

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	23	3	11	7		44	59.1%	40.9%
2) There is an atmosphere of open communication and trust in my school/worksite.	23	2	13	5		43	58.1%	41.9%
3) I personally feel successful in my work.	28	9	5	2		44	84.1%	15.9%
4) I feel involved in decision-making at my school/worksite.	18	4	15	6		43	51.2%	48.8%
5) I want to be involved in decision-making at my school/worksite.	26	12	4		2	44	90.5%	9.5%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	19	4	12	7	1	43	54.8%	45.2%
7) In my school/worksite, I am treated as a professional.	29	10	4	1		44	88.6%	11.4%
8) There is good teamwork among staff in my school/worksite.	26	9	8	1		44	79.5%	20.5%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	27	3	6	4	3	43	75.0%	25.0%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	32	8	3	1		44	90.9%	9.1%
11) My work performance is evaluated fairly.	32	5	2	1	2	42	92.5%	7.5%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	17	6	11	9	1	44	53.5%	46.5%
13) I am provided adequate work and storage space to prepare for and do my job.	28	12	1	3		44	90.9%	9.1%
14) My administrators/supervisors respect the negotiated contracts.	27	13	3			43	93.0%	7.0%
15) My planning time is respected by my school administrations/supervisors.	16	13	7	1	6	43	78.4%	21.6%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	23	5	7	4	4	43	71.8%	28.2%
17) In my school, student misbehavior interferes with learning.	19	15	5	1	1	41	85.0%	15.0%

**2024-2025 HCEA Job Satisfaction Survey**

**LONGFELLOW ES**

18) Too much instructional time is spent administering assessments.	11	10	10	1	12	44	65.6%	34.4%
19) HCPSS professional development experiences are meaningful and worthwhile.	20	4	11	7	1	43	57.1%	42.9%
20) Increased workload has contributed to a decline in my morale.	13	16	9	3	1	42	70.7%	29.3%
21) I am paid fairly.	13	1	14	16		44	31.8%	68.2%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	27	2	5	2	4	40	80.6%	19.4%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	14		18	6	3	41	36.8%	63.2%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	26	7	7	2		42	78.6%	21.4%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	25	7	5	4	3	44	78.0%	22.0%
26) In my position, I receive appropriate and adequate support and training.	30	6	4	3	1	44	83.7%	16.3%
27) During this current school year, I have experienced harassing behavior from colleagues.	7	2	15	20		44	20.5%	79.5%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	5	3	15	20		43	18.6%	81.4%
29) During this current school year, I have experienced harassing behavior from parents.	10	1	19	14		44	25.0%	75.0%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	12		17	4	9	42	36.4%	63.6%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	20	2	6	1	12	41	75.9%	24.1%
32) In my school/worksite, I spend too much time in meetings.	11	10	17		4	42	55.3%	44.7%
33) In my school, there is adequate support for special education students.	1	2	12	28		43	7.0%	93.0%