

**2022-2023 HCEA Job Satisfaction Survey**

**CLEMENS CROSSING ES**

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	28	12	7	2		49	81.6%	18.4%
2) There is an atmosphere of open communication and trust in my school/worksite.	27	11	9	2		49	77.6%	22.4%
3) I personally feel successful in my work.	31	11	5	2		49	85.7%	14.3%
4) I feel involved in decision-making at my school/worksite.	23	9	11	3	3	49	69.6%	30.4%
5) I want to be involved in decision-making at my school/worksite.	31	12	3	3		49	87.8%	12.2%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	23	16	7	2		48	81.3%	18.8%
7) In my school/worksite, I am treated as a professional.	25	19	3	2		49	89.8%	10.2%
8) There is good teamwork among staff in my school/worksite.	24	17	8			49	83.7%	16.3%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	23	11	6	3	6	49	79.1%	20.9%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	23	20	4	1		48	89.6%	10.4%
11) My work performance is evaluated fairly.	25	21	1	1	1	49	95.8%	4.2%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	14	10	17	5	3	49	52.2%	47.8%
13) I am provided adequate work and storage space to prepare for and do my job.	21	19	6	3		49	81.6%	18.4%
14) My administrators/supervisors respect the negotiated contracts.	17	28	2		1	48	95.7%	4.3%
15) My planning time is respected by my school administrations/supervisors.	9	29	4		7	49	90.5%	9.5%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	21	17	7	1	3	49	82.6%	17.4%
17) In my school, student misbehavior interferes with learning.	24	7	15	2	1	49	64.6%	35.4%
18) Too much instructional time is spent administering assessments.	13	7	18	1	10	49	51.3%	48.7%
19) HCPSS professional development experiences are meaningful and worthwhile.	16	3	23	7		49	38.8%	61.2%
20) Increased workload has contributed to a decline in my morale.	19	14	12	2	2	49	70.2%	29.8%
21) I am paid fairly.	19	4	18	8		49	46.9%	53.1%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	32	3	9	5		49	71.4%	28.6%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	25	1	16	6		48	54.2%	45.8%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	18	29	1	1		49	95.9%	4.1%

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25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	28	11	6	2		47	83.0%	17.0%
26) In my position, I receive appropriate and adequate support and training.	27	8	13	1		49	71.4%	28.6%
27) During this current school year, I have experienced harassing behavior from colleagues.	4	2	15	28		49	12.2%	87.8%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	1	12	34		48	4.2%	95.8%
29) During this current school year, I have experienced harassing behavior from parents.	11	3	14	20	1	49	29.2%	70.8%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	4	1	22	8	13	48	14.3%	85.7%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	21	5	3	2	18	49	83.9%	16.1%
32) In my school/worksite, I spend too much time in meetings.	13	1	26	8	1	49	29.2%	70.8%
33) In my school, there is adequate support for special education students.	1	1	15	31	1	49	4.2%	95.8%