

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	18	4	14	10		46	47.8%	52.2%
2) There is an atmosphere of open communication and trust in my school/worksite.	14	1	15	16		46	32.6%	67.4%
3) I personally feel successful in my work.	32	7	7			46	84.8%	15.2%
4) I feel involved in decision-making at my school/worksite.	14	1	19	9	3	46	34.9%	65.1%
5) I want to be involved in decision-making at my school/worksite.	27	11	2	1	5	46	92.7%	7.3%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	11	2	13	19	1	46	28.9%	71.1%
7) In my school/worksite, I am treated as a professional.	21	7	10	8		46	60.9%	39.1%
8) There is good teamwork among staff in my school/worksite.	25	12	8	1		46	80.4%	19.6%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	26	2	8	5	5	46	68.3%	31.7%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	26	6	9	5		46	69.6%	30.4%
11) My work performance is evaluated fairly.	25	5	13	1	1	45	68.2%	31.8%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	22	2	14	6	2	46	54.5%	45.5%
13) I am provided adequate work and storage space to prepare for and do my job.	25	5	11	5		46	65.2%	34.8%
14) My administrators/supervisors respect the negotiated contracts.	29	8	3	6		46	80.4%	19.6%
15) My planning time is respected by my school administrations/supervisors.	23	4	10	3	6	46	67.5%	32.5%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	16	4	12	7	7	46	51.3%	48.7%
17) In my school, student misbehavior interferes with learning.	21	12	10		2	45	76.7%	23.3%

**2024-2025 HCEA Job Satisfaction Survey**

**JEFFERS HILL ES**

18) Too much instructional time is spent administering assessments.	21	6	10		9	46	73.0%	27.0%
19) HCPSS professional development experiences are meaningful and worthwhile.	19	2	15	7	2	45	48.8%	51.2%
20) Increased workload has contributed to a decline in my morale.	19	10	13	1	2	45	67.4%	32.6%
21) I am paid fairly.	14	3	15	14		46	37.0%	63.0%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	28	6	5	4	2	45	79.1%	20.9%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	18	2	18	5	1	44	46.5%	53.5%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	25	12	6	2	1	46	82.2%	17.8%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	28	7	7	2	2	46	79.5%	20.5%
26) In my position, I receive appropriate and adequate support and training.	23	9	8	5	1	46	71.1%	28.9%
27) During this current school year, I have experienced harassing behavior from colleagues.	6	2	9	27	2	46	18.2%	81.8%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	10	4	12	18	2	46	31.8%	68.2%
29) During this current school year, I have experienced harassing behavior from parents.	5		15	22	4	46	11.9%	88.1%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	4	1	22	6	11	44	15.2%	84.8%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	21	1	9	3	12	46	64.7%	35.3%
32) In my school/worksite, I spend too much time in meetings.	11	7	24		4	46	42.9%	57.1%
33) In my school, there is adequate support for special education students.	14	1	14	16	1	46	33.3%	66.7%