

2024-2025 HCEA Job Satisfaction Survey

GLENELG HS

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	41	12	5			58	91.4%	8.6%
2) There is an atmosphere of open communication and trust in my school/worksite.	37	17	3			57	94.7%	5.3%
3) I personally feel successful in my work.	42	15	1			58	98.3%	1.7%
4) I feel involved in decision-making at my school/worksite.	26	8	15	3	6	58	65.4%	34.6%
5) I want to be involved in decision-making at my school/worksite.	33	15	5		4	57	90.6%	9.4%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	32	15	8	2		57	82.5%	17.5%
7) In my school/worksite, I am treated as a professional.	30	23	5			58	91.4%	8.6%
8) There is good teamwork among staff in my school/worksite.	30	20	6	2		58	86.2%	13.8%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	26	19	1	3	9	58	91.8%	8.2%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	27	7	20	3		57	59.6%	40.4%
11) My work performance is evaluated fairly.	30	22	5		1	58	91.2%	8.8%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	25	13	9	10	1	58	66.7%	33.3%
13) I am provided adequate work and storage space to prepare for and do my job.	36	16	2	4		58	89.7%	10.3%
14) My administrators/supervisors respect the negotiated contracts.	21	36			1	58	100.0%	0.0%
15) My planning time is respected by my school administrations/supervisors.	20	26	1		11	58	97.9%	2.1%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	30	9	8	2	9	58	79.6%	20.4%
17) In my school, student misbehavior interferes with learning.	10	2	31	10	6	59	22.6%	77.4%

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18) Too much instructional time is spent administering assessments.	31	7	10	3	8	59	74.5%	25.5%
19) HCPSS professional development experiences are meaningful and worthwhile.	11		19	26	3	59	19.6%	80.4%
20) Increased workload has contributed to a decline in my morale.	24	12	15	4	3	58	65.5%	34.5%
21) I am paid fairly.	22	2	24	11		59	40.7%	59.3%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	36	2	12	2	6	58	73.1%	26.9%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	19	2	20	15	3	59	37.5%	62.5%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	33	8	13	3	1	58	71.9%	28.1%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	34	4	10	3	6	57	74.5%	25.5%
26) In my position, I receive appropriate and adequate support and training.	37	5	13	2	1	58	73.7%	26.3%
27) During this current school year, I have experienced harassing behavior from colleagues.	3	1	24	31		59	6.8%	93.2%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	3	2	19	34	1	59	8.6%	91.4%
29) During this current school year, I have experienced harassing behavior from parents.	10	3	29	14	1	57	23.2%	76.8%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	1	2	21	16	19	59	7.5%	92.5%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	29	4	4	4	18	59	80.5%	19.5%
32) In my school/worksite, I spend too much time in meetings.	5	2	37	11	4	59	12.7%	87.3%
33) In my school, there is adequate support for special education students.	33	12	8	2	4	59	81.8%	18.2%