

**2021-2022 HCEA Job Satisfaction Survey**

**CLARKSVILLE ES**

<b>Worksite</b>	<b>Strongly agree</b>	<b>Agree</b>	<b>Strongly disagree</b>	<b>Disagree</b>	<b>Does not apply</b>	<b>Grand Total</b>	<b>% Agree</b>	<b>% Disagree</b>
1. Overall, morale at my worksite is good	2	5	21	20		48	14.6%	85.4%
2. There is an atmosphere of open communication and trust in my school/worksite.	1	14	14	19		48	31.3%	68.8%
3. I personally feel successful in my work.	5	29	1	12		47	72.3%	27.7%
4. I feel involved in decision-making at my school/worksite.	4	17	5	19	3	48	46.7%	53.3%
5. I want to be involved in decision-making at my school/worksite.	16	27		5		48	89.6%	10.4%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	8	23	6	9	2	48	67.4%	32.6%
7. In my school/worksite, I am treated as a professional.	14	28	1	4	1	48	89.4%	10.6%
8. There is good teamwork among staff in my school/worksite.	7	25	4	11		47	68.1%	31.9%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	19	6	12	5	47	57.1%	42.9%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	9	17	9	13		48	54.2%	45.8%
11. My work performance is evaluated fairly.	10	29		5	2	46	88.6%	11.4%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	1	13	12	18	3	47	31.8%	68.2%
13. I am provided adequate work and storage space to prepare for and do my job.	12	25	1	9	1	48	78.7%	21.3%
14. My administrators/supervisors respect the negotiated contracts.	12	23	2	7	3	47	79.5%	20.5%
15. My planning time is respected by my school administrations/supervisors.	8	19	3	8	10	48	71.1%	28.9%
16. In my school, administrators/supervisors support me in enforcing discipline.	3	19	10	11	4	47	51.2%	48.8%
17. In my school, student misbehavior interferes with learning.	17	22	2	4	3	48	86.7%	13.3%
18. Too much instructional time is spent administering assessments.	6	14	1	17	10	48	52.6%	47.4%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	14	6	22	3	47	36.4%	63.6%
20. Increased workload has contributed to a decline in my morale.	26	18	2	1	1	48	93.6%	6.4%
21. I am paid fairly.	3	11	16	17		47	29.8%	70.2%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	15	15	13	4	48	36.4%	63.6%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	5	21	18	3	48	13.3%	86.7%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	10	25	3	7		45	77.8%	22.2%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	21	4	10	6	47	65.9%	34.1%
26. In my position, I receive appropriate and adequate support and training.	4	15	8	18		45	42.2%	57.8%
27. During this current school year, I have experienced harassing behavior from colleagues.		5	22	20	1	48	10.6%	89.4%

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28. During this current school year, I have experienced harassing behavior from administrators/supervisors.			22	23	1	46	0.0%	100.0%
29. During this current school year, I have experienced harassing behavior from parents.	7	9	10	20	2	48	34.8%	65.2%
30. At my school I spend most of my PIP time on non-instructional activities.	2	7	9	11	18	47	31.0%	69.0%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	17	4	6	18	47	65.5%	34.5%
32. In my school, I spend too much time in meetings.	2	10	7	26	3	48	26.7%	73.3%
33. In my school, there is adequate support for special education students.	1	1	38	6		46	4.3%	95.7%