

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	29	3	22	4		58	55.2%	44.8%
2) There is an atmosphere of open communication and trust in my school/worksite.	31	3	18	6		58	58.6%	41.4%
3) I personally feel successful in my work.	30	16	8	4		58	79.3%	20.7%
4) I feel involved in decision-making at my school/worksite.	23	5	22	7	1	58	49.1%	50.9%
5) I want to be involved in decision-making at my school/worksite.	34	15	4	2	2	57	89.1%	10.9%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	29	4	20	4	1	58	57.9%	42.1%
7) In my school/worksite, I am treated as a professional.	40	7	7	4		58	81.0%	19.0%
8) There is good teamwork among staff in my school/worksite.	32	8	13	5		58	69.0%	31.0%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	34	3	10	4	6	57	72.5%	27.5%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	34	11	9	4		58	77.6%	22.4%
11) My work performance is evaluated fairly.	43	9	3	1	2	58	92.9%	7.1%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	20	7	13	14	4	58	50.0%	50.0%
13) I am provided adequate work and storage space to prepare for and do my job.	36	18	2		2	58	96.4%	3.6%
14) My administrators/supervisors respect the negotiated contracts.	37	14	3	3	1	58	89.5%	10.5%
15) My planning time is respected by my school administrations/supervisors.	26	9	8	2	13	58	77.8%	22.2%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	33	10	5	3	7	58	84.3%	15.7%
17) In my school, student misbehavior interferes with learning.	26	3	26	2	1	58	50.9%	49.1%

2024-2025 HCEA Job Satisfaction Survey

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18) Too much instructional time is spent administering assessments.	16	14	15	1	12	58	65.2%	34.8%
19) HCPSS professional development experiences are meaningful and worthwhile.	17	2	23	14	2	58	33.9%	66.1%
20) Increased workload has contributed to a decline in my morale.	17	20	17	1	3	58	67.3%	32.7%
21) I am paid fairly.	19		24	14		57	33.3%	66.7%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	36	7	10	2	3	58	78.2%	21.8%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	20	2	26	10		58	37.9%	62.1%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	39	11	4		4	58	92.6%	7.4%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	35	6	9	3	5	58	77.4%	22.6%
26) In my position, I receive appropriate and adequate support and training.	29	3	23	3		58	55.2%	44.8%
27) During this current school year, I have experienced harassing behavior from colleagues.	4	2	31	21		58	10.3%	89.7%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	5	2	26	24		57	12.3%	87.7%
29) During this current school year, I have experienced harassing behavior from parents.	9	2	27	19	1	58	19.3%	80.7%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	6	1	29	4	17	57	17.5%	82.5%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	26	4	7	1	20	58	78.9%	21.1%
32) In my school/worksite, I spend too much time in meetings.	13	8	27	2	8	58	42.0%	58.0%
33) In my school, there is adequate support for special education students.	14	2	21	19		56	28.6%	71.4%