
19. HCPSS professional development experiences are meaningful and worthwhile.	4	24	24	13	2	67	43.1%	56.9%
20. Increased workload has contributed to a decline in my morale.	19	24	17	4	3	67	67.2%	32.8%
21. I am paid fairly.	4	25	22	16		67	43.3%	56.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	14	21	28	1	67	25.8%	74.2%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	19	22	21	1	66	33.8%	66.2%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	11	49	5	2		67	89.6%	10.4%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	35	21	5	2	67	60.0%	40.0%
26. In my position, I receive appropriate and adequate support and training.	7	40	14	5	1	67	71.2%	28.8%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	3	8	22	32	2	67	16.9%	83.1%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	5	2	22	37	1	67	10.6%	89.4%
29. In the last 12 months, I have experienced harassing behavior from parents.	4	18	22	22	1	67	33.3%	66.7%