

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	12	25	2			39	94.9%	5.1%
2) There is an atmosphere of open communication and trust in my school/worksite.	18	21				39	100.0%	0.0%
3) I personally feel successful in my work.	19	17	3			39	92.3%	7.7%
4) I feel involved in decision-making at my school/worksite.	25	12	2			39	94.9%	5.1%
5) I want to be involved in decision-making at my school/worksite.	17	18	2		2	39	94.6%	5.4%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	16	21	2			39	94.9%	5.1%
7) In my school/worksite, I am treated as a professional.	10	29				39	100.0%	0.0%
8) There is good teamwork among staff in my school/worksite.	15	24				39	100.0%	0.0%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	16	16	5		2	39	86.5%	13.5%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	20	15	3	1		39	89.7%	10.3%
11) My work performance is evaluated fairly.	13	23	3			39	92.3%	7.7%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	17	7	11	2	2	39	64.9%	35.1%
13) I am provided adequate work and storage space to prepare for and do my job.	22	13	4			39	89.7%	10.3%
14) My administrators/supervisors respect the negotiated contracts.	8	31				39	100.0%	0.0%
15) My planning time is respected by my school administrations/supervisors.	13	18	2		6	39	93.9%	6.1%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	22	16			1	39	100.0%	0.0%
17) In my school, student misbehavior interferes with learning.	17	15	6		1	39	84.2%	15.8%

2024-2025 HCEA Job Satisfaction Survey

BRYANT WOODS ES

18) Too much instructional time is spent administering assessments.	17	8	9		5	39	73.5%	26.5%
19) HCPSS professional development experiences are meaningful and worthwhile.	22	3	10	4		39	64.1%	35.9%
20) Increased workload has contributed to a decline in my morale.	14	6	13	3	3	39	55.6%	44.4%
21) I am paid fairly.	11	2	18	8		39	33.3%	66.7%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	29	8	2			39	94.9%	5.1%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	14	5	14	6		39	48.7%	51.3%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	24	13	1		1	39	97.4%	2.6%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	21	11	3	1	3	39	88.9%	11.1%
26) In my position, I receive appropriate and adequate support and training.	25	10	4			39	89.7%	10.3%
27) During this current school year, I have experienced harassing behavior from colleagues.			7	30	2	39	0.0%	100.0%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.			5	31	2	38	0.0%	100.0%
29) During this current school year, I have experienced harassing behavior from parents.	3		14	20	1	38	8.1%	91.9%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	5	1	19	6	8	39	19.4%	80.6%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	22	5		1	11	39	96.4%	3.6%
32) In my school/worksite, I spend too much time in meetings.	13	3	20	1	2	39	43.2%	56.8%
33) In my school, there is adequate support for special education students.	4		14	21		39	10.3%	89.7%