

2024-2025 HCEA Job Satisfaction Survey

ELKRIDGE ES

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	37	2	22	2		63	61.9%	38.1%
2) There is an atmosphere of open communication and trust in my school/worksite.	32	4	24	2		62	58.1%	41.9%
3) I personally feel successful in my work.	48	8	7			63	88.9%	11.1%
4) I feel involved in decision-making at my school/worksite.	27	2	30	3	1	63	46.8%	53.2%
5) I want to be involved in decision-making at my school/worksite.	44	9	8		2	63	86.9%	13.1%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	35	6	14	7		62	66.1%	33.9%
7) In my school/worksite, I am treated as a professional.	43	8	10	2		63	81.0%	19.0%
8) There is good teamwork among staff in my school/worksite.	33	8	19	2		62	66.1%	33.9%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	30	1	25	4	3	63	51.7%	48.3%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	30	13	12	8		63	68.3%	31.7%
11) My work performance is evaluated fairly.	42	12	7		2	63	88.5%	11.5%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	22	5	20	14	2	63	44.3%	55.7%
13) I am provided adequate work and storage space to prepare for and do my job.	34	14	12	3		63	76.2%	23.8%
14) My administrators/supervisors respect the negotiated contracts.	40	17	5	1		63	90.5%	9.5%
15) My planning time is respected by my school administrations/supervisors.	25	13	11	3	11	63	73.1%	26.9%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	34	10	13	2	3	62	74.6%	25.4%
17) In my school, student misbehavior interferes with learning.	28	28	4	1	2	63	91.8%	8.2%

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18) Too much instructional time is spent administering assessments.	21	12	11	1	18	63	73.3%	26.7%
19) HCPSS professional development experiences are meaningful and worthwhile.	18	3	27	14	1	63	33.9%	66.1%
20) Increased workload has contributed to a decline in my morale.	19	24	13	3	4	63	72.9%	27.1%
21) I am paid fairly.	17	3	21	22		63	31.7%	68.3%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	37	5	12	4	4	62	72.4%	27.6%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	17	4	23	13	4	61	36.8%	63.2%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	40	15	6	1	1	63	88.7%	11.3%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	41	5	12	2	3	63	76.7%	23.3%
26) In my position, I receive appropriate and adequate support and training.	35	5	18	5		63	63.5%	36.5%
27) During this current school year, I have experienced harassing behavior from colleagues.	11	1	30	21		63	19.0%	81.0%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	4		34	25		63	6.3%	93.7%
29) During this current school year, I have experienced harassing behavior from parents.	12	3	30	17		62	24.2%	75.8%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	10	4	28	1	20	63	32.6%	67.4%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	31	1	10	2	17	61	72.7%	27.3%
32) In my school/worksite, I spend too much time in meetings.	18	8	23	4	10	63	49.1%	50.9%
33) In my school, there is adequate support for special education students.	8	1	24	28	2	63	14.8%	85.2%