

2015-2016 HCEA Job Satisfaction Survey

WEST FRIENDSHIP 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	10	4	1		18	72.2%	27.8%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	8	4	3		18	61.1%	38.9%
3. I personally feel successful in my work.	4	10	3	1		18	77.8%	22.2%
4. I feel involved in decision-making at my school/worksite.	3	9	1	5		18	66.7%	33.3%
5. I want to be involved in decision-making at my school/worksite.	10	8				18	100.0%	0.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	4	8	4	2		18	66.7%	33.3%
7. In my school/worksite, I am treated as a professional.	4	12	1	1		18	88.9%	11.1%
8. There is good teamwork among staff in my school/worksite.	5	11	1	1		18	88.9%	11.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	10	3		1	18	82.4%	17.6%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	5	11	1	1		18	88.9%	11.1%
11. My work performance is evaluated fairly.	2	14	1			17	94.1%	5.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	1	9	3	5		18	55.6%	44.4%
13. I am provided adequate work and storage space to prepare for and do my job.	2	10	4	2		18	66.7%	33.3%
14. My administrators/supervisors respect the negotiated contracts.	5	12		1		18	94.4%	5.6%
15. My planning time is respected by my school administrations/supervisors.	4	8	3		3	18	80.0%	20.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	4	8	3	1	2	18	75.0%	25.0%
17. In my school, student misbehavior interferes with learning.	3	4	3	8		18	38.9%	61.1%
18. Too much instructional time is spent administering assessments.	4	7	4		3	18	73.3%	26.7%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	9	5	2	1	18	58.8%	41.2%
20. Increased workload has contributed to a decline in my morale.	4	7	6	1		18	61.1%	38.9%
21. I am paid fairly.	1	6	10	1		18	38.9%	61.1%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		2	8	8		18	11.1%	88.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		3	10	5		18	16.7%	83.3%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	2	15		1		18	94.4%	5.6%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.		12	4	2		18	66.7%	33.3%
26. In my position, I receive appropriate and adequate support and training.	1	15		2		18	88.9%	11.1%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1		11	6		18	5.6%	94.4%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	1	9	7		18	11.1%	88.9%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	4	9	3		18	33.3%	66.7%