

**2025-2026 HCEA Job Satisfaction Survey Trend Report**

<b>Clarksville MS</b>	<b>14-15</b>	<b>15-16</b>	<b>16-17</b>	<b>17-18</b>	<b>18-19</b>	<b>19-20</b>	<b>21-22</b>	<b>22-23</b>	<b>23-24</b>	<b>24-25</b>	<b>25-26</b>	<b>25-26 OVERALL- MS</b>	<b>25-26 OVERALL- ALL</b>
Overall, morale at my school/worksite is good.	73.3%	97.5%	92.9%	34.7%	60.5%	61.9%	28.3%	20.4%	19.3%	90.5%	94.0%	72.9%	68.6%
There is an atmosphere of open communication and trust in my school/worksite.	66.7%	92.5%	85.7%	30.6%	47.4%	48.7%	23.9%	38.8%	14.0%	88.4%	90.0%	71.5%	70.0%
I personally feel successful in my work.	97.8%	97.5%	96.4%	81.6%	76.3%	92.8%	84.8%	80.0%	86.0%	93.0%	87.8%	88.1%	85.9%
I feel involved in decision-making at my school/worksite.	55.8%	80.0%	67.9%	35.4%	51.4%	52.3%	28.3%	37.5%	16.7%	75.6%	81.6%	63.8%	62.7%
I want to be involved in decision-making at my school/worksite.	79.1%	97.5%	89.3%	93.8%	91.9%	83.3%	81.8%	91.8%	87.0%	95.1%	87.2%	86.8%	87.9%
In my school/worksite, I can speak openly about important issues without fear of repercussions	61.4%	87.5%	89.3%	51.0%	63.2%	66.6%	28.3%	66.0%	17.0%	90.7%	91.8%	73.9%	73.8%
In my school/worksite, I am treated as a professional	80.0%	97.5%	96.4%	73.5%	78.4%	80.9%	62.2%	79.6%	50.0%	95.3%	89.8%	85.3%	85.5%
There is good teamwork among staff in my school/worksite.	80.0%	97.5%	89.3%	51.0%	62.2%	85.7%	86.4%	86.0%	78.2%	93.0%	91.5%	84.3%	83.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	61.0%	97.4%	78.6%	66.0%	70.3%	76.1%	44.4%	63.8%	41.2%	70.7%	83.7%	76.9%	77.0%
My working environment (i.e. safety, cleanliness) is conducive to success	88.9%	97.5%	96.4%	77.6%	78.9%	85.7%	76.1%	52.0%	60.7%	88.4%	89.6%	70.1%	69.9%
My work performance is evaluated fairly.	75.6%	84.6%	89.3%	75.5%	83.8%	80.9%	80.0%	89.8%	77.4%	95.2%	82.0%	89.0%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	47.6%	72.5%	55.6%	69.6%	54.1%	52.3%	50.0%	60.0%	39.6%	67.4%	89.6%	57.4%	58.4%
I am provided adequate work and storage space to prepare for and do my job.	88.9%	92.5%	92.9%	89.4%	92.1%	90.4%	93.5%	94.0%	86.0%	85.7%	97.9%	79.5%	82.2%
My administrators/supervisors respect the negotiated contracts	92.9%	97.5%	96.4%	89.4%	83.8%	92.8%	91.1%	97.9%	61.4%	93.0%	95.3%	90.7%	91.2%
My planning time is respected by my school administrators/supervisors	75.0%	97.1%	96.2%	86.4%	91.2%	73.1%	81.8%	91.7%	56.9%	94.7%	95.3%	88.1%	86.4%
In my school, administrators/supervisors support me in enforcing discipline	79.5%	100.0%	88.9%	52.2%	66.7%	42.8%	75.0%	25.5%	13.7%	92.3%	79.5%	75.0%	71.9%
In my school, student misbehavior interferes with learning.	14.6%	8.1%	11.1%	31.9%	45.7%	26.8%	21.7%	89.8%	65.5%	40.5%	42.2%	65.9%	70.5%
Too much instructional time is spent administering assessments.	89.5%	84.4%	85.2%	72.7%	81.8%	64.2%	64.3%	43.2%	58.7%	63.2%	50.0%	66.8%	67.2%
HCPSS professional development experiences are meaningful and worthwhile	51.2%	64.9%	25.0%	41.3%	50.0%	47.6%	29.5%	45.8%	47.2%	50.0%	27.7%	39.7%	36.2%
Increased workload has contributed to a decline in my morale.	61.9%	48.7%	75.0%	59.6%	57.9%	66.6%	84.4%	71.4%	73.6%	65.9%	51.0%	65.9%	67.2%
I am paid fairly.	35.6%	33.3%	55.6%	51.0%	39.5%	47.6%	48.9%	42.9%	49.1%	47.6%	58.0%	47.8%	46.2%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	46.5%	37.8%	15.4%	89.4%	91.9%	50.0%	31.8%	43.8%	30.4%	95.2%	71.4%	72.2%	68.2%
I have confidence in the leadership exhibited by the Howard County Board of Education.	33.3%	25.0%	63.0%	63.0%	88.6%	35.9%	25.6%	34.8%	21.4%	46.3%	34.7%	40.9%	39.5%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	93.2%	92.1%	100.0%	100.0%	97.4%	94.8%	90.9%	92.0%	87.5%	86.0%	70.8%	84.6%	82.7%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	62.8%	79.4%	68.0%	71.1%	72.2%	70.0%	65.9%	80.4%	62.5%	80.5%	72.9%	76.5%	73.9%
In my position, I receive appropriate and adequate support and training	80.0%	86.8%	89.3%	65.3%	68.4%	80.4%	71.7%	69.4%	78.6%	95.3%	87.5%	74.0%	70.9%
In the last 12 months, I have experienced harassing behavior from colleagues	4.7%	10.5%	18.5%	15.6%	17.1%	14.2%	6.5%	6.1%	14.5%	9.3%	2.0%	11.0%	13.7%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	7.1%	2.8%	4.0%	15.2%	8.6%	14.2%	18.2%	12.5%	32.1%	4.7%	0.0%	9.0%	8.5%
In the last 12 months, I have experienced harassing behavior from parents	48.8%	31.6%	39.3%	29.8%	47.2%	35.0%	26.1%	28.6%	27.3%	19.5%	20.0%	21.6%	18.8%
At my school I spend most of my PIP time on non-instructional activities.					30.0%	27.5%	55.0%	33.3%	63.8%	27.8%	42.5%	38.1%	38.6%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					60.6%	64.2%	70.7%	64.1%	53.2%	94.6%	82.9%	76.5%	76.5%
In my school, I spend too much time in meetings.						32.5%	51.2%	52.1%	78.4%	34.9%	37.0%	47.5%	47.6%
In my school, there is adequate support for special education students.						48.7%	55.8%	27.1%	28.6%	45.2%	16.0%	41.2%	33.3%
Participants	45	40	28	49	38 out of 62	42 out of 62	46 out of 61	50 out of 62	57 out of 60	43 out of 58	50 out of 60		
Principal	Melissa Shindel	Joelle Miller	Joelle Miller	Karim Shortridge	Karim Shortridge	Karim Shortridge	Lisa Smith	Kim Scaife	Kim Scaife	Kim Scaife	Kim Scaife		