

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	28	2	18	5		53	56.6%	43.4%
2) There is an atmosphere of open communication and trust in my school/worksite.	31	3	15	4		53	64.2%	35.8%
3) I personally feel successful in my work.	38	8	5	2		53	86.8%	13.2%
4) I feel involved in decision-making at my school/worksite.	26	2	18	6	1	53	53.8%	46.2%
5) I want to be involved in decision-making at my school/worksite.	33	9	6	1	3	52	85.7%	14.3%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	29	3	15	4		51	62.7%	37.3%
7) In my school/worksite, I am treated as a professional.	37	10	5	2		54	87.0%	13.0%
8) There is good teamwork among staff in my school/worksite.	35	13	2	3		53	90.6%	9.4%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	33		15	4	2	54	63.5%	36.5%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	31	20	1	2		54	94.4%	5.6%
11) My work performance is evaluated fairly.	29	15	7	2	1	54	83.0%	17.0%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	24	2	14	10	4	54	52.0%	48.0%
13) I am provided adequate work and storage space to prepare for and do my job.	32	13	6	2	1	54	84.9%	15.1%
14) My administrators/supervisors respect the negotiated contracts.	33	12	9			54	83.3%	16.7%
15) My planning time is respected by my school administrations/supervisors.	30	9	3	2	10	54	88.6%	11.4%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	35	8	5	3	3	54	84.3%	15.7%
17) In my school, student misbehavior interferes with learning.	31	12	11			54	79.6%	20.4%

**2024-2025 HCEA Job Satisfaction Survey**

**MURRAY HILL MS**

18) Too much instructional time is spent administering assessments.	22	11	14		7	54	70.2%	29.8%
19) HCPSS professional development experiences are meaningful and worthwhile.	26	1	20	6	1	54	50.9%	49.1%
20) Increased workload has contributed to a decline in my morale.	20	14	15	2	3	54	66.7%	33.3%
21) I am paid fairly.	20	2	18	13		53	41.5%	58.5%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	32	2	16	2	2	54	65.4%	34.6%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	24		17	11	2	54	46.2%	53.8%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	38	12		1	2	53	98.0%	2.0%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	35	4	8	3	4	54	78.0%	22.0%
26) In my position, I receive appropriate and adequate support and training.	32	11	9	2		54	79.6%	20.4%
27) During this current school year, I have experienced harassing behavior from colleagues.	4	3	25	22		54	13.0%	87.0%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	2	1	25	25	1	54	5.7%	94.3%
29) During this current school year, I have experienced harassing behavior from parents.	9	4	21	19		53	24.5%	75.5%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	18	2	12	3	19	54	57.1%	42.9%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	19	2	15	1	17	54	56.8%	43.2%
32) In my school/worksite, I spend too much time in meetings.	12	2	31	3	6	54	29.2%	70.8%
33) In my school, there is adequate support for special education students.	15	2	28	8	1	54	32.1%	67.9%