

2024-2025 HCEA Job Satisfaction Survey

ARL

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	26	8	11	3		48	70.8%	29.2%
2) There is an atmosphere of open communication and trust in my school/worksite.	27	6	14	1		48	68.8%	31.3%
3) I personally feel successful in my work.	29	17	2			48	95.8%	4.2%
4) I feel involved in decision-making at my school/worksite.	21	7	15	2	3	48	62.2%	37.8%
5) I want to be involved in decision-making at my school/worksite.	24	15	5		3	47	88.6%	11.4%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	21	11	13	3		48	66.7%	33.3%
7) In my school/worksite, I am treated as a professional.	27	17	3	1		48	91.7%	8.3%
8) There is good teamwork among staff in my school/worksite.	32	8	5		1	46	88.9%	11.1%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	16	7	8	4	12	47	65.7%	34.3%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	21	6	11	8	2	48	58.7%	41.3%
11) My work performance is evaluated fairly.	16	25	4	2	1	48	87.2%	12.8%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	21	15	8	2	2	48	78.3%	21.7%
13) I am provided adequate work and storage space to prepare for and do my job.	23	18	6	1		48	85.4%	14.6%
14) My administrators/supervisors respect the negotiated contracts.	19	24	3		2	48	93.5%	6.5%
15) My planning time is respected by my school administrations/supervisors.	11	20	4	1	12	48	86.1%	13.9%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	14	9	1	2	22	48	88.5%	11.5%
17) In my school, student misbehavior interferes with learning.	9	2	15	6	15	47	34.4%	65.6%
18) Too much instructional time is spent administering assessments.	6	1	12	5	23	47	29.2%	70.8%

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19) HCPSS professional development experiences are meaningful and worthwhile.	12	2	23	10	1	48	29.8%	70.2%
20) Increased workload has contributed to a decline in my morale.	20	6	15	3	3	47	59.1%	40.9%
21) I am paid fairly.	17	6	16	8	1	48	48.9%	51.1%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	23	7	9	2	4	45	73.2%	26.8%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	17	1	18	7	3	46	41.9%	58.1%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	20	10	10	2	3	45	71.4%	28.6%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	21	3	15	4	5	48	55.8%	44.2%
26) In my position, I receive appropriate and adequate support and training.	27	6	13	2		48	68.8%	31.3%
27) During this current school year, I have experienced harassing behavior from colleagues.	2		24	19	1	46	4.4%	95.6%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	6		17	24	1	48	12.8%	87.2%
29) During this current school year, I have experienced harassing behavior from parents.	6	3	21	15	2	47	20.0%	80.0%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	3		15	4	24	46	13.6%	86.4%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	12	7	2		25	46	90.5%	9.5%
32) In my school/worksites, I spend too much time in meetings.	13	2	23	5	4	47	34.9%	65.1%
33) In my school, there is adequate support for special education students.	7	3	19	6	12	47	28.6%	71.4%