

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	35	25	5	1		66	90.9%	9.1%
2) There is an atmosphere of open communication and trust in my school/worksite.	32	28	4	1		65	92.3%	7.7%
3) I personally feel successful in my work.	35	26	4			65	93.8%	6.2%
4) I feel involved in decision-making at my school/worksite.	29	20	14	2		65	75.4%	24.6%
5) I want to be involved in decision-making at my school/worksite.	33	28	3		1	65	95.3%	4.7%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	26	31	7	1	1	66	87.7%	12.3%
7) In my school/worksite, I am treated as a professional.	25	37	4			66	93.9%	6.1%
8) There is good teamwork among staff in my school/worksite.	23	38	4	1		66	92.4%	7.6%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	36	25	1	2	2	66	95.3%	4.7%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	21	42	3			66	95.5%	4.5%
11) My work performance is evaluated fairly.	29	33	3	1		66	93.9%	6.1%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	23	17	18	6	2	66	62.5%	37.5%
13) I am provided adequate work and storage space to prepare for and do my job.	29	31	3	1	1	65	93.8%	6.3%
14) My administrators/supervisors respect the negotiated contracts.	21	42		1	2	66	98.4%	1.6%
15) My planning time is respected by my school administrations/supervisors.	22	31	5		8	66	91.4%	8.6%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	25	30	8		3	66	87.3%	12.7%
17) In my school, student misbehavior interferes with learning.	37	10	15	1	3	66	74.6%	25.4%

2024-2025 HCEA Job Satisfaction Survey

DUCKETTS LANE ES

18) Too much instructional time is spent administering assessments.	28	10	18		10	66	67.9%	32.1%
19) HCPSS professional development experiences are meaningful and worthwhile.	31	2	16	14	2	65	52.4%	47.6%
20) Increased workload has contributed to a decline in my morale.	32	11	16	2	5	66	70.5%	29.5%
21) I am paid fairly.	17	5	24	19	1	66	33.8%	66.2%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	43	9	9	2	1	64	82.5%	17.5%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	27	4	23	7	5	66	50.8%	49.2%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	35	26	1	1	2	65	96.8%	3.2%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	37	17	4	2	6	66	90.0%	10.0%
26) In my position, I receive appropriate and adequate support and training.	31	18	12	3	2	66	76.6%	23.4%
27) During this current school year, I have experienced harassing behavior from colleagues.	7	2	15	42		66	13.6%	86.4%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	3	12	49		65	6.2%	93.8%
29) During this current school year, I have experienced harassing behavior from parents.	3	3	21	36	2	65	9.5%	90.5%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	9	3	31	7	16	66	24.0%	76.0%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	34	9	3		19	65	93.5%	6.5%
32) In my school/worksite, I spend too much time in meetings.	14	8	34	2	8	66	37.9%	62.1%
33) In my school, there is adequate support for special education students.	20	4	24	18		66	36.4%	63.6%