

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	25	6	9			40	77.5%	22.5%
2) There is an atmosphere of open communication and trust in my school/worksite.	24	7	9			40	77.5%	22.5%
3) I personally feel successful in my work.	26	9	4	1		40	87.5%	12.5%
4) I feel involved in decision-making at my school/worksite.	20	8	12			40	70.0%	30.0%
5) I want to be involved in decision-making at my school/worksite.	22	10	5		2	39	86.5%	13.5%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	23	7	10			40	75.0%	25.0%
7) In my school/worksite, I am treated as a professional.	26	9	4			39	89.7%	10.3%
8) There is good teamwork among staff in my school/worksite.	29	10	1			40	97.5%	2.5%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	29	6	1	1	3	40	94.6%	5.4%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	27	7	4	1	1	40	87.2%	12.8%
11) My work performance is evaluated fairly.	19	14	6	1		40	82.5%	17.5%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	19	6	11	2	2	40	65.8%	34.2%
13) I am provided adequate work and storage space to prepare for and do my job.	23	12	3	2		40	87.5%	12.5%
14) My administrators/supervisors respect the negotiated contracts.	19	21				40	100.0%	0.0%
15) My planning time is respected by my school administrations/supervisors.	20	14			5	39	100.0%	0.0%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	18	13	4	1	3	39	86.1%	13.9%
17) In my school, student misbehavior interferes with learning.	12	4	17	5	2	40	42.1%	57.9%

2024-2025 HCEA Job Satisfaction Survey

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18) Too much instructional time is spent administering assessments.	17	8	9		5	39	73.5%	26.5%
19) HCPSS professional development experiences are meaningful and worthwhile.	14	2	16	8		40	40.0%	60.0%
20) Increased workload has contributed to a decline in my morale.	17	11	11	1		40	70.0%	30.0%
21) I am paid fairly.	13	1	18	8		40	35.0%	65.0%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	33	5	1		1	40	97.4%	2.6%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	16	1	16	5	1	39	44.7%	55.3%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	30	6	3		1	40	92.3%	7.7%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	20	5	9	1	5	40	71.4%	28.6%
26) In my position, I receive appropriate and adequate support and training.	15	5	15	5		40	50.0%	50.0%
27) During this current school year, I have experienced harassing behavior from colleagues.	3		17	20		40	7.5%	92.5%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1		16	23		40	2.5%	97.5%
29) During this current school year, I have experienced harassing behavior from parents.	3	2	20	14		39	12.8%	87.2%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	5		20		13	38	20.0%	80.0%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	20	2	1	1	14	38	91.7%	8.3%
32) In my school/worksite, I spend too much time in meetings.	14	2	21	1	1	39	42.1%	57.9%
33) In my school, there is adequate support for special education students.	3		17	17	3	40	8.1%	91.9%