

2024-2025 HCEA Job Satisfaction Survey

HAMMOND ES

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	24	4	12	5		45	62.2%	37.8%
2) There is an atmosphere of open communication and trust in my school/worksite.	24	9	10	2		45	73.3%	26.7%
3) I personally feel successful in my work.	30	9	2	3	1	45	88.6%	11.4%
4) I feel involved in decision-making at my school/worksite.	20	8	14	1	2	45	65.1%	34.9%
5) I want to be involved in decision-making at my school/worksite.	28	12	4		1	45	90.9%	9.1%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	23	12	10			45	77.8%	22.2%
7) In my school/worksite, I am treated as a professional.	23	18	2	1		44	93.2%	6.8%
8) There is good teamwork among staff in my school/worksite.	21	10	11	3		45	68.9%	31.1%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	25	5	3	8	2	43	73.2%	26.8%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	28	10	6	1		45	84.4%	15.6%
11) My work performance is evaluated fairly.	27	16	1	1		45	95.6%	4.4%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	16	7	10	11	1	45	52.3%	47.7%
13) I am provided adequate work and storage space to prepare for and do my job.	21	9	12	2	1	45	68.2%	31.8%
14) My administrators/supervisors respect the negotiated contracts.	19	23	3			45	93.3%	6.7%
15) My planning time is respected by my school administrations/supervisors.	22	11	5	1	5	44	84.6%	15.4%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	20	8	9	3	5	45	70.0%	30.0%
17) In my school, student misbehavior interferes with learning.	23	17	4		1	45	90.9%	9.1%

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18) Too much instructional time is spent administering assessments.	19	11	6		9	45	83.3%	16.7%
19) HCPSS professional development experiences are meaningful and worthwhile.	20	3	10	12		45	51.1%	48.9%
20) Increased workload has contributed to a decline in my morale.	14	18	13			45	71.1%	28.9%
21) I am paid fairly.	15	1	6	23		45	35.6%	64.4%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	30	4	4	3	2	43	82.9%	17.1%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	17	1	18	9		45	40.0%	60.0%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	25	15	1	1	2	44	95.2%	4.8%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	23	7	10	3	2	45	69.8%	30.2%
26) In my position, I receive appropriate and adequate support and training.	26	7	8	4		45	73.3%	26.7%
27) During this current school year, I have experienced harassing behavior from colleagues.	3		11	31		45	6.7%	93.3%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	2	1	4	37		44	6.8%	93.2%
29) During this current school year, I have experienced harassing behavior from parents.	5	3	15	21	1	45	18.2%	81.8%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	6	4	17	7	11	45	29.4%	70.6%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	21	4	6	1	13	45	78.1%	21.9%
32) In my school/worksite, I spend too much time in meetings.	6	13	24		2	45	44.2%	55.8%
33) In my school, there is adequate support for special education students.	5		7	33		45	11.1%	88.9%