

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	30	4	5			39	87.2%	12.8%
2) There is an atmosphere of open communication and trust in my school/worksite.	29	4	5			38	86.8%	13.2%
3) I personally feel successful in my work.	25	11	3			39	92.3%	7.7%
4) I feel involved in decision-making at my school/worksite.	19	5	9	1	5	39	70.6%	29.4%
5) I want to be involved in decision-making at my school/worksite.	23	6	6	1	3	39	80.6%	19.4%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	20	10	7	1	1	39	78.9%	21.1%
7) In my school/worksite, I am treated as a professional.	25	13	1			39	97.4%	2.6%
8) There is good teamwork among staff in my school/worksite.	27	8	2	1		38	92.1%	7.9%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	18	2	14	2	3	39	55.6%	44.4%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	18	5	9	7		39	59.0%	41.0%
11) My work performance is evaluated fairly.	25	12	1			38	97.4%	2.6%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	15	3	12	9		39	46.2%	53.8%
13) I am provided adequate work and storage space to prepare for and do my job.	20	6	11	2		39	66.7%	33.3%
14) My administrators/supervisors respect the negotiated contracts.	23	13	2		1	39	94.7%	5.3%
15) My planning time is respected by my school administrations/supervisors.	22	6	3	2	6	39	84.8%	15.2%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	27	1	7	1	2	38	77.8%	22.2%
17) In my school, student misbehavior interferes with learning.	17	12	7		2	38	80.6%	19.4%

**2024-2025 HCEA Job Satisfaction Survey**

**DUNLOGGIN MS**

18) Too much instructional time is spent administering assessments.	19	7	8		5	39	76.5%	23.5%
19) HCPSS professional development experiences are meaningful and worthwhile.	15	3	14	4	3	39	50.0%	50.0%
20) Increased workload has contributed to a decline in my morale.	16	10	9	1	3	39	72.2%	27.8%
21) I am paid fairly.	16	3	16	3		38	50.0%	50.0%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	27	6	3	1	2	39	89.2%	10.8%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	12		21	6		39	30.8%	69.2%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	27	7	2	1	1	38	91.9%	8.1%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	21	3	8	1	6	39	72.7%	27.3%
26) In my position, I receive appropriate and adequate support and training.	27	4	4	3	1	39	81.6%	18.4%
27) During this current school year, I have experienced harassing behavior from colleagues.	1		17	19	2	39	2.7%	97.3%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.			15	22	2	39	0.0%	100.0%
29) During this current school year, I have experienced harassing behavior from parents.	8		15	13	3	39	22.2%	77.8%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	12	7	11	1	8	39	61.3%	38.7%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	19	1	8	2	9	39	66.7%	33.3%
32) In my school/worksite, I spend too much time in meetings.	6	6	20	2	5	39	35.3%	64.7%
33) In my school, there is adequate support for special education students.	11	3	13	7	5	39	41.2%	58.8%