

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	22	9	10	2		43	72.1%	27.9%
2) There is an atmosphere of open communication and trust in my school/worksite.	23	12	3	5		43	81.4%	18.6%
3) I personally feel successful in my work.	28	9	5	1		43	86.0%	14.0%
4) I feel involved in decision-making at my school/worksite.	19	7	10	5	2	43	63.4%	36.6%
5) I want to be involved in decision-making at my school/worksite.	27	12	1	2		42	92.9%	7.1%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	18	21	2	2		43	90.7%	9.3%
7) In my school/worksite, I am treated as a professional.	18	20	2	3		43	88.4%	11.6%
8) There is good teamwork among staff in my school/worksite.	23	11	5	4		43	79.1%	20.9%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	27	5	7	3	1	43	76.2%	23.8%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	24	7	9	3		43	72.1%	27.9%
11) My work performance is evaluated fairly.	24	11	4	3		42	83.3%	16.7%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	14		22	6	1	43	33.3%	66.7%
13) I am provided adequate work and storage space to prepare for and do my job.	25	12	4	1	1	43	88.1%	11.9%
14) My administrators/supervisors respect the negotiated contracts.	18	24		1		43	97.7%	2.3%
15) My planning time is respected by my school administrations/supervisors.	21	11	3	2	6	43	86.5%	13.5%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	22	4	9	4	4	43	66.7%	33.3%
17) In my school, student misbehavior interferes with learning.	17	20	4	1	1	43	88.1%	11.9%

2024-2025 HCEA Job Satisfaction Survey

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18) Too much instructional time is spent administering assessments.	18	4	13	1	7	43	61.1%	38.9%
19) HCPSS professional development experiences are meaningful and worthwhile.	16		17	10		43	37.2%	62.8%
20) Increased workload has contributed to a decline in my morale.	23	10	9		1	43	78.6%	21.4%
21) I am paid fairly.	13		19	11		43	30.2%	69.8%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	28	2	8	1	4	43	76.9%	23.1%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	16		17	9		42	38.1%	61.9%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	25	7	6	4		42	76.2%	23.8%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	19	3	12	4	5	43	57.9%	42.1%
26) In my position, I receive appropriate and adequate support and training.	27	3	11	2		43	69.8%	30.2%
27) During this current school year, I have experienced harassing behavior from colleagues.	3	2	11	27		43	11.6%	88.4%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.			11	31	1	43	0.0%	100.0%
29) During this current school year, I have experienced harassing behavior from parents.	14	6	10	11	2	43	48.8%	51.2%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	4	1	22	5	10	42	15.6%	84.4%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	21	4	7		11	43	78.1%	21.9%
32) In my school/worksite, I spend too much time in meetings.	10	4	22	3	4	43	35.9%	64.1%
33) In my school, there is adequate support for special education students.	9	1	20	10	3	43	25.0%	75.0%