

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	41	5	11	3		60	76.7%	23.3%
2) There is an atmosphere of open communication and trust in my school/worksite.	29	5	22	4		60	56.7%	43.3%
3) I personally feel successful in my work.	39	13	8			60	86.7%	13.3%
4) I feel involved in decision-making at my school/worksite.	31	2	18	6	3	60	57.9%	42.1%
5) I want to be involved in decision-making at my school/worksite.	41	8	6	1	4	60	87.5%	12.5%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	28	5	20	5		58	56.9%	43.1%
7) In my school/worksite, I am treated as a professional.	41	5	13	1		60	76.7%	23.3%
8) There is good teamwork among staff in my school/worksite.	32	23	3	1	1	60	93.2%	6.8%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	33	3	14	5	5	60	65.5%	34.5%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	35	6	17	2		60	68.3%	31.7%
11) My work performance is evaluated fairly.	40	9	9	1	1	60	83.1%	16.9%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	19	3	24	10	4	60	39.3%	60.7%
13) I am provided adequate work and storage space to prepare for and do my job.	39	10	6	4	1	60	83.1%	16.9%
14) My administrators/supervisors respect the negotiated contracts.	43	7	8		1	59	86.2%	13.8%
15) My planning time is respected by my school administrations/supervisors.	34	7	7	1	9	58	83.7%	16.3%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	32	3	14	7	3	59	62.5%	37.5%
17) In my school, student misbehavior interferes with learning.	37	10	11	1	1	60	79.7%	20.3%

2024-2025 HCEA Job Satisfaction Survey

MAYFIELD WOODS MS

18) Too much instructional time is spent administering assessments.	20	19	10	2	8	59	76.5%	23.5%
19) HCPSS professional development experiences are meaningful and worthwhile.	18	4	22	14	2	60	37.9%	62.1%
20) Increased workload has contributed to a decline in my morale.	25	13	18	2	2	60	65.5%	34.5%
21) I am paid fairly.	24	5	20	9	1	59	50.0%	50.0%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	39	6	7	2	4	58	83.3%	16.7%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	18	2	23	11	5	59	37.0%	63.0%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	35	10	11	1	2	59	78.9%	21.1%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	33	7	10	4	6	60	74.1%	25.9%
26) In my position, I receive appropriate and adequate support and training.	43	5	10	2		60	80.0%	20.0%
27) During this current school year, I have experienced harassing behavior from colleagues.	4	2	20	31	2	59	10.5%	89.5%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	7		24	27	2	60	12.1%	87.9%
29) During this current school year, I have experienced harassing behavior from parents.	12	2	22	22	2	60	24.1%	75.9%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	15	4	21	4	15	59	43.2%	56.8%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	35	4	6	2	12	59	83.0%	17.0%
32) In my school/worksite, I spend too much time in meetings.	17	4	30	2	6	59	39.6%	60.4%
33) In my school, there is adequate support for special education students.	22	2	23	10	2	59	42.1%	57.9%