

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	25	10	1			36	97.2%	2.8%
2) There is an atmosphere of open communication and trust in my school/worksite.	19	12	4	1		36	86.1%	13.9%
3) I personally feel successful in my work.	21	11	4			36	88.9%	11.1%
4) I feel involved in decision-making at my school/worksite.	21	10	3	1	1	36	88.6%	11.4%
5) I want to be involved in decision-making at my school/worksite.	21	9	4		2	36	88.2%	11.8%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	20	10	3	3		36	83.3%	16.7%
7) In my school/worksite, I am treated as a professional.	17	17	2			36	94.4%	5.6%
8) There is good teamwork among staff in my school/worksite.	21	10	5			36	86.1%	13.9%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	17	9	4	4	2	36	76.5%	23.5%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	22	6	5	2		35	80.0%	20.0%
11) My work performance is evaluated fairly.	25	10	1			36	97.2%	2.8%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	10	2	14	8	2	36	35.3%	64.7%
13) I am provided adequate work and storage space to prepare for and do my job.	14	14	5	3		36	77.8%	22.2%
14) My administrators/supervisors respect the negotiated contracts.	15	19	2			36	94.4%	5.6%
15) My planning time is respected by my school administrations/supervisors.	12	13	3	1	7	36	86.2%	13.8%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	19	11	2	2	2	36	88.2%	11.8%
17) In my school, student misbehavior interferes with learning.	7	3	21	3	2	36	29.4%	70.6%
18) Too much instructional time is spent administering assessments.	12	7	11		6	36	63.3%	36.7%

2024-2025 HCEA Job Satisfaction Survey

WORTHINGTON ES

19) HCPSS professional development experiences are meaningful and worthwhile.	14	1	10	10	1	36	42.9%	57.1%
20) Increased workload has contributed to a decline in my morale.	15	10	6	2	2	35	75.8%	24.2%
21) I am paid fairly.	12	1	17	6		36	36.1%	63.9%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	29	2	1	2		34	91.2%	8.8%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	21	1	5	7		34	64.7%	35.3%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	26	5	2	1	1	35	91.2%	8.8%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	24	3	6		3	36	81.8%	18.2%
26) In my position, I receive appropriate and adequate support and training.	23	3	10			36	72.2%	27.8%
27) During this current school year, I have experienced harassing behavior from colleagues.	5		11	20		36	13.9%	86.1%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.			8	28		36	0.0%	100.0%
29) During this current school year, I have experienced harassing behavior from parents.	8		16	11	1	36	22.9%	77.1%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	6	3	14	4	9	36	33.3%	66.7%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	15	4	7		10	36	73.1%	26.9%
32) In my school/worksite, I spend too much time in meetings.	11	4	16	1	3	35	46.9%	53.1%
33) In my school, there is adequate support for special education students.	11	1	17	7		36	33.3%	66.7%