

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	20	6	13	7		46	56.5%	43.5%
2) There is an atmosphere of open communication and trust in my school/worksite.	22	9	8	7		46	67.4%	32.6%
3) I personally feel successful in my work.	26	9	7	4		46	76.1%	23.9%
4) I feel involved in decision-making at my school/worksite.	16	7	14	9		46	50.0%	50.0%
5) I want to be involved in decision-making at my school/worksite.	29	11	4	1	1	46	88.9%	11.1%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	20	12	6	8		46	69.6%	30.4%
7) In my school/worksite, I am treated as a professional.	20	16	6	4		46	78.3%	21.7%
8) There is good teamwork among staff in my school/worksite.	21	10	12	3		46	67.4%	32.6%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	28	7	4	3	4	46	83.3%	16.7%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	19	11	11	4		45	66.7%	33.3%
11) My work performance is evaluated fairly.	19	23		3		45	93.3%	6.7%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	13	9	13	11		46	47.8%	52.2%
13) I am provided adequate work and storage space to prepare for and do my job.	24	16	4	2		46	87.0%	13.0%
14) My administrators/supervisors respect the negotiated contracts.	20	22	2	2		46	91.3%	8.7%
15) My planning time is respected by my school administrations/supervisors.	16	17	5	3	5	46	80.5%	19.5%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	23	12	3	7	1	46	77.8%	22.2%
17) In my school, student misbehavior interferes with learning.	17	16	12	1		46	71.7%	28.3%

**2024-2025 HCEA Job Satisfaction Survey**

**CLEMENS CROSSING ES**

18) Too much instructional time is spent administering assessments.	9	12	14	2	6	43	56.8%	43.2%
19) HCPSS professional development experiences are meaningful and worthwhile.	10	3	17	15	1	46	28.9%	71.1%
20) Increased workload has contributed to a decline in my morale.	17	18	6	3	1	45	79.5%	20.5%
21) I am paid fairly.	18	5	12	11		46	50.0%	50.0%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	30	4	6	4	2	46	77.3%	22.7%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	7	1	14	21	2	45	18.6%	81.4%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	27	17	1	1		46	95.7%	4.3%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	25	6	8	5	2	46	70.5%	29.5%
26) In my position, I receive appropriate and adequate support and training.	23	9	8	5	1	46	71.1%	28.9%
27) During this current school year, I have experienced harassing behavior from colleagues.	5	2	20	19		46	15.2%	84.8%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.		2	19	24	1	46	4.4%	95.6%
29) During this current school year, I have experienced harassing behavior from parents.	6	2	20	17	1	46	17.8%	82.2%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	8	6	11	8	13	46	42.4%	57.6%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	19	4	5	5	12	45	69.7%	30.3%
32) In my school/worksite, I spend too much time in meetings.	8	14	17	2	4	45	53.7%	46.3%
33) In my school, there is adequate support for special education students.	2	1	7	36		46	6.5%	93.5%