

**2018-2019 HCEA Job Satisfaction Survey**

**HAMMOND ES**

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	9	12				21	100.0%	0.0%
2. There is an atmosphere of open communication and trust in my school/worksite.	11	9	1			21	95.2%	4.8%
3. I personally feel successful in my work.	10	9	2			21	90.5%	9.5%
4. I feel involved in decision-making at my school/worksite.	5	10	4	1		20	75.0%	25.0%
5. I want to be involved in decision-making at my school/worksite.	7	14				21	100.0%	0.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions	9	11		1		21	95.2%	4.8%
7. In my school/worksite, I am treated as a professional.	14	6	1			21	95.2%	4.8%
8. There is good teamwork among staff in my school/worksite.	13	6	1			20	95.0%	5.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	11	2	1		21	85.7%	14.3%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	9	7	4		1	21	80.0%	20.0%
11. My work performance is evaluated fairly.	8	13				21	100.0%	0.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	9	6	1		20	65.0%	35.0%
13. I am provided adequate work and storage space to prepare for and do my job.	9	7	2	3		21	76.2%	23.8%
14. My administrators/supervisors respect the negotiated contracts.	15	6				21	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	10	9	1		1	21	95.0%	5.0%
16. In my school, administrators/supervisors support me in enforcing discipline.	9	9	1		2	21	94.7%	5.3%
17. In my school, student misbehavior interferes with learning.	3	11	5	2		21	66.7%	33.3%
18. Too much instructional time is spent administering assessments.	2	12	5	1	1	21	70.0%	30.0%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	11	7	1		21	61.9%	38.1%
20. Increased workload has contributed to a decline in my morale.	1	11	7	1	1	21	60.0%	40.0%
21. I am paid fairly.		10	3	8		21	47.6%	52.4%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	14	7				21	100.0%	0.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	16	1		1	21	95.0%	5.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	8	11	1		1	21	95.0%	5.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	11	3		2	21	84.2%	15.8%
26. In my position, I receive appropriate and adequate support and training.	6	13	2			21	90.5%	9.5%
27. In the last 12 months, I have experienced harassing behavior from colleagues.			8	11	2	21	0.0%	100.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.			6	12	3	21	0.0%	100.0%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	5	7	5	1	20	36.8%	63.2%
30. At my school I spend most of my PIP time on non-instructional activities.		4	8	1	8	21	30.8%	69.2%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.		14	1		6	21	93.3%	6.7%