

**2023-2024 HCEA Job Satisfaction Survey**

**CLARKSVILLE MS**

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	2	9	26	20		57	19.3%	80.7%
2) There is an atmosphere of open communication and trust in my school/worksite.	2	6	25	24		57	14.0%	86.0%
3) I personally feel successful in my work.	12	37	1	7		57	86.0%	14.0%
4) I feel involved in decision-making at my school/worksite.	2	7	24	21	3	57	16.7%	83.3%
5) I want to be involved in decision-making at my school/worksite.	14	33	5	2	3	57	87.0%	13.0%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	5	4	20	24	3	56	17.0%	83.0%
7) In my school/worksite, I am treated as a professional.	4	24	15	13		56	50.0%	50.0%
8) There is good teamwork among staff in my school/worksite.	16	27	3	9	1	56	78.2%	21.8%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	18	15	15	6	57	41.2%	58.8%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	8	26	6	16		56	60.7%	39.3%
11) My work performance is evaluated fairly.	7	34	7	5	1	54	77.4%	22.6%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	2	19	18	14	4	57	39.6%	60.4%
13) I am provided adequate work and storage space to prepare for and do my job.	13	36	3	5		57	86.0%	14.0%
14) My administrators/supervisors respect the negotiated contracts.	8	27	6	16		57	61.4%	38.6%
15) My planning time is respected by my school administrations/supervisors.	7	22	6	16	5	56	56.9%	43.1%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	3	4	32	12	6	57	13.7%	86.3%
17) In my school, student misbehavior interferes with learning.	13	23	5	14	2	57	65.5%	34.5%
18) Too much instructional time is spent administering assessments.	5	22	2	17	11	57	58.7%	41.3%
19) HCPSS professional development experiences are meaningful and worthwhile.	1	24	10	18	3	56	47.2%	52.8%
20) Increased workload has contributed to a decline in my morale.	15	24	3	11	3	56	73.6%	26.4%
21) I am paid fairly.	2	26	7	22		57	49.1%	50.9%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	13	14	18	8	54	30.4%	69.6%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.		12	20	24		56	21.4%	78.6%

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24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	13	36	1	6	1	57	87.5%	12.5%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	27	5	13	7	55	62.5%	37.5%
26) In my position, I receive appropriate and adequate support and training.	8	36	4	8		56	78.6%	21.4%
27) During this current school year, I have experienced harassing behavior from colleagues.	2	6	23	24	1	56	14.5%	85.5%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	9	9	11	27		56	32.1%	67.9%
29) During this current school year, I have experienced harassing behavior from parents.	2	13	14	26	1	56	27.3%	72.7%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	6	24	1	16	9	56	63.8%	36.2%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	1	24	10	12	9	56	53.2%	46.8%
32) In my school/worksite, I spend too much time in meetings.	20	20		11	5	56	78.4%	21.6%
33) In my school, there is adequate support for special education students.	2	14	8	32		56	28.6%	71.4%