

2015-2016 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.	20	19	1			40	97.5%	2.5%
2. There is an atmosphere of open communication and trust in my school/worksite.	18	19	2	1		40	92.5%	7.5%
3. I personally feel successful in my work.	19	20	1			40	97.5%	2.5%
4. I feel involved in decision-making at my school/worksite.	11	21	7	1		40	80.0%	20.0%
5. I want to be involved in decision-making at my school/worksite.	11	28	1			40	97.5%	2.5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	15	20	2	3		40	87.5%	12.5%
7. In my school/worksite, I am treated as a professional.	24	15	1			40	97.5%	2.5%
8. There is good teamwork among staff in my school/worksite.	17	22		1		40	97.5%	2.5%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	8	30	1		1	40	97.4%	2.6%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	18	21		1		40	97.5%	2.5%
11. My work performance is evaluated fairly.	16	17	3	3		39	84.6%	15.4%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	11	18	4	7		40	72.5%	27.5%
13. I am provided adequate work and storage space to prepare for and do my job.	19	18	3			40	92.5%	7.5%
14. My administrators/supervisors respect the negotiated contracts.	26	13	1			40	97.5%	2.5%
15. My planning time is respected by my school administrations/supervisors.	17	17	1		5	40	97.1%	2.9%
16. In my school, administrators/supervisors support me in enforcing discipline.	18	17			5	40	100.0%	0.0%
17. In my school, student misbehavior interferes with learning.	1	2	17	17	3	40	8.1%	91.9%
18. Too much instructional time is spent administering assessments.	12	15	5		7	39	84.4%	15.6%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	22	7	6	3	40	64.9%	35.1%
20. Increased workload has contributed to a decline in my morale.	5	14	15	5	1	40	48.7%	51.3%
21. I am paid fairly.	1	12	17	9		39	33.3%	66.7%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	13	8	15	2	39	37.8%	62.2%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		9	10	17	2	38	25.0%	75.0%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	13	22	2	1	1	39	92.1%	7.9%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	23	5	2	5	39	79.4%	20.6%
26. In my position, I receive appropriate and adequate support and training.	7	26	3	2		38	86.8%	13.2%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	3	11	23	1	39	10.5%	89.5%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		1	13	22	3	39	2.8%	97.2%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	11	12	14	1	39	31.6%	68.4%