

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	31	3	18	5		57	59.6%	40.4%
2) There is an atmosphere of open communication and trust in my school/worksite.	30	6	18	3		57	63.2%	36.8%
3) I personally feel successful in my work.	41	7	7	1		56	85.7%	14.3%
4) I feel involved in decision-making at my school/worksite.	27	7	17	1	4	56	65.4%	34.6%
5) I want to be involved in decision-making at my school/worksite.	34	15	2	2	4	57	92.5%	7.5%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	30	16	8	3		57	80.7%	19.3%
7) In my school/worksite, I am treated as a professional.	36	16	4	1		57	91.2%	8.8%
8) There is good teamwork among staff in my school/worksite.	26	13	15	3		57	68.4%	31.6%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	30	8	12	3	3	56	71.7%	28.3%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	32	11	11	2		56	76.8%	23.2%
11) My work performance is evaluated fairly.	33	19	2	1		55	94.5%	5.5%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	21	7	16	8	5	57	53.8%	46.2%
13) I am provided adequate work and storage space to prepare for and do my job.	31	12	9	2	3	57	79.6%	20.4%
14) My administrators/supervisors respect the negotiated contracts.	31	17	4	1	4	57	90.6%	9.4%
15) My planning time is respected by my school administrations/supervisors.	30	10	6	2	9	57	83.3%	16.7%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	37	8	5	4	3	57	83.3%	16.7%
17) In my school, student misbehavior interferes with learning.	26	20	8	2	1	57	82.1%	17.9%

**2024-2025 HCEA Job Satisfaction Survey**

**HAMMOND MS**

18) Too much instructional time is spent administering assessments.	23	14	8		12	57	82.2%	17.8%
19) HCPSS professional development experiences are meaningful and worthwhile.	21	4	25	7		57	43.9%	56.1%
20) Increased workload has contributed to a decline in my morale.	20	19	11	1	6	57	76.5%	23.5%
21) I am paid fairly.	15		19	22		56	26.8%	73.2%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	35	5	8	2	4	54	80.0%	20.0%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	22	1	24	7	2	56	42.6%	57.4%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	37	12	2	2	3	56	92.5%	7.5%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	37	5	10	3	2	57	76.4%	23.6%
26) In my position, I receive appropriate and adequate support and training.	42	2	8	4		56	78.6%	21.4%
27) During this current school year, I have experienced harassing behavior from colleagues.	7	2	22	24		55	16.4%	83.6%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1		24	30	1	56	1.8%	98.2%
29) During this current school year, I have experienced harassing behavior from parents.	6	4	28	15	3	56	18.9%	81.1%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	13	2	18	9	14	56	35.7%	64.3%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	27	1	11	4	14	57	65.1%	34.9%
32) In my school/worksite, I spend too much time in meetings.	16	8	27	3	3	57	44.4%	55.6%
33) In my school, there is adequate support for special education students.	6	3	14	34		57	15.8%	84.2%