

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	19	33	1			53	98.1%	1.9%
2) There is an atmosphere of open communication and trust in my school/worksite.	23	30				53	100.0%	0.0%
3) I personally feel successful in my work.	19	29	4	1		53	90.6%	9.4%
4) I feel involved in decision-making at my school/worksite.	27	16	7		3	53	86.0%	14.0%
5) I want to be involved in decision-making at my school/worksite.	30	13	7		3	53	86.0%	14.0%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	25	28				53	100.0%	0.0%
7) In my school/worksite, I am treated as a professional.	17	34	2			53	96.2%	3.8%
8) There is good teamwork among staff in my school/worksite.	21	31	1			53	98.1%	1.9%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	28	16	7		2	53	86.3%	13.7%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	16	27	9	1		53	81.1%	18.9%
11) My work performance is evaluated fairly.	15	30	5	2	1	53	86.5%	13.5%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	25	12	12	4		53	69.8%	30.2%
13) I am provided adequate work and storage space to prepare for and do my job.	15	29	7	1		52	84.6%	15.4%
14) My administrators/supervisors respect the negotiated contracts.	14	38	1			53	98.1%	1.9%
15) My planning time is respected by my school administrations/supervisors.	14	33			6	53	100.0%	0.0%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	19	29	2		3	53	96.0%	4.0%
17) In my school, student misbehavior interferes with learning.	8		32	12	1	53	15.4%	84.6%

2024-2025 HCEA Job Satisfaction Survey

MOUNT VIEW MS

18) Too much instructional time is spent administering assessments.	23	11	10	3	6	53	72.3%	27.7%
19) HCPSS professional development experiences are meaningful and worthwhile.	14	2	18	19		53	30.2%	69.8%
20) Increased workload has contributed to a decline in my morale.	22	7	18	5	1	53	55.8%	44.2%
21) I am paid fairly.	16	3	20	14		53	35.8%	64.2%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	37	4	10		2	53	80.4%	19.6%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	21		24	6	2	53	41.2%	58.8%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	33	17	2		1	53	96.2%	3.8%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	28	9	14		2	53	72.5%	27.5%
26) In my position, I receive appropriate and adequate support and training.	31	7	11	3	1	53	73.1%	26.9%
27) During this current school year, I have experienced harassing behavior from colleagues.			15	37	1	53	0.0%	100.0%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1		7	44	1	53	1.9%	98.1%
29) During this current school year, I have experienced harassing behavior from parents.	9	3	20	19	2	53	23.5%	76.5%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	5	1	31	5	11	53	14.3%	85.7%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	29	8	4		12	53	90.2%	9.8%
32) In my school/worksite, I spend too much time in meetings.	5	5	32	8	3	53	20.0%	80.0%
33) In my school, there is adequate support for special education students.	22	8	14	6	3	53	60.0%	40.0%