

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	39	8	2			49	95.9%	4.1%
2) There is an atmosphere of open communication and trust in my school/worksite.	32	9	8			49	83.7%	16.3%
3) I personally feel successful in my work.	33	13	3			49	93.9%	6.1%
4) I feel involved in decision-making at my school/worksite.	28	7	8	2	3	48	77.8%	22.2%
5) I want to be involved in decision-making at my school/worksite.	36	4	5		4	49	88.9%	11.1%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	34	7	7	1		49	83.7%	16.3%
7) In my school/worksite, I am treated as a professional.	32	14	2			48	95.8%	4.2%
8) There is good teamwork among staff in my school/worksite.	38	6	5			49	89.8%	10.2%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	32	4	7	2	4	49	80.0%	20.0%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	25	20	4			49	91.8%	8.2%
11) My work performance is evaluated fairly.	28	17	3			48	93.8%	6.3%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	20	7	12	10		49	55.1%	44.9%
13) I am provided adequate work and storage space to prepare for and do my job.	27	15	5		2	49	89.4%	10.6%
14) My administrators/supervisors respect the negotiated contracts.	24	23			2	49	100.0%	0.0%
15) My planning time is respected by my school administrations/supervisors.	21	18	2	1	7	49	92.9%	7.1%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	30	9	3	1	6	49	90.7%	9.3%
17) In my school, student misbehavior interferes with learning.	11	1	29	3	5	49	27.3%	72.7%

2024-2025 HCEA Job Satisfaction Survey

FOLLY QUARTER MS

18) Too much instructional time is spent administering assessments.	19	17	7		6	49	83.7%	16.3%
19) HCPSS professional development experiences are meaningful and worthwhile.	18	1	17	11	2	49	40.4%	59.6%
20) Increased workload has contributed to a decline in my morale.	15	16	14	1	3	49	67.4%	32.6%
21) I am paid fairly.	21	1	16	10	1	49	45.8%	54.2%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	33	5	7		3	48	84.4%	15.6%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	18	1	22	5	2	48	41.3%	58.7%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	32	10	5		2	49	89.4%	10.6%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	31	3	9	3	3	49	73.9%	26.1%
26) In my position, I receive appropriate and adequate support and training.	31	4	13	1		49	71.4%	28.6%
27) During this current school year, I have experienced harassing behavior from colleagues.	3	1	14	31		49	8.2%	91.8%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	1	14	33		49	4.1%	95.9%
29) During this current school year, I have experienced harassing behavior from parents.	14	3	18	12	2	49	36.2%	63.8%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	6	1	25	2	15	49	20.6%	79.4%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	24	12			13	49	100.0%	0.0%
32) In my school/worksite, I spend too much time in meetings.	16	4	22		7	49	47.6%	52.4%
33) In my school, there is adequate support for special education students.	22	3	15	7	2	49	53.2%	46.8%