

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	28	4	16	2		50	64.0%	36.0%
2) There is an atmosphere of open communication and trust in my school/worksite.	22	5	18	5		50	54.0%	46.0%
3) I personally feel successful in my work.	27	16	7			50	86.0%	14.0%
4) I feel involved in decision-making at my school/worksite.	15	9	18	7	1	50	49.0%	51.0%
5) I want to be involved in decision-making at my school/worksite.	23	18	3	2	4	50	89.1%	10.9%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	17	9	17	6	1	50	53.1%	46.9%
7) In my school/worksite, I am treated as a professional.	30	13	5	1	1	50	87.8%	12.2%
8) There is good teamwork among staff in my school/worksite.	25	12	10	1	2	50	77.1%	22.9%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	30	8	8	2	2	50	79.2%	20.8%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	24	15	7	3	1	50	79.6%	20.4%
11) My work performance is evaluated fairly.	22	17	7	1	3	50	83.0%	17.0%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	21	7	15	5	2	50	58.3%	41.7%
13) I am provided adequate work and storage space to prepare for and do my job.	26	15	8		1	50	83.7%	16.3%
14) My administrators/supervisors respect the negotiated contracts.	19	23	6		2	50	87.5%	12.5%
15) My planning time is respected by my school administrations/supervisors.	25	15	5	1	4	50	87.0%	13.0%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	18	9	15	4	3	49	58.7%	41.3%
17) In my school, student misbehavior interferes with learning.	19	24	2		5	50	95.6%	4.4%

2025-2026 HCEA Job Satisfaction Survey

Clarksville ES

18) Too much instructional time is spent administering assessments.	16	15	10	1	7	49	73.8%	26.2%
19) HCPSS professional development experiences are meaningful and worthwhile.	16		20	12	1	49	33.3%	66.7%
20) Increased workload has contributed to a decline in my morale.	16	16	10		7	49	76.2%	23.8%
21) I am paid fairly.	18	5	19	7		49	46.9%	53.1%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	26	8	11	3	1	49	70.8%	29.2%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	21	1	15	11	1	49	45.8%	54.2%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	30	10	6	1	2	49	85.1%	14.9%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	32	9	4	2	2	49	87.2%	12.8%
26) In my position, I receive appropriate and adequate support and training.	32	6	10	1		49	77.6%	22.4%
27) During this current school year, I have experienced harassing behavior from colleagues.	2	2	19	26		49	8.2%	91.8%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	2	2	19	26		49	8.2%	91.8%
29) During this current school year, I have experienced harassing behavior from parents.	9	4	15	20	1	49	27.1%	72.9%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	12	3	19	6	8	48	37.5%	62.5%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	28	1	8	3	8	48	72.5%	27.5%
32) In my school/worksite, I spend too much time in meetings.	18	5	18	1	6	48	54.8%	45.2%
33) In my school, there is adequate support for special education students.	10		11	28		49	20.4%	79.6%