

2024-2025 HCEA Job Satisfaction Survey

FULTON ES

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	38	12	11	2		63	79.4%	20.6%
2) There is an atmosphere of open communication and trust in my school/worksite.	38	6	15	4		63	69.8%	30.2%
3) I personally feel successful in my work.	42	15	5	1		63	90.5%	9.5%
4) I feel involved in decision-making at my school/worksite.	35	7	17	3	1	63	67.7%	32.3%
5) I want to be involved in decision-making at my school/worksite.	46	11	3		2	62	95.0%	5.0%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	36	6	15	5		62	67.7%	32.3%
7) In my school/worksite, I am treated as a professional.	39	16	5	3		63	87.3%	12.7%
8) There is good teamwork among staff in my school/worksite.	41	16	5	1		63	90.5%	9.5%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	38	8	6	1	10	63	86.8%	13.2%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	36	9	14	3		62	72.6%	27.4%
11) My work performance is evaluated fairly.	43	13	3		3	62	94.9%	5.1%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	28	3	18	9	4	62	53.4%	46.6%
13) I am provided adequate work and storage space to prepare for and do my job.	44	6	11		2	63	82.0%	18.0%
14) My administrators/supervisors respect the negotiated contracts.	37	21	3		2	63	95.1%	4.9%
15) My planning time is respected by my school administrations/supervisors.	34	9	7		11	61	86.0%	14.0%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	32	6	9	5	9	61	73.1%	26.9%
17) In my school, student misbehavior interferes with learning.	29	16	11	1	5	62	78.9%	21.1%

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18) Too much instructional time is spent administering assessments.	26	8	15	1	13	63	68.0%	32.0%
19) HCPSS professional development experiences are meaningful and worthwhile.	21	2	25	11	3	62	39.0%	61.0%
20) Increased workload has contributed to a decline in my morale.	25	13	18	1	5	62	66.7%	33.3%
21) I am paid fairly.	15	3	24	21		63	28.6%	71.4%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	34	9	12	2	2	59	75.4%	24.6%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	21	4	22	9	3	59	44.6%	55.4%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	36	20	2		2	60	96.6%	3.4%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	35	6	9	3	8	61	77.4%	22.6%
26) In my position, I receive appropriate and adequate support and training.	39	4	15	3		61	70.5%	29.5%
27) During this current school year, I have experienced harassing behavior from colleagues.	4		26	31	1	62	6.6%	93.4%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	2	1	27	32	1	63	4.8%	95.2%
29) During this current school year, I have experienced harassing behavior from parents.	10	5	29	18	1	63	24.2%	75.8%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	6	2	29	4	19	60	19.5%	80.5%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	28	3	4	1	24	60	86.1%	13.9%
32) In my school/worksite, I spend too much time in meetings.	13	8	26	6	8	61	39.6%	60.4%
33) In my school, there is adequate support for special education students.	5	2	19	35	1	62	11.5%	88.5%