

## 2015-2016 HCEA Job Satisfaction Survey

## CLARKSVILLE ES

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	3	20	3	1		27	85.2%	14.8%
2. There is an atmosphere of open communication and trust in my school/worksite.	3	18	3	3		27	77.8%	22.2%
3. I personally feel successful in my work.	8	17	2			27	92.6%	7.4%
4. I feel involved in decision-making at my school/worksite.	4	11	7	2	3	27	62.5%	37.5%
5. I want to be involved in decision-making at my school/worksite.	8	14	2	1	2	27	88.0%	12.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	3	16	7	1		27	70.4%	29.6%
7. In my school/worksite, I am treated as a professional.	5	16	5	1		27	77.8%	22.2%
8. There is good teamwork among staff in my school/worksite.	4	22		1		27	96.3%	3.7%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	18	1	1	2	27	92.0%	8.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	7	17	1	2		27	88.9%	11.1%
11. My work performance is evaluated fairly.	5	17	3	2		27	81.5%	18.5%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	16	4	4		27	70.4%	29.6%
13. I am provided adequate work and storage space to prepare for and do my job.	6	18	1	2		27	88.9%	11.1%
14. My administrators/supervisors respect the negotiated contracts.	10	14	3			27	88.9%	11.1%
15. My planning time is respected by my school administrations/supervisors.	7	8	2	1	9	27	83.3%	16.7%
16. In my school, administrators/supervisors support me in enforcing discipline.	6	18		1	2	27	96.0%	4.0%
17. In my school, student misbehavior interferes with learning.		3	14	8	2	27	12.0%	88.0%
18. Too much instructional time is spent administering assessments.	7	12	4		4	27	82.6%	17.4%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	12	8	6		27	48.1%	51.9%
20. Increased workload has contributed to a decline in my morale.	5	5	16		1	27	38.5%	61.5%
21. I am paid fairly.	1	12	9	5		27	48.1%	51.9%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	6	12	5	3	27	29.2%	70.8%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	7	10	7	2	27	32.0%	68.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	2	12	7	4	2	27	56.0%	44.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	10	8	4	1	27	53.8%	46.2%
26. In my position, I receive appropriate and adequate support and training.	2	15	10			27	63.0%	37.0%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		2	13	11	1	27	7.7%	92.3%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		3	12	11	1	27	11.5%	88.5%
29. In the last 12 months, I have experienced harassing behavior from parents.		5	17	4	1	27	19.2%	80.8%