

2024-2025 HCEA Job Satisfaction Survey

BONNIE BRANCH MS

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	26	3	25	6		60	48.3%	51.7%
2) There is an atmosphere of open communication and trust in my school/worksite.	34	5	20	1		60	65.0%	35.0%
3) I personally feel successful in my work.	37	11	11	1		60	80.0%	20.0%
4) I feel involved in decision-making at my school/worksite.	24	3	22	7	4	60	48.2%	51.8%
5) I want to be involved in decision-making at my school/worksite.	36	11	10		3	60	82.5%	17.5%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	36	6	14	4		60	70.0%	30.0%
7) In my school/worksite, I am treated as a professional.	39	12	8	1		60	85.0%	15.0%
8) There is good teamwork among staff in my school/worksite.	36	10	13	1		60	76.7%	23.3%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	38	5	8	3	6	60	79.6%	20.4%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	16	3	27	13	1	60	32.2%	67.8%
11) My work performance is evaluated fairly.	42	9	5	1	3	60	89.5%	10.5%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	23	4	18	12	3	60	47.4%	52.6%
13) I am provided adequate work and storage space to prepare for and do my job.	36	12	6	4	2	60	82.8%	17.2%
14) My administrators/supervisors respect the negotiated contracts.	41	17	1		1	60	98.3%	1.7%
15) My planning time is respected by my school administrations/supervisors.	36	8	5		10	59	89.8%	10.2%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	25	4	20	8	3	60	50.9%	49.1%
17) In my school, student misbehavior interferes with learning.	19	37	2		2	60	96.6%	3.4%

2024-2025 HCEA Job Satisfaction Survey

BONNIE BRANCH MS

18) Too much instructional time is spent administering assessments.	26	5	20		9	60	60.8%	39.2%
19) HCPSS professional development experiences are meaningful and worthwhile.	23	5	19	12	1	60	47.5%	52.5%
20) Increased workload has contributed to a decline in my morale.	27	13	16	2	2	60	69.0%	31.0%
21) I am paid fairly.	23	4	18	15		60	45.0%	55.0%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	37	8	9	4	1	59	77.6%	22.4%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	25	4	21	9	1	60	49.2%	50.8%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	35	16	6		2	59	89.5%	10.5%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	28	9	13	5	5	60	67.3%	32.7%
26) In my position, I receive appropriate and adequate support and training.	38	5	12	5		60	71.7%	28.3%
27) During this current school year, I have experienced harassing behavior from colleagues.	7		30	21	1	59	12.1%	87.9%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	2	1	32	25		60	5.0%	95.0%
29) During this current school year, I have experienced harassing behavior from parents.	8	3	27	22		60	18.3%	81.7%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	19	2	19	2	18	60	50.0%	50.0%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	27	2	11	1	19	60	70.7%	29.3%
32) In my school/worksite, I spend too much time in meetings.	20	7	23	5	5	60	49.1%	50.9%
33) In my school, there is adequate support for special education students.	7	4	24	20	5	60	20.0%	80.0%