

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	17	3	14	11		45	44.4%	55.6%
2) There is an atmosphere of open communication and trust in my school/worksite.	17	3	16	9		45	44.4%	55.6%
3) I personally feel successful in my work.	23	6	13	2		44	65.9%	34.1%
4) I feel involved in decision-making at my school/worksite.	14	3	15	11	2	45	39.5%	60.5%
5) I want to be involved in decision-making at my school/worksite.	31	8	2	1	3	45	92.9%	7.1%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	26	3	13	3		45	64.4%	35.6%
7) In my school/worksite, I am treated as a professional.	30	7	6	2		45	82.2%	17.8%
8) There is good teamwork among staff in my school/worksite.	23	6	12	3		44	65.9%	34.1%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	23	6	11	2	1	43	69.0%	31.0%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	25	12	5	3		45	82.2%	17.8%
11) My work performance is evaluated fairly.	23	12	6	3	1	45	79.5%	20.5%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	22	3	13	6	1	45	56.8%	43.2%
13) I am provided adequate work and storage space to prepare for and do my job.	28	14	3			45	93.3%	6.7%
14) My administrators/supervisors respect the negotiated contracts.	32	12		1		45	97.8%	2.2%
15) My planning time is respected by my school administrations/supervisors.	22	11	5	1	6	45	84.6%	15.4%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	16	4	15	7	3	45	47.6%	52.4%
17) In my school, student misbehavior interferes with learning.	10	28	3	3	1	45	86.4%	13.6%

**2024-2025 HCEA Job Satisfaction Survey**

**HOMWOOD SCHOOL**

18) Too much instructional time is spent administering assessments.	7	4	25	2	7	45	28.9%	71.1%
19) HCPSS professional development experiences are meaningful and worthwhile.	12	1	23	9		45	28.9%	71.1%
20) Increased workload has contributed to a decline in my morale.	12	11	18	3	1	45	52.3%	47.7%
21) I am paid fairly.	24	3	10	8		45	60.0%	40.0%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	25	8	6		5	44	84.6%	15.4%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	16	2	16	6	1	41	45.0%	55.0%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	32	9	2		2	45	95.3%	4.7%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	29	8	4	3	1	45	84.1%	15.9%
26) In my position, I receive appropriate and adequate support and training.	26	3	13	3		45	64.4%	35.6%
27) During this current school year, I have experienced harassing behavior from colleagues.	6	1	13	24	1	45	15.9%	84.1%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	2	1	17	25		45	6.7%	93.3%
29) During this current school year, I have experienced harassing behavior from parents.	5	1	17	20	2	45	14.0%	86.0%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	15	2	12	4	12	45	51.5%	48.5%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	16	1	9	6	13	45	53.1%	46.9%
32) In my school/worksite, I spend too much time in meetings.	18	5	16	2	4	45	56.1%	43.9%
33) In my school, there is adequate support for special education students.	18	8	14	5		45	57.8%	42.2%