

2024-2025 HCEA Job Satisfaction Survey

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Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	20	1	12	18		51	41.2%	58.8%
2) There is an atmosphere of open communication and trust in my school/worksite.	19	2	16	14		51	41.2%	58.8%
3) I personally feel successful in my work.	29	9	8	5		51	74.5%	25.5%
4) I feel involved in decision-making at my school/worksite.	16	7	16	9	2	50	47.9%	52.1%
5) I want to be involved in decision-making at my school/worksite.	32	12	4	1	1	50	89.8%	10.2%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	15	5	17	12	1	50	40.8%	59.2%
7) In my school/worksite, I am treated as a professional.	26	11	7	6		50	74.0%	26.0%
8) There is good teamwork among staff in my school/worksite.	31	4	12	3		50	70.0%	30.0%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	23	5	13	4	4	49	62.2%	37.8%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	27	8	12	4		51	68.6%	31.4%
11) My work performance is evaluated fairly.	29	10	6	2	3	50	83.0%	17.0%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	15	4	13	15	3	50	40.4%	59.6%
13) I am provided adequate work and storage space to prepare for and do my job.	29	8	7	5	2	51	75.5%	24.5%
14) My administrators/supervisors respect the negotiated contracts.	29	12	6	2	1	50	83.7%	16.3%
15) My planning time is respected by my school administrations/supervisors.	20	5	12	5	9	51	59.5%	40.5%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	23	5	11	7	5	51	60.9%	39.1%
17) In my school, student misbehavior interferes with learning.	11	33	6		1	51	88.0%	12.0%

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18) Too much instructional time is spent administering assessments.	26	10	6		7	49	85.7%	14.3%
19) HCPSS professional development experiences are meaningful and worthwhile.	14	2	22	10	1	49	33.3%	66.7%
20) Increased workload has contributed to a decline in my morale.	23	14	8	1	4	50	80.4%	19.6%
21) I am paid fairly.	17	1	13	20		51	35.3%	64.7%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	27	3	14	3	2	49	63.8%	36.2%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	16	1	22	7	3	49	37.0%	63.0%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	29	12	4		3	48	91.1%	8.9%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	21	6	15	5	2	49	57.4%	42.6%
26) In my position, I receive appropriate and adequate support and training.	24	8	15	4		51	62.7%	37.3%
27) During this current school year, I have experienced harassing behavior from colleagues.	9	1	22	17	2	51	20.4%	79.6%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	8		21	20	1	50	16.3%	83.7%
29) During this current school year, I have experienced harassing behavior from parents.	7	1	25	17	1	51	16.0%	84.0%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	13	2	18	2	14	49	42.9%	57.1%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	22	3	7	3	13	48	71.4%	28.6%
32) In my school/worksites, I spend too much time in meetings.	13	16	14		7	50	67.4%	32.6%
33) In my school, there is adequate support for special education students.	3	1	13	32	1	50	8.2%	91.8%