

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	14	1	24	21	1	61	25.0%	75.0%
2) There is an atmosphere of open communication and trust in my school/worksite.	19	3	26	12		60	36.7%	63.3%
3) I personally feel successful in my work.	33	4	19	3	1	60	62.7%	37.3%
4) I feel involved in decision-making at my school/worksite.	16	2	32	7	3	60	31.6%	68.4%
5) I want to be involved in decision-making at my school/worksite.	33	20	5		3	61	91.4%	8.6%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	25	9	17	8	1	60	57.6%	42.4%
7) In my school/worksite, I am treated as a professional.	38	9	13			60	78.3%	21.7%
8) There is good teamwork among staff in my school/worksite.	31	3	17	9	1	61	56.7%	43.3%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	38	4	11	5	3	61	72.4%	27.6%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	6	1	22	32		61	11.5%	88.5%
11) My work performance is evaluated fairly.	37	10	7	3	3	60	82.5%	17.5%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	23	3	21	12	1	60	44.1%	55.9%
13) I am provided adequate work and storage space to prepare for and do my job.	33	6	12	9	1	61	65.0%	35.0%
14) My administrators/supervisors respect the negotiated contracts.	37	10	9		4	60	83.9%	16.1%
15) My planning time is respected by my school administrations/supervisors.	36	10	9		4	59	83.6%	16.4%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	22	7	19	11	2	61	49.2%	50.8%
17) In my school, student misbehavior interferes with learning.	9	49		3		61	95.1%	4.9%

2024-2025 HCEA Job Satisfaction Survey

LAKE ELKHORN MS

18) Too much instructional time is spent administering assessments.	13	7	28	2	9	59	40.0%	60.0%
19) HCPSS professional development experiences are meaningful and worthwhile.	23	6	24	5	1	59	50.0%	50.0%
20) Increased workload has contributed to a decline in my morale.	27	15	15		3	60	73.7%	26.3%
21) I am paid fairly.	21	3	19	17	1	61	40.0%	60.0%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	31	4	10	7	3	55	67.3%	32.7%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	20	1	20	13	3	57	38.9%	61.1%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	34	17	7	2		60	85.0%	15.0%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	36	10	8	2	5	61	82.1%	17.9%
26) In my position, I receive appropriate and adequate support and training.	36	9	12	3		60	75.0%	25.0%
27) During this current school year, I have experienced harassing behavior from colleagues.	7	2	22	26	3	60	15.8%	84.2%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	3		20	31	4	58	5.6%	94.4%
29) During this current school year, I have experienced harassing behavior from parents.	14	3	24	15	3	59	30.4%	69.6%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	18	3	21	5	12	59	44.7%	55.3%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	24	4	10	6	13	57	63.6%	36.4%
32) In my school/worksite, I spend too much time in meetings.	11	8	28	2	10	59	38.8%	61.2%
33) In my school, there is adequate support for special education students.	12		28	20	1	61	20.0%	80.0%