

2013-2014 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.  | 1              | 12    | 6        | 4                 |                | 23          | 56.5%   | 43.5%      |
| 2. There is an atmosphere of open communication and trust in my school/worksite.                       | 2              | 12    | 5        | 3                 |                | 23          | 60.9%   | 34.8%      |
| 3. I personally feel successful in my work.  | 8              | 12    | 3        |                   |                | 23          | 87.0%   | 13.0%      |
| 4. I feel involved in decision-making at my school/worksite.   | 6              | 3     | 9        | 4                 | 1              | 23          | 40.9%   | 59.1%      |
| 5. I want to be involved in decision-making at my school/worksite.                                     | 9              | 9     | 3        | 1                 | 1              | 23          | 81.8%   | 18.2%      |
| 6. In my school/worksite, I can speak openly about important issues without fear of repercussions.     | 5              | 10    | 3        | 5                 |                | 23          | 65.2%   | 34.8%      |
| 7. In my school/worksite, I am treated as a professional.  | 9              | 11    | 3        |                   |                | 23          | 87.0%   | 13.0%      |
| 8. There is good teamwork among staff in my school/worksite.   | 7              | 11    | 4        | 1                 |                | 23          | 78.3%   | 21.7%      |
| 9. Non-instructional duties are assigned on an equitable basis in my school/worksite.                  | 9              | 11    | 2        |                   | 1              | 23          | 90.9%   | 9.1%       |
| 10. My working environment (i.e. safety, cleanliness. is conducive to success.                         | 8              | 9     | 2        | 4                 |                | 23          | 73.9%   | 26.1%      |
| 11. My work performance is evaluated fairly.   | 6              | 16    |          |                   | 1              | 23          | 100.0%  | 0.0%       |
| 12. I am provided adequate time during the workday to plan, prepare for and do my job.                 | 2              | 10    | 6        | 5                 |                | 23          | 52.2%   | 47.8%      |
| 13. I am provided adequate work and storage space to prepare for and do my job.                        | 5              | 15    | 3        |                   |                | 23          | 87.0%   | 13.0%      |
| 14. My administrators/supervisors respect the negotiated contracts.                                    | 9              | 14    |          |                   |                | 23          | 100.0%  | 0.0%       |
| 15. My planning time is respected by my school administrations/supervisors.                            | 7              | 11    | 3        |                   | 2              | 23          | 85.7%   | 14.3%      |
| 16. In my school, administrators/supervisors support me in enforcing discipline.                       | 6              | 14    | 3        |                   |                | 23          | 87.0%   | 13.0%      |
| 17. In my school, student misbehavior interferes with learning.  |                | 2     | 10       | 10                | 1              | 23          | 9.1%    | 90.9%      |
| 18. Too much instructional time is spent administering assessments.                                    | 4              | 9     | 4        | 1                 | 5              | 23          | 72.2%   | 27.8%      |
| 19. HCPSS professional development experiences are meaningful and worthwhile.                          | 2              | 10    | 6        | 4                 | 1              | 23          | 54.5%   | 45.5%      |
| 20. Increased workload has contributed to a decline in my morale.                                      | 6              | 9     | 6        | 1                 | 1              | 23          | 68.2%   | 31.8%      |
| 21. I am paid fairly   |                | 6     | 5        | 12                |                | 23          | 26.1%   | 73.9%      |
| 22. I have confidence in the leadership exhibited by the HCPSS Superintendent.                         |                | 12    | 4        | 6                 |                | 23          | 52.2%   | 43.5%      |
| 23. I have confidence in the leadership exhibited by the Howard County Board of Education.             |                | 8     | 8        | 5                 |                | 23          | 34.8%   | 56.5%      |
| 24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..         | 5              | 15    | 1        | 1                 |                | 23          | 87.0%   | 8.7%       |
| 25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education. | 3              | 11    | 7        | 2                 |                | 23          | 60.9%   | 39.1%      |
| 26. In my position, I receive appropriate and adequate support and training.                           | 3              | 14    | 4        | 2                 |                | 23          | 73.9%   | 26.1%      |
| 27. In the last 12 months, I have experienced harassing behavior from colleagues.                      | 2              | 5     | 7        | 7                 | 2              | 23          | 33.3%   | 66.7%      |
| 28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.      | 1              |       | 9        | 11                | 2              | 23          | 4.8%    | 95.2%      |
| 29. In the last 12 months, I have experienced harassing behavior from parents.                         |                | 4     | 10       | 8                 | 1              | 23          | 18.2%   | 81.8%      |