

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	30	3	22	11		66	50.0%	50.0%
2) There is an atmosphere of open communication and trust in my school/worksite.	29	7	23	6		65	55.4%	44.6%
3) I personally feel successful in my work.	44	10	11	1		66	81.8%	18.2%
4) I feel involved in decision-making at my school/worksite.	25	5	25	8	1	64	47.6%	52.4%
5) I want to be involved in decision-making at my school/worksite.	48	9	6	1	1	65	89.1%	10.9%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	35	14	12	4	1	66	75.4%	24.6%
7) In my school/worksite, I am treated as a professional.	41	15	8	1	1	66	86.2%	13.8%
8) There is good teamwork among staff in my school/worksite.	38	10	14	4		66	72.7%	27.3%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	32	8	12	5	8	65	70.2%	29.8%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	23	7	24	11		65	46.2%	53.8%
11) My work performance is evaluated fairly.	40	19	4	1		64	92.2%	7.8%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	26	3	22	12	3	66	46.0%	54.0%
13) I am provided adequate work and storage space to prepare for and do my job.	45	12	7	2		66	86.4%	13.6%
14) My administrators/supervisors respect the negotiated contracts.	41	19	5		1	66	92.3%	7.7%
15) My planning time is respected by my school administrations/supervisors.	29	12	13	1	11	66	74.5%	25.5%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	33	7	13	7	5	65	66.7%	33.3%
17) In my school, student misbehavior interferes with learning.	33	17	12		4	66	80.6%	19.4%

2024-2025 HCEA Job Satisfaction Survey

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18) Too much instructional time is spent administering assessments.	23	15	14		14	66	73.1%	26.9%
19) HCPSS professional development experiences are meaningful and worthwhile.	16	3	27	16	4	66	30.6%	69.4%
20) Increased workload has contributed to a decline in my morale.	23	26	11	3	2	65	77.8%	22.2%
21) I am paid fairly.	17	4	30	15		66	31.8%	68.2%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	46	2	16	2		66	72.7%	27.3%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	27	1	22	13	1	64	44.4%	55.6%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	39	18	7	1		65	87.7%	12.3%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	41	10	12	1	1	65	79.7%	20.3%
26) In my position, I receive appropriate and adequate support and training.	39	9	14	4		66	72.7%	27.3%
27) During this current school year, I have experienced harassing behavior from colleagues.	8	4	26	28		66	18.2%	81.8%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	4	1	27	33	1	66	7.7%	92.3%
29) During this current school year, I have experienced harassing behavior from parents.	4	2	32	26	2	66	9.4%	90.6%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	11	2	28	4	21	66	28.9%	71.1%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	31	3	10	2	18	64	73.9%	26.1%
32) In my school/worksite, I spend too much time in meetings.	15	16	28	3	3	65	50.0%	50.0%
33) In my school, there is adequate support for special education students.	4	2	18	39	3	66	9.5%	90.5%