

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	21	24				45	100.0%	0.0%
2) There is an atmosphere of open communication and trust in my school/worksite.	21	20	3			44	93.2%	6.8%
3) I personally feel successful in my work.	23	19	3			45	93.3%	6.7%
4) I feel involved in decision-making at my school/worksite.	21	13	7	1	3	45	81.0%	19.0%
5) I want to be involved in decision-making at my school/worksite.	27	12	4		2	45	90.7%	9.3%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	26	16	3			45	93.3%	6.7%
7) In my school/worksite, I am treated as a professional.	16	29				45	100.0%	0.0%
8) There is good teamwork among staff in my school/worksite.	26	16	3			45	93.3%	6.7%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	26	7	10	1	1	45	75.0%	25.0%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	21	15	8	1		45	80.0%	20.0%
11) My work performance is evaluated fairly.	23	17	3	1	1	45	90.9%	9.1%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	25	7	9	3	1	45	72.7%	27.3%
13) I am provided adequate work and storage space to prepare for and do my job.	19	19	5	1		44	86.4%	13.6%
14) My administrators/supervisors respect the negotiated contracts.	15	30				45	100.0%	0.0%
15) My planning time is respected by my school administrations/supervisors.	13	24	1		7	45	97.4%	2.6%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	30	10			5	45	100.0%	0.0%
17) In my school, student misbehavior interferes with learning.	14	1	21	8	1	45	34.1%	65.9%

**2024-2025 HCEA Job Satisfaction Survey**

**LIME KILN MS**

18) Too much instructional time is spent administering assessments.	13	14	13	2	3	45	64.3%	35.7%
19) HCPSS professional development experiences are meaningful and worthwhile.	18	1	12	13	1	45	43.2%	56.8%
20) Increased workload has contributed to a decline in my morale.	22	6	16			44	63.6%	36.4%
21) I am paid fairly.	16	1	18	10		45	37.8%	62.2%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	32	7	6			45	86.7%	13.3%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	18	1	19	7		45	42.2%	57.8%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	27	12	4	1	1	45	88.6%	11.4%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	24	7	12	1	1	45	70.5%	29.5%
26) In my position, I receive appropriate and adequate support and training.	31	5	9			45	80.0%	20.0%
27) During this current school year, I have experienced harassing behavior from colleagues.	2		11	32		45	4.4%	95.6%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1		11	33		45	2.2%	97.8%
29) During this current school year, I have experienced harassing behavior from parents.	6	1	21	17		45	15.6%	84.4%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	3	2	23	7	10	45	14.3%	85.7%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	23	8	3	1	10	45	88.6%	11.4%
32) In my school/worksite, I spend too much time in meetings.	9	2	29	2	3	45	26.2%	73.8%
33) In my school, there is adequate support for special education students.	14	3	17	11		45	37.8%	62.2%