

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	37	6	23	10		76	56.6%	43.4%
2) There is an atmosphere of open communication and trust in my school/worksite.	44	9	16	7		76	69.7%	30.3%
3) I personally feel successful in my work.	47	11	12	6		76	76.3%	23.7%
4) I feel involved in decision-making at my school/worksite.	35	5	23	8	4	75	56.3%	43.7%
5) I want to be involved in decision-making at my school/worksite.	43	18	8	1	5	75	87.1%	12.9%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	47	17	9	3		76	84.2%	15.8%
7) In my school/worksite, I am treated as a professional.	42	26	5	3		76	89.5%	10.5%
8) There is good teamwork among staff in my school/worksite.	47	18	9	2		76	85.5%	14.5%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	41	6	17	5	7	76	68.1%	31.9%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	41	9	19	6		75	66.7%	33.3%
11) My work performance is evaluated fairly.	45	19	9	2	1	76	85.3%	14.7%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	29	4	24	14	5	76	46.5%	53.5%
13) I am provided adequate work and storage space to prepare for and do my job.	47	12	12	3	1	75	79.7%	20.3%
14) My administrators/supervisors respect the negotiated contracts.	41	26	9			76	88.2%	11.8%
15) My planning time is respected by my school administrations/supervisors.	37	13	13	3	9	75	75.8%	24.2%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	45	11	9	6	5	76	78.9%	21.1%
17) In my school, student misbehavior interferes with learning.	27	38	9	1	1	76	86.7%	13.3%

2024-2025 HCEA Job Satisfaction Survey

BELLOWS SPRING ES

18) Too much instructional time is spent administering assessments.	28	16	17		14	75	72.1%	27.9%
19) HCPSS professional development experiences are meaningful and worthwhile.	21	3	25	27		76	31.6%	68.4%
20) Increased workload has contributed to a decline in my morale.	26	29	15	1	5	76	77.5%	22.5%
21) I am paid fairly.	22	2	21	30	1	76	32.0%	68.0%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	49	6	11	5	4	75	77.5%	22.5%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	23	2	32	17	2	76	33.8%	66.2%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	49	18	7	2		76	88.2%	11.8%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	48	7	14	5	2	76	74.3%	25.7%
26) In my position, I receive appropriate and adequate support and training.	44	6	15	11		76	65.8%	34.2%
27) During this current school year, I have experienced harassing behavior from colleagues.	5	3	32	32	4	76	11.1%	88.9%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	3	1	20	48	4	76	5.6%	94.4%
29) During this current school year, I have experienced harassing behavior from parents.	13	4	31	25	3	76	23.3%	76.7%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	22	1	29	4	19	75	41.1%	58.9%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	43	3	10	3	17	76	78.0%	22.0%
32) In my school/worksite, I spend too much time in meetings.	36	16	19	1	4	76	72.2%	27.8%
33) In my school, there is adequate support for special education students.	11	1	15	48	1	76	16.0%	84.0%