

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	27	4	7	2		40	77.5%	22.5%
2) There is an atmosphere of open communication and trust in my school/worksite.	29	7	2	2		40	90.0%	10.0%
3) I personally feel successful in my work.	24	10	3	3		40	85.0%	15.0%
4) I feel involved in decision-making at my school/worksite.	24	4	9	2	1	40	71.8%	28.2%
5) I want to be involved in decision-making at my school/worksite.	29	6	1	1	3	40	94.6%	5.4%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	25	9	4	2		40	85.0%	15.0%
7) In my school/worksite, I am treated as a professional.	25	12	2	1		40	92.5%	7.5%
8) There is good teamwork among staff in my school/worksite.	26	6	5	3		40	80.0%	20.0%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	29	1	6		4	40	83.3%	16.7%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	23	12	3	2		40	87.5%	12.5%
11) My work performance is evaluated fairly.	23	17				40	100.0%	0.0%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	15	2	17	5	1	40	43.6%	56.4%
13) I am provided adequate work and storage space to prepare for and do my job.	25	8	5	1	1	40	84.6%	15.4%
14) My administrators/supervisors respect the negotiated contracts.	19	19	2			40	95.0%	5.0%
15) My planning time is respected by my school administrations/supervisors.	21	9	3		7	40	90.9%	9.1%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	25	3	8	2	2	40	73.7%	26.3%
17) In my school, student misbehavior interferes with learning.	15	16	5	2		38	81.6%	18.4%

2024-2025 HCEA Job Satisfaction Survey

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18) Too much instructional time is spent administering assessments.	20	8	6		6	40	82.4%	17.6%
19) HCPSS professional development experiences are meaningful and worthwhile.	16		16	8		40	40.0%	60.0%
20) Increased workload has contributed to a decline in my morale.	19	11	6	2	2	40	78.9%	21.1%
21) I am paid fairly.	10	2	17	11		40	30.0%	70.0%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	30	2	4	3	1	40	82.1%	17.9%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	14	1	13	12		40	37.5%	62.5%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	29	5	4	2		40	85.0%	15.0%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	28	5	5	1	1	40	84.6%	15.4%
26) In my position, I receive appropriate and adequate support and training.	22	8	9	1		40	75.0%	25.0%
27) During this current school year, I have experienced harassing behavior from colleagues.			18	19	1	38	0.0%	100.0%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1		13	25	1	40	2.6%	97.4%
29) During this current school year, I have experienced harassing behavior from parents.	3	3	19	13	2	40	15.8%	84.2%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	5	2	12	5	15	39	29.2%	70.8%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	20	1	2		16	39	91.3%	8.7%
32) In my school/worksite, I spend too much time in meetings.	13	2	19	2	3	39	41.7%	58.3%
33) In my school, there is adequate support for special education students.	5	1	6	27	1	40	15.4%	84.6%