

2023-2024 HCEA Job Satisfaction Survey

CLARKSVILLE ES

| Questions | Strongly agree | Agree | Strongly disagree | Disagree | Does not apply | Grand Total | % Agree | % Disagree |
|----------------------------------------------------------------------------------------------------|----------------|-------|-------------------|----------|----------------|-------------|---------|------------|
| 1) Overall, morale at my worksite is good | | 10 | 17 | 19 | | 46 | 21.7% | 78.3% |
| 2) There is an atmosphere of open communication and trust in my school/worksite. | | 11 | 13 | 20 | 1 | 45 | 25.0% | 75.0% |
| 3) I personally feel successful in my work. | 6 | 28 | 5 | 7 | | 46 | 73.9% | 26.1% |
| 4) I feel involved in decision-making at my school/worksite. | 2 | 15 | 6 | 19 | 3 | 45 | 40.5% | 59.5% |
| 5) I want to be involved in decision-making at my school/worksite. | 9 | 21 | 1 | 9 | 4 | 44 | 75.0% | 25.0% |
| 6) In my school/worksite, I can speak openly about important issues without fear of repercussions. | 3 | 16 | 4 | 21 | 2 | 46 | 43.2% | 56.8% |
| 7) In my school/worksite, I am treated as a professional. | 7 | 30 | 2 | 7 | | 46 | 80.4% | 19.6% |
| 8) There is good teamwork among staff in my school/worksite. | 2 | 19 | 2 | 22 | 1 | 46 | 46.7% | 53.3% |
| 9) Non-instructional duties are assigned on an equitable basis in my school/worksite. | 5 | 23 | 3 | 9 | 5 | 45 | 70.0% | 30.0% |
| 10) My working environment (i.e. safety, cleanliness) is conducive to success. | 5 | 20 | 4 | 17 | | 46 | 54.3% | 45.7% |
| 11) My work performance is evaluated fairly. | 5 | 31 | | 6 | 4 | 46 | 85.7% | 14.3% |
| 12) I am provided adequate time during the workday to plan, prepare for and do my job. | 3 | 17 | 10 | 12 | 4 | 46 | 47.6% | 52.4% |
| 13) I am provided adequate work and storage space to prepare for and do my job. | 6 | 26 | 1 | 9 | 3 | 45 | 76.2% | 23.8% |
| 14) My administrators/supervisors respect the negotiated contracts. | 8 | 30 | | 4 | 2 | 44 | 90.5% | 9.5% |
| 15) My planning time is respected by my school administrations/supervisors. | 6 | 20 | | 12 | 7 | 45 | 68.4% | 31.6% |
| 16) In my school/worksite, administrators/supervisors support me in enforcing discipline. | 1 | 15 | 4 | 18 | 7 | 45 | 42.1% | 57.9% |
| 17) In my school, student misbehavior interferes with learning. | 12 | 25 | 1 | 6 | 2 | 46 | 84.1% | 15.9% |
| 18) Too much instructional time is spent administering assessments. | 10 | 18 | | 9 | 9 | 46 | 75.7% | 24.3% |
| 19) HCPSS professional development experiences are meaningful and worthwhile. | 2 | 19 | 3 | 20 | 2 | 46 | 47.7% | 52.3% |
| 20) Increased workload has contributed to a decline in my morale. | 11 | 22 | 1 | 11 | 1 | 46 | 73.3% | 26.7% |
| 21) I am paid fairly. | 2 | 16 | 9 | 19 | | 46 | 39.1% | 60.9% |
| 22) I have confidence in the leadership exhibited by the HCPSS Superintendent. | | 12 | 10 | 15 | 8 | 45 | 32.4% | 67.6% |
| 23) I have confidence in the leadership exhibited by the Howard County Board of Education. | | 9 | 16 | 18 | 2 | 45 | 20.9% | 79.1% |

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| 24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA). | 10 | 27 | | 6 | 2 | 45 | 86.0% | 14.0% |
| 25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education. | 2 | 26 | 3 | 10 | 4 | 45 | 68.3% | 31.7% |
| 26) In my position, I receive appropriate and adequate support and training. | 4 | 23 | 5 | 14 | | 46 | 58.7% | 41.3% |
| 27) During this current school year, I have experienced harassing behavior from colleagues. | 1 | 5 | 13 | 24 | 2 | 45 | 14.0% | 86.0% |
| 28) During this current school year, I have experienced harassing behavior from administrators/supervisors. | 1 | 3 | 16 | 26 | | 46 | 8.7% | 91.3% |
| 29) During this current school year, I have experienced harassing behavior from parents. | 4 | 9 | 11 | 22 | | 46 | 28.3% | 71.7% |
| 30) At my school I spend most of my PIP time doing non-instructional duties/assignments. | 2 | 10 | 4 | 16 | 12 | 44 | 37.5% | 62.5% |
| 31) At my school our administrator includes time during PIP for teacher-initiated collaboration. | | 21 | 2 | 8 | 15 | 46 | 67.7% | 32.3% |
| 32) In my school/worksite, I spend too much time in meetings. | 5 | 16 | 1 | 18 | 5 | 45 | 52.5% | 47.5% |
| 33) In my school, there is adequate support for special education students. | | 5 | 36 | 5 | | 46 | 10.9% | 89.1% |