

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	34	18	8	1		61	85.2%	14.8%
2) There is an atmosphere of open communication and trust in my school/worksite.	23	33	5			61	91.8%	8.2%
3) I personally feel successful in my work.	31	24	6			61	90.2%	9.8%
4) I feel involved in decision-making at my school/worksite.	31	17	6	4	3	61	82.8%	17.2%
5) I want to be involved in decision-making at my school/worksite.	37	17	4		3	61	93.1%	6.9%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	27	27	5	2		61	88.5%	11.5%
7) In my school/worksite, I am treated as a professional.	21	37	2	1		61	95.1%	4.9%
8) There is good teamwork among staff in my school/worksite.	27	28	5		1	61	91.7%	8.3%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	30	25		1	5	61	98.2%	1.8%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	28	26	7			61	88.5%	11.5%
11) My work performance is evaluated fairly.	25	34		1	1	61	98.3%	1.7%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	20	15	21	5		61	57.4%	42.6%
13) I am provided adequate work and storage space to prepare for and do my job.	29	32				61	100.0%	0.0%
14) My administrators/supervisors respect the negotiated contracts.	23	35	2		1	61	96.7%	3.3%
15) My planning time is respected by my school administrations/supervisors.	19	29	2	1	10	61	94.1%	5.9%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	31	10	5	7	7	60	77.4%	22.6%
17) In my school, student misbehavior interferes with learning.	23	19	14	2	3	61	72.4%	27.6%

**2024-2025 HCEA Job Satisfaction Survey**

**GUILFORD PARK HS**

18) Too much instructional time is spent administering assessments.	17	3	29	7	5	61	35.7%	64.3%
19) HCPSS professional development experiences are meaningful and worthwhile.	27	4	15	12	3	61	53.4%	46.6%
20) Increased workload has contributed to a decline in my morale.	26	7	19	4	5	61	58.9%	41.1%
21) I am paid fairly.	20	4	23	14		61	39.3%	60.7%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	42	6	5	3	4	60	85.7%	14.3%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	25	2	21	9	2	59	47.4%	52.6%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	41	15	3	1	1	61	93.3%	6.7%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	33	12	10	1	5	61	80.4%	19.6%
26) In my position, I receive appropriate and adequate support and training.	35	11	12	2		60	76.7%	23.3%
27) During this current school year, I have experienced harassing behavior from colleagues.			17	41	3	61	0.0%	100.0%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.			15	43	3	61	0.0%	100.0%
29) During this current school year, I have experienced harassing behavior from parents.	9		22	27	3	61	15.5%	84.5%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	12	7	19	7	16	61	42.2%	57.8%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	16	6	17	7	15	61	47.8%	52.2%
32) In my school/worksites, I spend too much time in meetings.	8	3	38	9	3	61	19.0%	81.0%
33) In my school, there is adequate support for special education students.	18	12	19	4	7	60	56.6%	43.4%