

2018-2019 HCEA Job Satisfaction Survey

CLARKSVILLE MS

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	2	21	11	4		38	60.5%	39.5%
2. There is an atmosphere of open communication and trust in my school/worksite.	1	17	12	8		38	47.4%	52.6%
3. I personally feel successful in my work.	11	18	6	3		38	76.3%	23.7%
4. I feel involved in decision-making at my school/worksite.	6	13	10	8	1	38	51.4%	48.6%
5. I want to be involved in decision-making at my school/worksite.	12	22	3		1	38	91.9%	8.1%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions	3	21	8	6		38	63.2%	36.8%
7. In my school/worksite, I am treated as a professional.	7	22	6	2	1	38	78.4%	21.6%
8. There is good teamwork among staff in my school/worksite.	6	17	10	4		37	62.2%	37.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	19	8	3	1	38	70.3%	29.7%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	7	23	6	2		38	78.9%	21.1%
11. My work performance is evaluated fairly.	6	25	4	2	1	38	83.8%	16.2%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	6	14	9	8	1	38	54.1%	45.9%
13. I am provided adequate work and storage space to prepare for and do my job.	7	28	2	1		38	92.1%	7.9%
14. My administrators/supervisors respect the negotiated contracts.	12	19	5	1		37	83.8%	16.2%
15. My planning time is respected by my school administrations/supervisors.	10	21	3		4	38	91.2%	8.8%
16. In my school, administrators/supervisors support me in enforcing discipline.	6	16	7	4	5	38	66.7%	33.3%
17. In my school, student misbehavior interferes with learning.	2	14	9	10	3	38	45.7%	54.3%
18. Too much instructional time is spent administering assessments.	9	18	6		5	38	81.8%	18.2%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	16	12	6	2	38	50.0%	50.0%
20. Increased workload has contributed to a decline in my morale.	7	15	10	6		38	57.9%	42.1%
21. I am paid fairly.	1	14	15	8		38	39.5%	60.5%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	5	29	3			37	91.9%	8.1%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	30	4			35	88.6%	11.4%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	9	28	1			38	97.4%	2.6%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	19	9	1	2	38	72.2%	27.8%
26. In my position, I receive appropriate and adequate support and training.	6	20	8	4		38	68.4%	31.6%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	4	17	12	1	36	17.1%	82.9%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2	1	16	16	3	38	8.6%	91.4%
29. In the last 12 months, I have experienced harassing behavior from parents.	4	13	12	7	2	38	47.2%	52.8%
30. At my school I spend most of my PIP time on non-instructional activities.	2	7	17	4	8	38	30.0%	70.0%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	5	15	10	3	4	37	60.6%	39.4%