

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	27	7	23	10		67	50.7%	49.3%
2) There is an atmosphere of open communication and trust in my school/worksite.	37	6	21	3		67	64.2%	35.8%
3) I personally feel successful in my work.	40	15	9	3		67	82.1%	17.9%
4) I feel involved in decision-making at my school/worksite.	21	7	27	6	5	66	45.9%	54.1%
5) I want to be involved in decision-making at my school/worksite.	39	18	7	2	1	67	86.4%	13.6%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	39	10	12	4		65	75.4%	24.6%
7) In my school/worksite, I am treated as a professional.	44	16	2	4		66	90.9%	9.1%
8) There is good teamwork among staff in my school/worksite.	39	17	10	1		67	83.6%	16.4%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	47	3	8	1	8	67	84.7%	15.3%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	42	6	13	6		67	71.6%	28.4%
11) My work performance is evaluated fairly.	43	17	5	1	1	67	90.9%	9.1%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	38	7	9	11	2	67	69.2%	30.8%
13) I am provided adequate work and storage space to prepare for and do my job.	38	12	10	6	1	67	75.8%	24.2%
14) My administrators/supervisors respect the negotiated contracts.	46	16	2	2	1	67	93.9%	6.1%
15) My planning time is respected by my school administrations/supervisors.	34	12	6	2	13	67	85.2%	14.8%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	32	4	13	13	5	67	58.1%	41.9%
17) In my school, student misbehavior interferes with learning.	21	33	10	2	1	67	81.8%	18.2%

2024-2025 HCEA Job Satisfaction Survey

BOLLMAN BRIDGE ES

18) Too much instructional time is spent administering assessments.	23	19	13		12	67	76.4%	23.6%
19) HCPSS professional development experiences are meaningful and worthwhile.	29	3	23	11		66	48.5%	51.5%
20) Increased workload has contributed to a decline in my morale.	19	26	14	6	2	67	69.2%	30.8%
21) I am paid fairly.	24	2	21	20		67	38.8%	61.2%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	44	8	6	5	3	66	82.5%	17.5%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	32	2	15	14	3	66	54.0%	46.0%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	46	14	2	1	2	65	95.2%	4.8%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	48	8	5	2	2	65	88.9%	11.1%
26) In my position, I receive appropriate and adequate support and training.	35	11	15	5		66	69.7%	30.3%
27) During this current school year, I have experienced harassing behavior from colleagues.	3	1	22	40	1	67	6.1%	93.9%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	3	1	23	38	1	66	6.2%	93.8%
29) During this current school year, I have experienced harassing behavior from parents.	11	5	26	24	1	67	24.2%	75.8%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	11	3	25	7	20	66	30.4%	69.6%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	29	6	8	2	21	66	77.8%	22.2%
32) In my school/worksite, I spend too much time in meetings.	16	10	31	6	3	66	41.3%	58.7%
33) In my school, there is adequate support for special education students.	6	2	20	39		67	11.9%	88.1%