

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	43	5	22	1		71	67.6%	32.4%
2) There is an atmosphere of open communication and trust in my school/worksite.	43	5	22	1		71	67.6%	32.4%
3) I personally feel successful in my work.	44	17	10			71	85.9%	14.1%
4) I feel involved in decision-making at my school/worksite.	33	6	25	6	1	71	55.7%	44.3%
5) I want to be involved in decision-making at my school/worksite.	51	14	5		1	71	92.9%	7.1%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	35	12	18	6		71	66.2%	33.8%
7) In my school/worksite, I am treated as a professional.	48	15	7	1		71	88.7%	11.3%
8) There is good teamwork among staff in my school/worksite.	45	13	10	2		70	82.9%	17.1%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	36	5	18	6	5	70	63.1%	36.9%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	39	12	16	4		71	71.8%	28.2%
11) My work performance is evaluated fairly.	43	14	13	1		71	80.3%	19.7%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	25	5	18	21	2	71	43.5%	56.5%
13) I am provided adequate work and storage space to prepare for and do my job.	46	14	6	4		70	85.7%	14.3%
14) My administrators/supervisors respect the negotiated contracts.	51	14	5		1	71	92.9%	7.1%
15) My planning time is respected by my school administrations/supervisors.	43	7	9	1	10	70	83.3%	16.7%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	38	6	13	7	7	71	68.8%	31.3%
17) In my school, student misbehavior interferes with learning.	32	18	13	4	4	71	74.6%	25.4%

2024-2025 HCEA Job Satisfaction Survey

DAYTON OAKS ES

18) Too much instructional time is spent administering assessments.	20	13	22		15	70	60.0%	40.0%
19) HCPSS professional development experiences are meaningful and worthwhile.	29	1	21	15	4	70	45.5%	54.5%
20) Increased workload has contributed to a decline in my morale.	22	27	15	2	4	70	74.2%	25.8%
21) I am paid fairly.	12	2	26	31		71	19.7%	80.3%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	53	3	7	3	2	68	84.8%	15.2%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	33	2	21	11	1	68	52.2%	47.8%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	45	14	6	4	1	70	85.5%	14.5%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	46	7	10	4	3	70	79.1%	20.9%
26) In my position, I receive appropriate and adequate support and training.	48	7	12	4		71	77.5%	22.5%
27) During this current school year, I have experienced harassing behavior from colleagues.	7	2	28	33		70	12.9%	87.1%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	3		30	37		70	4.3%	95.7%
29) During this current school year, I have experienced harassing behavior from parents.	11	8	30	20	2	71	27.5%	72.5%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	12	2	36	3	15	68	26.4%	73.6%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	40	3	2		23	68	95.6%	4.4%
32) In my school/worksite, I spend too much time in meetings.	18	24	17	1	9	69	70.0%	30.0%
33) In my school, there is adequate support for special education students.	13	1	22	34	1	71	20.0%	80.0%