

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	21	1	16	8		46	47.8%	52.2%
2) There is an atmosphere of open communication and trust in my school/worksite.	15	5	19	6	1	46	44.4%	55.6%
3) I personally feel successful in my work.	21	12	9	4		46	71.7%	28.3%
4) I feel involved in decision-making at my school/worksite.	13	5	22	4	2	46	40.9%	59.1%
5) I want to be involved in decision-making at my school/worksite.	24	16	5		1	46	88.9%	11.1%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	15	7	10	10	3	45	52.4%	47.6%
7) In my school/worksite, I am treated as a professional.	22	11	10	2		45	73.3%	26.7%
8) There is good teamwork among staff in my school/worksite.	23	6	12	5		46	63.0%	37.0%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	29	6	5	3	2	45	81.4%	18.6%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	18	9	14	5		46	58.7%	41.3%
11) My work performance is evaluated fairly.	23	11	4	3	5	46	82.9%	17.1%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	17	3	11	11	4	46	47.6%	52.4%
13) I am provided adequate work and storage space to prepare for and do my job.	23	11	8	3		45	75.6%	24.4%
14) My administrators/supervisors respect the negotiated contracts.	23	15	4	3	1	46	84.4%	15.6%
15) My planning time is respected by my school administrations/supervisors.	15	12	6	3	10	46	75.0%	25.0%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	17	8	9	6	6	46	62.5%	37.5%
17) In my school, student misbehavior interferes with learning.	20	11	10	2	2	45	72.1%	27.9%

2024-2025 HCEA Job Satisfaction Survey

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18) Too much instructional time is spent administering assessments.	19	7	10		10	46	72.2%	27.8%
19) HCPSS professional development experiences are meaningful and worthwhile.	21	1	15	8	1	46	48.9%	51.1%
20) Increased workload has contributed to a decline in my morale.	16	14	11		4	45	73.2%	26.8%
21) I am paid fairly.	13	2	19	11		45	33.3%	66.7%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	28	4	9	2	2	45	74.4%	25.6%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	16	1	20	6	1	44	39.5%	60.5%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	32	9	4			45	91.1%	8.9%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	28	1	9	5	3	46	67.4%	32.6%
26) In my position, I receive appropriate and adequate support and training.	26	3	11	5		45	64.4%	35.6%
27) During this current school year, I have experienced harassing behavior from colleagues.	6	2	17	20		45	17.8%	82.2%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	6	6	18	15		45	26.7%	73.3%
29) During this current school year, I have experienced harassing behavior from parents.	10	1	21	12	1	45	25.0%	75.0%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	11	5	15	4	11	46	45.7%	54.3%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	19	2	9	2	14	46	65.6%	34.4%
32) In my school/worksite, I spend too much time in meetings.	11	4	28	1	2	46	34.1%	65.9%
33) In my school, there is adequate support for special education students.	9	1	9	25	2	46	22.7%	77.3%