

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	23	24	2	1		50	94.0%	6.0%
2) There is an atmosphere of open communication and trust in my school/worksite.	21	24	5			50	90.0%	10.0%
3) I personally feel successful in my work.	16	27	5	1		49	87.8%	12.2%
4) I feel involved in decision-making at my school/worksite.	23	17	9		1	50	81.6%	18.4%
5) I want to be involved in decision-making at my school/worksite.	29	12	6		3	50	87.2%	12.8%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	18	27	4		1	50	91.8%	8.2%
7) In my school/worksite, I am treated as a professional.	19	25	5		1	50	89.8%	10.2%
8) There is good teamwork among staff in my school/worksite.	30	13	2	2	3	50	91.5%	8.5%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	18	23	7	1	1	50	83.7%	16.3%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	18	25	5		2	50	89.6%	10.4%
11) My work performance is evaluated fairly.	25	16	8	1		50	82.0%	18.0%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	16	27	3	2	2	50	89.6%	10.4%
13) I am provided adequate work and storage space to prepare for and do my job.	22	24	1		3	50	97.9%	2.1%
14) My administrators/supervisors respect the negotiated contracts.	18	23	2		7	50	95.3%	4.7%
15) My planning time is respected by my school administrations/supervisors.	18	23	2		7	50	95.3%	4.7%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	20	15	5	4	5	49	79.5%	20.5%
17) In my school, student misbehavior interferes with learning.	13	6	19	7	4	49	42.2%	57.8%

2025-2026 HCEA Job Satisfaction Survey

Clarksville MS

18) Too much instructional time is spent administering assessments.	14	11	20	5	1	51	50.0%	50.0%
19) HCPSS professional development experiences are meaningful and worthwhile.	10	3	22	12	3	50	27.7%	72.3%
20) Increased workload has contributed to a decline in my morale.	14	11	19	5	1	50	51.0%	49.0%
21) I am paid fairly.	22	7	15	6		50	58.0%	42.0%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	23	12	5	9		49	71.4%	28.6%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	15	2	19	13	1	50	34.7%	65.3%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	23	11	12	2	2	50	70.8%	29.2%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	27	8	10	3	2	50	72.9%	27.1%
26) In my position, I receive appropriate and adequate support and training.	30	12	5	1	2	50	87.5%	12.5%
27) During this current school year, I have experienced harassing behavior from colleagues.	1		16	33		50	2.0%	98.0%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.			15	35		50	0.0%	100.0%
29) During this current school year, I have experienced harassing behavior from parents.	5	5	21	19		50	20.0%	80.0%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	12	5	18	5	9	49	42.5%	57.5%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	27	7	6	1	9	50	82.9%	17.1%
32) In my school/worksite, I spend too much time in meetings.	16	1	25	4	4	50	37.0%	63.0%
33) In my school, there is adequate support for special education students.	6	2	19	23		50	16.0%	84.0%