

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	23	3	14	3	1	44	60.5%	39.5%
2) There is an atmosphere of open communication and trust in my school/worksite.	26	8	8	2		44	77.3%	22.7%
3) I personally feel successful in my work.	23	9	9	2		43	74.4%	25.6%
4) I feel involved in decision-making at my school/worksite.	25	11	7		1	44	83.7%	16.3%
5) I want to be involved in decision-making at my school/worksite.	26	15	1		2	44	97.6%	2.4%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	20	13	7	4		44	75.0%	25.0%
7) In my school/worksite, I am treated as a professional.	24	15	3	2		44	88.6%	11.4%
8) There is good teamwork among staff in my school/worksite.	28	8	7	1		44	81.8%	18.2%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	22	6	9	4	2	43	68.3%	31.7%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	7	1	17	16	1	42	19.5%	80.5%
11) My work performance is evaluated fairly.	28	12	4			44	90.9%	9.1%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	22	4	14	4		44	59.1%	40.9%
13) I am provided adequate work and storage space to prepare for and do my job.	12	6	15	11		44	40.9%	59.1%
14) My administrators/supervisors respect the negotiated contracts.	22	16	4		1	43	90.5%	9.5%
15) My planning time is respected by my school administrations/supervisors.	24	12	3		4	43	92.3%	7.7%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	25	11	4	2	2	44	85.7%	14.3%
17) In my school, student misbehavior interferes with learning.	21	17	5			43	88.4%	11.6%

**2024-2025 HCEA Job Satisfaction Survey**

**CRADLEROCK ES**

18) Too much instructional time is spent administering assessments.	14	14	8	1	5	42	75.7%	24.3%
19) HCPSS professional development experiences are meaningful and worthwhile.	17	1	17	7		42	42.9%	57.1%
20) Increased workload has contributed to a decline in my morale.	19	12	9	1	2	43	75.6%	24.4%
21) I am paid fairly.	9		19	15		43	20.9%	79.1%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	31	4	6		2	43	85.4%	14.6%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	15		20	8		43	34.9%	65.1%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	26	9	8		1	44	81.4%	18.6%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	28	3	12		1	44	72.1%	27.9%
26) In my position, I receive appropriate and adequate support and training.	26	7	8	2	1	44	76.7%	23.3%
27) During this current school year, I have experienced harassing behavior from colleagues.	3		19	20	2	44	7.1%	92.9%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	2		15	25	2	44	4.8%	95.2%
29) During this current school year, I have experienced harassing behavior from parents.	6	6	21	9	2	44	28.6%	71.4%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	5	2	19	7	11	44	21.2%	78.8%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	24	4	2	1	12	43	90.3%	9.7%
32) In my school/worksite, I spend too much time in meetings.	13	5	24		1	43	42.9%	57.1%
33) In my school, there is adequate support for special education students.	2		10	28	3	43	5.0%	95.0%