

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	23	10	7	1		41	80.5%	19.5%
2) There is an atmosphere of open communication and trust in my school/worksite.	22	11	6	2		41	80.5%	19.5%
3) I personally feel successful in my work.	18	20	3			41	92.7%	7.3%
4) I feel involved in decision-making at my school/worksite.	18	13	9		1	41	77.5%	22.5%
5) I want to be involved in decision-making at my school/worksite.	25	12	3		1	41	92.5%	7.5%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	20	14	5	2		41	82.9%	17.1%
7) In my school/worksite, I am treated as a professional.	17	20	4			41	90.2%	9.8%
8) There is good teamwork among staff in my school/worksite.	14	21	4	1		40	87.5%	12.5%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	19	10	9	2	1	41	72.5%	27.5%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	25	10	6			41	85.4%	14.6%
11) My work performance is evaluated fairly.	19	16	5	1		41	85.4%	14.6%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	18	4	10	8	1	41	55.0%	45.0%
13) I am provided adequate work and storage space to prepare for and do my job.	25	15		1		41	97.6%	2.4%
14) My administrators/supervisors respect the negotiated contracts.	20	18	1		2	41	97.4%	2.6%
15) My planning time is respected by my school administrations/supervisors.	19	13	3		6	41	91.4%	8.6%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	25	9	4	1	2	41	87.2%	12.8%
17) In my school, student misbehavior interferes with learning.	15	6	16	1	2	40	55.3%	44.7%

2024-2025 HCEA Job Satisfaction Survey

HOLLIFIELD STATION ES

18) Too much instructional time is spent administering assessments.	16	14	6		5	41	83.3%	16.7%
19) HCPSS professional development experiences are meaningful and worthwhile.	16	3	11	11		41	46.3%	53.7%
20) Increased workload has contributed to a decline in my morale.	19	11	6	1	4	41	81.1%	18.9%
21) I am paid fairly.	10	3	16	12		41	31.7%	68.3%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	21	12	4		3	40	89.2%	10.8%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	12	4	12	10	2	40	42.1%	57.9%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	21	13	3	1	2	40	89.5%	10.5%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	27	9	4	1		41	87.8%	12.2%
26) In my position, I receive appropriate and adequate support and training.	22	10	5	3		40	80.0%	20.0%
27) During this current school year, I have experienced harassing behavior from colleagues.	2	1	8	28	2	41	7.7%	92.3%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1		8	30	2	41	2.6%	97.4%
29) During this current school year, I have experienced harassing behavior from parents.	3	1	11	24	2	41	10.3%	89.7%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	10		17	5	9	41	31.3%	68.8%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	24	5	1		11	41	96.7%	3.3%
32) In my school/worksite, I spend too much time in meetings.	11	9	13	3	5	41	55.6%	44.4%
33) In my school, there is adequate support for special education students.	4	2	10	25		41	14.6%	85.4%