

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	33	16	7			56	87.5%	12.5%
2) There is an atmosphere of open communication and trust in my school/worksite.	33	22	1			56	98.2%	1.8%
3) I personally feel successful in my work.	31	16	8	1		56	83.9%	16.1%
4) I feel involved in decision-making at my school/worksite.	36	10	9		1	56	83.6%	16.4%
5) I want to be involved in decision-making at my school/worksite.	40	9	2		4	55	96.1%	3.9%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	29	19	7		1	56	87.3%	12.7%
7) In my school/worksite, I am treated as a professional.	29	24	3			56	94.6%	5.4%
8) There is good teamwork among staff in my school/worksite.	34	15	7			56	87.5%	12.5%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	34	11	3	1	6	55	91.8%	8.2%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	33	13	8	2		56	82.1%	17.9%
11) My work performance is evaluated fairly.	32	21	2			55	96.4%	3.6%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	29	5	14	6	2	56	63.0%	37.0%
13) I am provided adequate work and storage space to prepare for and do my job.	33	12	10	1		56	80.4%	19.6%
14) My administrators/supervisors respect the negotiated contracts.	26	29	1			56	98.2%	1.8%
15) My planning time is respected by my school administrations/supervisors.	27	17	4		8	56	91.7%	8.3%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	26	22	2	1	5	56	94.1%	5.9%
17) In my school, student misbehavior interferes with learning.	20	9	21	5	1	56	52.7%	47.3%

2024-2025 HCEA Job Satisfaction Survey

CENTENNIAL LANE ES

18) Too much instructional time is spent administering assessments.	13	12	17		14	56	59.5%	40.5%
19) HCPSS professional development experiences are meaningful and worthwhile.	20	3	20	11	1	55	42.6%	57.4%
20) Increased workload has contributed to a decline in my morale.	27	14	13	1	1	56	74.5%	25.5%
21) I am paid fairly.	22	4	12	18		56	46.4%	53.6%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	38	7	8	1	2	56	83.3%	16.7%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	19	3	19	13	1	55	40.7%	59.3%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	38	11	4	2		55	89.1%	10.9%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	32	8	10	3	3	56	75.5%	24.5%
26) In my position, I receive appropriate and adequate support and training.	32	7	12	4		55	70.9%	29.1%
27) During this current school year, I have experienced harassing behavior from colleagues.	7		20	26	3	56	13.2%	86.8%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1		16	36	3	56	1.9%	98.1%
29) During this current school year, I have experienced harassing behavior from parents.	9	1	24	19	3	56	18.9%	81.1%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	11	6	22	2	14	55	41.5%	58.5%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	31	6	4		13	54	90.2%	9.8%
32) In my school/worksite, I spend too much time in meetings.	20	7	24	1	4	56	51.9%	48.1%
33) In my school, there is adequate support for special education students.	9	2	11	33	1	56	20.0%	80.0%