

2022-2023 HCEA Job Satisfaction Survey

CLARKSVILLE ES

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	9	2	24	18		53	20.8%	79.2%
2) There is an atmosphere of open communication and trust in my school/worksite.	11	1	29	12		53	22.6%	77.4%
3) I personally feel successful in my work.	22	11	17	3		53	62.3%	37.7%
4) I feel involved in decision-making at my school/worksite.	15	2	23	12	1	53	32.7%	67.3%
5) I want to be involved in decision-making at my school/worksite.	36	9	7		1	53	86.5%	13.5%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	23	4	19	6		52	51.9%	48.1%
7) In my school/worksite, I am treated as a professional.	29	15	6	3		53	83.0%	17.0%
8) There is good teamwork among staff in my school/worksite.	29	7	9	8		53	67.9%	32.1%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	30	2	8	8	5	53	66.7%	33.3%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	23	10	13	6		52	63.5%	36.5%
11) My work performance is evaluated fairly.	31	6	5	3	4	49	82.2%	17.8%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	15	3	15	17	2	52	36.0%	64.0%
13) I am provided adequate work and storage space to prepare for and do my job.	33	6	10	4		53	73.6%	26.4%
14) My administrators/supervisors respect the negotiated contracts.	31	7	10	2	2	52	76.0%	24.0%
15) My planning time is respected by my school administrations/supervisors.	24	7	9	5	8	53	68.9%	31.1%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	13	2	16	16	6	53	31.9%	68.1%
17) In my school, student misbehavior interferes with learning.	16	31	1	4	1	53	90.4%	9.6%
18) Too much instructional time is spent administering assessments.	16	4	18	3	12	53	48.8%	51.2%
19) HCPSS professional development experiences are meaningful and worthwhile.	17	2	22	8	4	53	38.8%	61.2%
20) Increased workload has contributed to a decline in my morale.	26	18	7	1	1	53	84.6%	15.4%
21) I am paid fairly.	17	3	21	11		52	38.5%	61.5%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	17	4	22	8	2	53	41.2%	58.8%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	17	3	22	8	2	52	40.0%	60.0%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	34	10	3	1	5	53	91.7%	8.3%

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25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	29	5	5	8	6	53	72.3%	27.7%
26) In my position, I receive appropriate and adequate support and training.	27	4	15	7		53	58.5%	41.5%
27) During this current school year, I have experienced harassing behavior from colleagues.	3	1	21	28		53	7.5%	92.5%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	2	1	24	26		53	5.7%	94.3%
29) During this current school year, I have experienced harassing behavior from parents.	12	6	21	12	2	53	35.3%	64.7%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	9	1	25	6	11	52	24.4%	75.6%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	21	2	12	2	15	52	62.2%	37.8%
32) In my school/worksite, I spend too much time in meetings.	19	8	22		4	53	55.1%	44.9%
33) In my school, there is adequate support for special education students.	1	1	3	47	1	53	3.8%	96.2%