

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	49	15	11	4		79	81.0%	19.0%
2) There is an atmosphere of open communication and trust in my school/worksite.	48	18	7	4		77	85.7%	14.3%
3) I personally feel successful in my work.	41	29	9			79	88.6%	11.4%
4) I feel involved in decision-making at my school/worksite.	41	10	23	5		79	64.6%	35.4%
5) I want to be involved in decision-making at my school/worksite.	60	9	7		3	79	90.8%	9.2%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	50	16	9	4		79	83.5%	16.5%
7) In my school/worksite, I am treated as a professional.	45	29	4	1		79	93.7%	6.3%
8) There is good teamwork among staff in my school/worksite.	49	21	8			78	89.7%	10.3%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	37	17	8	6	11	79	79.4%	20.6%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	41	12	22	4		79	67.1%	32.9%
11) My work performance is evaluated fairly.	45	26	6	1		78	91.0%	9.0%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	28	10	21	16	4	79	50.7%	49.3%
13) I am provided adequate work and storage space to prepare for and do my job.	55	19	4	1		79	93.7%	6.3%
14) My administrators/supervisors respect the negotiated contracts.	43	29	5		1	78	93.5%	6.5%
15) My planning time is respected by my school administrations/supervisors.	34	19	8	1	17	79	85.5%	14.5%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	39	12	12	8	8	79	71.8%	28.2%
17) In my school, student misbehavior interferes with learning.	32	24	15	2	6	79	76.7%	23.3%

2024-2025 HCEA Job Satisfaction Survey

LONG REACH HS

18) Too much instructional time is spent administering assessments.	26	22	16	2	11	77	72.7%	27.3%
19) HCPSS professional development experiences are meaningful and worthwhile.	24	5	26	20	3	78	38.7%	61.3%
20) Increased workload has contributed to a decline in my morale.	20	22	29	3	4	78	56.8%	43.2%
21) I am paid fairly.	33	3	18	25		79	45.6%	54.4%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	51	10	13	3	2	79	79.2%	20.8%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	32	3	29	15		79	44.3%	55.7%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	47	24	6	2		79	89.9%	10.1%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	42	11	17	4	4	78	71.6%	28.4%
26) In my position, I receive appropriate and adequate support and training.	51	8	14	5		78	75.6%	24.4%
27) During this current school year, I have experienced harassing behavior from colleagues.	5		27	46	1	79	6.4%	93.6%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	3		27	48	1	79	3.8%	96.2%
29) During this current school year, I have experienced harassing behavior from parents.	9	6	34	26	3	78	20.0%	80.0%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	15	8	26	8	22	79	40.4%	59.6%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	34	4	10	6	24	78	70.4%	29.6%
32) In my school/worksite, I spend too much time in meetings.	18	7	41	6	6	78	34.7%	65.3%
33) In my school, there is adequate support for special education students.	34	11	21	6	7	79	62.5%	37.5%