

2018-2019 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	16	12	8		39	48.7%	51.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	1	19	8	11		39	51.3%	48.7%
3. I personally feel successful in my work.	8	17	11	3		39	64.1%	35.9%
4. I feel involved in decision-making at my school/worksite.	3	18	11	7		39	53.8%	46.2%
5. I want to be involved in decision-making at my school/worksite.	8	28	1	1	1	39	94.7%	5.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	2	18	9	10		39	51.3%	48.7%
7. In my school/worksite, I am treated as a professional.	5	25	7	2		39	76.9%	23.1%
8. There is good teamwork among staff in my school/worksite.	2	23	11	3		39	64.1%	35.9%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	16	11	3	4	39	60.0%	40.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	8	22	5	3		38	78.9%	21.1%
11. My work performance is evaluated fairly.	4	23	7	4		38	71.1%	28.9%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	1	11	13	13	1	39	31.6%	68.4%
13. I am provided adequate work and storage space to prepare for and do my job.	9	20	6	4		39	74.4%	25.6%
14. My administrators/supervisors respect the negotiated contracts.	7	26	4	2		39	84.6%	15.4%
15. My planning time is respected by my school administrations/supervisors.	3	20	9	4	3	39	63.9%	36.1%
16. In my school, administrators/supervisors support me in enforcing discipline.	2	20	9	7	1	39	57.9%	42.1%
17. In my school, student misbehavior interferes with learning.	9	15	11	3	1	39	63.2%	36.8%
18. Too much instructional time is spent administering assessments.	8	19	6	1	4	38	79.4%	20.6%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	13	15	8	1	38	37.8%	62.2%
20. Increased workload has contributed to a decline in my morale.	16	14	6	2		38	78.9%	21.1%
21. I am paid fairly.		10	15	12	1	38	27.0%	73.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	17	19	1	2		39	92.3%	7.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	27	5	2	2	39	81.1%	18.9%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	5	30	3	1		39	89.7%	10.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.		17	13	4	4	38	50.0%	50.0%
26. In my position, I receive appropriate and adequate support and training.	3	20	13	2		38	60.5%	39.5%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		7	10	21	1	39	18.4%	81.6%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		7	14	17		38	18.4%	81.6%
29. In the last 12 months, I have experienced harassing behavior from parents.	4	8	15	11	1	39	31.6%	68.4%
30. At my school I spend most of my PIP time on non-instructional activities.	4	11	13	1	8	37	51.7%	48.3%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.		24	5	1	8	38	80.0%	20.0%