

**2024-2025 HCEA Job Satisfaction Survey**

**ASCEND ONE**

<b>Questions</b>	<b>Agree</b>	<b>Strongly agree</b>	<b>Disagree</b>	<b>Strongly disagree</b>	<b>Does not apply</b>	<b>Grand Total</b>	<b>% Agree</b>	<b>% Disagree</b>
1) Overall, morale at my worksite is good	20	7	10	2		39	69.2%	30.8%
2) There is an atmosphere of open communication and trust in my school/worksite.	18	14	6	2		40	80.0%	20.0%
3) I personally feel successful in my work.	16	16	5	2		39	82.1%	17.9%
4) I feel involved in decision-making at my school/worksite.	15	12	12		1	40	69.2%	30.8%
5) I want to be involved in decision-making at my school/worksite.	22	14	2		2	40	94.7%	5.3%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	24	8	5	3		40	80.0%	20.0%
7) In my school/worksite, I am treated as a professional.	20	15	4	1		40	87.5%	12.5%
8) There is good teamwork among staff in my school/worksite.	21	16	2	1		40	92.5%	7.5%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	18	4	2	2	14	40	84.6%	15.4%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	24	11	2	1	2	40	92.1%	7.9%
11) My work performance is evaluated fairly.	18	18	2	1		39	92.3%	7.7%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	21	8	5	4	2	40	76.3%	23.7%
13) I am provided adequate work and storage space to prepare for and do my job.	22	13	3	1		39	89.7%	10.3%
14) My administrators/supervisors respect the negotiated contracts.	22	11	3	3	1	40	84.6%	15.4%
15) My planning time is respected by my school administrations/supervisors.	11	8	1	2	18	40	86.4%	13.6%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	11	2	4	1	22	40	72.2%	27.8%
17) In my school, student misbehavior interferes with learning.	7	3	3		27	40	76.9%	23.1%
18) Too much instructional time is spent administering assessments.	3	5	4		28	40	66.7%	33.3%

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19) HCPSS professional development experiences are meaningful and worthwhile.	23	2	11	3	1	40	64.1%	35.9%
20) Increased workload has contributed to a decline in my morale.	14	9	11	4	1	39	60.5%	39.5%
21) I am paid fairly.	16		13	11		40	40.0%	60.0%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	25	8	3	2		38	86.8%	13.2%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	19	1	8	9		37	54.1%	45.9%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	25	3	4	4		36	77.8%	22.2%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	26	2	6	5	1	40	71.8%	28.2%
26) In my position, I receive appropriate and adequate support and training.	22	8	4	5		39	76.9%	23.1%
27) During this current school year, I have experienced harassing behavior from colleagues.	5	2	14	17	1	39	18.4%	81.6%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	2	14	21	2	40	7.9%	92.1%
29) During this current school year, I have experienced harassing behavior from parents.	4	5	14	14	2	39	24.3%	75.7%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	1		2		37	40	33.3%	66.7%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	2		1		37	40	66.7%	33.3%
32) In my school/worksite, I spend too much time in meetings.	11	5	17	4	3	40	43.2%	56.8%
33) In my school, there is adequate support for special education students.	5	1	14	10	10	40	20.0%	80.0%