

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	29	7	13	1		50	72.0%	28.0%
2) There is an atmosphere of open communication and trust in my school/worksite.	34	13	2	1		50	94.0%	6.0%
3) I personally feel successful in my work.	36	11	2	1		50	94.0%	6.0%
4) I feel involved in decision-making at my school/worksite.	29	12	7	2		50	82.0%	18.0%
5) I want to be involved in decision-making at my school/worksite.	31	17	1		1	50	98.0%	2.0%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	26	19	4	1		50	90.0%	10.0%
7) In my school/worksite, I am treated as a professional.	25	20	3			48	93.8%	6.3%
8) There is good teamwork among staff in my school/worksite.	29	15	3	3		50	88.0%	12.0%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	24	9	9	4	3	49	71.7%	28.3%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	30	11	7	1		49	83.7%	16.3%
11) My work performance is evaluated fairly.	24	21	2	1	2	50	93.8%	6.3%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	22	7	15	3	1	48	61.7%	38.3%
13) I am provided adequate work and storage space to prepare for and do my job.	23	13	12	2		50	72.0%	28.0%
14) My administrators/supervisors respect the negotiated contracts.	19	30	1			50	98.0%	2.0%
15) My planning time is respected by my school administrations/supervisors.	27	16	2		5	50	95.6%	4.4%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	28	13	5		3	49	89.1%	10.9%
17) In my school, student misbehavior interferes with learning.	27	9	11	1	2	50	75.0%	25.0%

**2024-2025 HCEA Job Satisfaction Survey**

**LAUREL WOODS ES**

18) Too much instructional time is spent administering assessments.	20	15	6	1	8	50	83.3%	16.7%
19) HCPSS professional development experiences are meaningful and worthwhile.	26	5	12	6		49	63.3%	36.7%
20) Increased workload has contributed to a decline in my morale.	22	17	7	2	2	50	81.3%	18.8%
21) I am paid fairly.	15	1	20	14		50	32.0%	68.0%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	28	5	11	1	4	49	73.3%	26.7%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	13	5	21	8	3	50	38.3%	61.7%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	27	15	5	1	2	50	87.5%	12.5%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	33	8	5	3	1	50	83.7%	16.3%
26) In my position, I receive appropriate and adequate support and training.	29	8	11	1		49	75.5%	24.5%
27) During this current school year, I have experienced harassing behavior from colleagues.	2		15	33		50	4.0%	96.0%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1		12	37		50	2.0%	98.0%
29) During this current school year, I have experienced harassing behavior from parents.	9		19	21		49	18.4%	81.6%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	9	3	21	4	11	48	32.4%	67.6%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	25	3	5		16	49	84.8%	15.2%
32) In my school/worksite, I spend too much time in meetings.	19	6	21	2	2	50	52.1%	47.9%
33) In my school, there is adequate support for special education students.	6	1	16	27		50	14.0%	86.0%