

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	23	10	11	4		48	68.8%	31.3%
2) There is an atmosphere of open communication and trust in my school/worksite.	24	7	12	5		48	64.6%	35.4%
3) I personally feel successful in my work.	32	12	3	1		48	91.7%	8.3%
4) I feel involved in decision-making at my school/worksite.	18	8	17	4	1	48	55.3%	44.7%
5) I want to be involved in decision-making at my school/worksite.	32	9	7			48	85.4%	14.6%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	20	7	18	3		48	56.3%	43.8%
7) In my school/worksite, I am treated as a professional.	29	11	5	2		47	85.1%	14.9%
8) There is good teamwork among staff in my school/worksite.	28	10	10			48	79.2%	20.8%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	27	3	14	2	2	48	65.2%	34.8%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	31	11	3	3		48	87.5%	12.5%
11) My work performance is evaluated fairly.	29	12	5	1	1	48	87.2%	12.8%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	17	7	15	6	3	48	53.3%	46.7%
13) I am provided adequate work and storage space to prepare for and do my job.	31	9	6	1	1	48	85.1%	14.9%
14) My administrators/supervisors respect the negotiated contracts.	30	14	3	1		48	91.7%	8.3%
15) My planning time is respected by my school administrations/supervisors.	24	11	4	1	8	48	87.5%	12.5%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	25	10	5	3	5	48	81.4%	18.6%
17) In my school, student misbehavior interferes with learning.	27	6	13	1	1	48	70.2%	29.8%

2024-2025 HCEA Job Satisfaction Survey

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18) Too much instructional time is spent administering assessments.	13	16	11	1	6	47	70.7%	29.3%
19) HCPSS professional development experiences are meaningful and worthwhile.	19	2	18	8		47	44.7%	55.3%
20) Increased workload has contributed to a decline in my morale.	19	10	17		2	48	63.0%	37.0%
21) I am paid fairly.	14		16	18		48	29.2%	70.8%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	37	2	7		2	48	84.8%	15.2%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	22	1	18	6	1	48	48.9%	51.1%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	30	16	1		1	48	97.9%	2.1%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	31	7	7	1	2	48	82.6%	17.4%
26) In my position, I receive appropriate and adequate support and training.	31	6	9	2		48	77.1%	22.9%
27) During this current school year, I have experienced harassing behavior from colleagues.	6	1	22	17	1	47	15.2%	84.8%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	3	2	24	18	1	48	10.6%	89.4%
29) During this current school year, I have experienced harassing behavior from parents.	8	5	19	14	1	47	28.3%	71.7%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	9	1	24	5	9	48	25.6%	74.4%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	25	3	7		12	47	80.0%	20.0%
32) In my school/worksite, I spend too much time in meetings.	17	6	18	5	2	48	50.0%	50.0%
33) In my school, there is adequate support for special education students.	5	3	28	12		48	16.7%	83.3%