

2024-2025 HCEA Job Satisfaction Survey

CENTRAL OFFICE

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	46	15	11	4	1	77	80.3%	19.7%
2) There is an atmosphere of open communication and trust in my school/worksite.	39	19	16	3		77	75.3%	24.7%
3) I personally feel successful in my work.	43	27	7			77	90.9%	9.1%
4) I feel involved in decision-making at my school/worksite.	32	15	17	10	3	77	63.5%	36.5%
5) I want to be involved in decision-making at my school/worksite.	46	23	4		4	77	94.5%	5.5%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	40	20	13	4		77	77.9%	22.1%
7) In my school/worksite, I am treated as a professional.	38	29	8	2		77	87.0%	13.0%
8) There is good teamwork among staff in my school/worksite.	35	33	5	2	1	76	90.7%	9.3%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	21	9	10	2	35	77	71.4%	28.6%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	43	17	13	4		77	77.9%	22.1%
11) My work performance is evaluated fairly.	39	28	5		3	75	93.1%	6.9%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	36	23	11	4	3	77	79.7%	20.3%
13) I am provided adequate work and storage space to prepare for and do my job.	40	31	4	1	1	77	93.4%	6.6%
14) My administrators/supervisors respect the negotiated contracts.	34	33	6	1	3	77	90.5%	9.5%
15) My planning time is respected by my school administrations/supervisors.	10	8	1		58	77	94.7%	5.3%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	5	3	2		67	77	80.0%	20.0%
17) In my school, student misbehavior interferes with learning.	1	1			74	76	100.0%	0.0%

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18) Too much instructional time is spent administering assessments.	2	1			73	76	100.0%	0.0%
19) HCPSS professional development experiences are meaningful and worthwhile.	24	5	16	4	27	76	59.2%	40.8%
20) Increased workload has contributed to a decline in my morale.	23	15	22	6	7	73	57.6%	42.4%
21) I am paid fairly.	37	6	24	9		76	56.6%	43.4%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	50	19	5	2	1	77	90.8%	9.2%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	42	4	24	5	2	77	61.3%	38.7%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	49	16	7	3	2	77	86.7%	13.3%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	30	8	17	5	17	77	63.3%	36.7%
26) In my position, I receive appropriate and adequate support and training.	44	10	19	3	1	77	71.1%	28.9%
27) During this current school year, I have experienced harassing behavior from colleagues.	3		23	46	5	77	4.2%	95.8%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	6		21	44	5	76	8.5%	91.5%
29) During this current school year, I have experienced harassing behavior from parents.	3	2	14	13	45	77	15.6%	84.4%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	1				75	76	100.0%	0.0%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.					75	75	#DIV/0!	#DIV/0!
32) In my school/worksite, I spend too much time in meetings.	12	4	46	8	7	77	22.9%	77.1%
33) In my school, there is adequate support for special education students.	2	1	1	1	71	76	60.0%	40.0%