

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	68	9	13	2		92	83.7%	16.3%
2) There is an atmosphere of open communication and trust in my school/worksite.	63	12	16	2		93	80.6%	19.4%
3) I personally feel successful in my work.	60	17	13	2		92	83.7%	16.3%
4) I feel involved in decision-making at my school/worksite.	44	13	28	4	3	92	64.0%	36.0%
5) I want to be involved in decision-making at my school/worksite.	64	8	13	2	5	92	82.8%	17.2%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	54	19	17	3		93	78.5%	21.5%
7) In my school/worksite, I am treated as a professional.	62	22	7	1		92	91.3%	8.7%
8) There is good teamwork among staff in my school/worksite.	58	25	9	1		93	89.2%	10.8%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	52	15	12	2	12	93	82.7%	17.3%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	58	19	15	1		93	82.8%	17.2%
11) My work performance is evaluated fairly.	59	21	9	1	2	92	88.9%	11.1%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	35	11	27	16	4	93	51.7%	48.3%
13) I am provided adequate work and storage space to prepare for and do my job.	61	24	4	3	1	93	92.4%	7.6%
14) My administrators/supervisors respect the negotiated contracts.	54	35	1		2	92	98.9%	1.1%
15) My planning time is respected by my school administrations/supervisors.	48	16	7	2	19	92	87.7%	12.3%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	45	6	24	5	13	93	63.8%	36.3%
17) In my school, student misbehavior interferes with learning.	36	13	30	5	6	90	58.3%	41.7%

2024-2025 HCEA Job Satisfaction Survey

**MOUNT HEBRON HS**

18) Too much instructional time is spent administering assessments.	29	20	29		14	92	62.8%	37.2%
19) HCPSS professional development experiences are meaningful and worthwhile.	25	2	38	25	2	92	30.0%	70.0%
20) Increased workload has contributed to a decline in my morale.	34	26	22	2	8	92	71.4%	28.6%
21) I am paid fairly.	25	1	47	18	1	92	28.6%	71.4%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	66	4	10	3	8	91	84.3%	15.7%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	26	1	41	22	1	91	30.0%	70.0%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	64	13	11	3	1	92	84.6%	15.4%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	55	6	19	6	6	92	70.9%	29.1%
26) In my position, I receive appropriate and adequate support and training.	55	7	24	5	2	93	68.1%	31.9%
27) During this current school year, I have experienced harassing behavior from colleagues.	1	1	28	60	1	91	2.2%	97.8%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	2		28	62	1	93	2.2%	97.8%
29) During this current school year, I have experienced harassing behavior from parents.	11	6	34	37	4	92	19.3%	80.7%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	11	6	46	4	26	93	25.4%	74.6%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	48	6	15	1	22	92	77.1%	22.9%
32) In my school/worksite, I spend too much time in meetings.	28	7	45	2	10	92	42.7%	57.3%
33) In my school, there is adequate support for special education students.	39	6	26	14	6	91	52.9%	47.1%