

2022-2023 HCEA Job Satisfaction Survey

CLARKSVILLE MS

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	8	2	23	16	1	50	20.4%	79.6%
2) There is an atmosphere of open communication and trust in my school/worksite.	17	2	23	7		49	38.8%	61.2%
3) I personally feel successful in my work.	26	14	8	2		50	80.0%	20.0%
4) I feel involved in decision-making at my school/worksite.	16	2	25	5	2	50	37.5%	62.5%
5) I want to be involved in decision-making at my school/worksite.	33	12	3	1	1	50	91.8%	8.2%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	27	4	13	3	1	48	66.0%	34.0%
7) In my school/worksite, I am treated as a professional.	32	7	6	4		49	79.6%	20.4%
8) There is good teamwork among staff in my school/worksite.	32	11	5	2		50	86.0%	14.0%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	27	3	14	3	2	49	63.8%	36.2%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	21	5	19	5		50	52.0%	48.0%
11) My work performance is evaluated fairly.	40	4	4	1	1	50	89.8%	10.2%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	27	3	14	6		50	60.0%	40.0%
13) I am provided adequate work and storage space to prepare for and do my job.	25	22	3			50	94.0%	6.0%
14) My administrators/supervisors respect the negotiated contracts.	36	11	1		1	49	97.9%	2.1%
15) My planning time is respected by my school administrations/supervisors.	35	9	4		2	50	91.7%	8.3%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	10	2	15	20	3	50	25.5%	74.5%
17) In my school, student misbehavior interferes with learning.	24	20	5		1	50	89.8%	10.2%
18) Too much instructional time is spent administering assessments.	15	4	25		6	50	43.2%	56.8%
19) HCPSS professional development experiences are meaningful and worthwhile.	20	2	16	10	1	49	45.8%	54.2%
20) Increased workload has contributed to a decline in my morale.	25	10	12	2		49	71.4%	28.6%
21) I am paid fairly.	21		19	9		49	42.9%	57.1%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	21		15	12		48	43.8%	56.3%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	15	1	19	11		46	34.8%	65.2%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	36	10	4			50	92.0%	8.0%

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25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	34	3	6	3	4	50	80.4%	19.6%
26) In my position, I receive appropriate and adequate support and training.	29	5	10	5		49	69.4%	30.6%
27) During this current school year, I have experienced harassing behavior from colleagues.	3		22	24		49	6.1%	93.9%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	6		23	19		48	12.5%	87.5%
29) During this current school year, I have experienced harassing behavior from parents.	13	1	22	13	1	50	28.6%	71.4%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	14		26	2	8	50	33.3%	66.7%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	22	3	11	3	10	49	64.1%	35.9%
32) In my school/worksite, I spend too much time in meetings.	22	3	21	2	2	50	52.1%	47.9%
33) In my school, there is adequate support for special education students.	11	2	28	7	2	50	27.1%	72.9%