

**2021-2022 HCEA Job Satisfaction Survey**

**CLARKSVILLE MS**

<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	4	9	19	14		46	28.3%	71.7%
2. There is an atmosphere of open communication and trust in my school/worksite.	2	9	20	15		46	23.9%	76.1%
3. I personally feel successful in my work.	11	28	2	5		46	84.8%	15.2%
4. I feel involved in decision-making at my school/worksite.	1	12	17	16		46	28.3%	71.7%
5. I want to be involved in decision-making at my school/worksite.	12	24	4	4	2	46	81.8%	18.2%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	1	12	16	17		46	28.3%	71.7%
7. In my school/worksite, I am treated as a professional.	4	24	4	13		45	62.2%	37.8%
8. There is good teamwork among staff in my school/worksite.	15	23	1	5		44	86.4%	13.6%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	2	18	11	14	1	46	44.4%	55.6%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	10	25	3	8		46	76.1%	23.9%
11. My work performance is evaluated fairly.	7	29	3	6	1	46	80.0%	20.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	4	18	10	12	2	46	50.0%	50.0%
13. I am provided adequate work and storage space to prepare for and do my job.	19	24	2	1		46	93.5%	6.5%
14. My administrators/supervisors respect the negotiated contracts.	9	32	2	2		45	91.1%	8.9%
15. My planning time is respected by my school administrations/supervisors.	5	31	2	6	2	46	81.8%	18.2%
16. In my school, administrators/supervisors support me in enforcing discipline.	6	24	4	6	6	46	75.0%	25.0%
17. In my school, student misbehavior interferes with learning.	4	6	6	30		46	21.7%	78.3%
18. Too much instructional time is spent administering assessments.	5	22	2	13	4	46	64.3%	35.7%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	12	10	21	2	46	29.5%	70.5%
20. Increased workload has contributed to a decline in my morale.	20	18	2	5	1	46	84.4%	15.6%
21. I am paid fairly.	4	18	8	15	1	46	48.9%	51.1%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	13	9	21		44	31.8%	68.2%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	10	14	18	1	44	25.6%	74.4%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	15	25	2	2		44	90.9%	9.1%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	24	6	8	4	45	65.9%	34.1%
26. In my position, I receive appropriate and adequate support and training.	3	30	1	12		46	71.7%	28.3%
27. During this current school year, I have experienced harassing behavior from colleagues.		3	25	18		46	6.5%	93.5%

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28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	4	4	12	24	1	45	18.2%	81.8%
29. During this current school year, I have experienced harassing behavior from parents.	3	9	11	23		46	26.1%	73.9%
30. At my school I spend most of my PIP time on non-instructional activities.	4	18		18	5	45	55.0%	45.0%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	1	28	4	8	4	45	70.7%	29.3%
32. In my school, I spend too much time in meetings.	5	17	1	20	3	46	51.2%	48.8%
33. In my school, there is adequate support for special education students.	3	21	5	14	2	45	55.8%	44.2%