

2024-2025 HCEA Job Satisfaction Survey

CLARKSVILLE MS

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	22	16	3	1		42	90.5%	9.5%
2) There is an atmosphere of open communication and trust in my school/worksite.	33	5	4	1		43	88.4%	11.6%
3) I personally feel successful in my work.	26	14	2	1		43	93.0%	7.0%
4) I feel involved in decision-making at my school/worksite.	24	7	7	3	2	43	75.6%	24.4%
5) I want to be involved in decision-making at my school/worksite.	28	11		2	2	43	95.1%	4.9%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	32	7	3	1		43	90.7%	9.3%
7) In my school/worksite, I am treated as a professional.	28	13	1	1		43	95.3%	4.7%
8) There is good teamwork among staff in my school/worksite.	18	22	3			43	93.0%	7.0%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	24	5	11	1	1	42	70.7%	29.3%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	30	8	5			43	88.4%	11.6%
11) My work performance is evaluated fairly.	26	14	2		1	43	95.2%	4.8%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	24	5	11	3		43	67.4%	32.6%
13) I am provided adequate work and storage space to prepare for and do my job.	27	9	4	2		42	85.7%	14.3%
14) My administrators/supervisors respect the negotiated contracts.	22	18	2	1		43	93.0%	7.0%
15) My planning time is respected by my school administrations/supervisors.	22	14	2		4	42	94.7%	5.3%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	30	6	3		4	43	92.3%	7.7%
17) In my school, student misbehavior interferes with learning.	16	1	23	2	1	43	40.5%	59.5%

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18) Too much instructional time is spent administering assessments.	16	8	14		4	42	63.2%	36.8%
19) HCPSS professional development experiences are meaningful and worthwhile.	21		16	5		42	50.0%	50.0%
20) Increased workload has contributed to a decline in my morale.	23	4	14		1	42	65.9%	34.1%
21) I am paid fairly.	18	2	15	7		42	47.6%	52.4%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	33	7	1	1	1	43	95.2%	4.8%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	18	1	15	7	1	42	46.3%	53.7%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	24	13	6			43	86.0%	14.0%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	31	2	6	2	1	42	80.5%	19.5%
26) In my position, I receive appropriate and adequate support and training.	36	5	2			43	95.3%	4.7%
27) During this current school year, I have experienced harassing behavior from colleagues.	2	2	14	25		43	9.3%	90.7%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	1	12	29		43	4.7%	95.3%
29) During this current school year, I have experienced harassing behavior from parents.	5	3	20	13	2	43	19.5%	80.5%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	8	2	22	4	6	42	27.8%	72.2%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	32	3	2		6	43	94.6%	5.4%
32) In my school/worksite, I spend too much time in meetings.	11	4	26	2		43	34.9%	65.1%
33) In my school, there is adequate support for special education students.	18	1	20	3	1	43	45.2%	54.8%