

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	35	3	16	1		55	69.1%	30.9%
2) There is an atmosphere of open communication and trust in my school/worksite.	32	5	17	1		55	67.3%	32.7%
3) I personally feel successful in my work.	39	9	8			56	85.7%	14.3%
4) I feel involved in decision-making at my school/worksite.	24	4	23	3	2	56	51.9%	48.1%
5) I want to be involved in decision-making at my school/worksite.	36	14	3		2	55	94.3%	5.7%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	31	10	11	3		55	74.5%	25.5%
7) In my school/worksite, I am treated as a professional.	33	19	4			56	92.9%	7.1%
8) There is good teamwork among staff in my school/worksite.	30	16	6	3		55	83.6%	16.4%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	16	5	4	1	30	56	80.8%	19.2%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	20	14	17	5		56	60.7%	39.3%
11) My work performance is evaluated fairly.	33	16	3		1	53	94.2%	5.8%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	29	10	9	1	6	55	79.6%	20.4%
13) I am provided adequate work and storage space to prepare for and do my job.	40	9	3	2	1	55	90.7%	9.3%
14) My administrators/supervisors respect the negotiated contracts.	31	19	3		2	55	94.3%	5.7%
15) My planning time is respected by my school administrations/supervisors.	10	8	2		36	56	90.0%	10.0%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	2	1	2	1	50	56	50.0%	50.0%
17) In my school, student misbehavior interferes with learning.	1		2		53	56	33.3%	66.7%

**2024-2025 HCEA Job Satisfaction Survey**

**OLD CEDAR LANE**

18) Too much instructional time is spent administering assessments.	3		1		52	56	75.0%	25.0%
19) HCPSS professional development experiences are meaningful and worthwhile.	20	1	19	6	10	56	45.7%	54.3%
20) Increased workload has contributed to a decline in my morale.	15	8	23	4	6	56	46.0%	54.0%
21) I am paid fairly.	28	4	16	8		56	57.1%	42.9%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	37	10	7		1	55	87.0%	13.0%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	27	2	18	7	1	55	53.7%	46.3%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	35	7	10	1	2	55	79.2%	20.8%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	27	3	8	5	11	54	69.8%	30.2%
26) In my position, I receive appropriate and adequate support and training.	36	5	13	1	1	56	74.5%	25.5%
27) During this current school year, I have experienced harassing behavior from colleagues.	4	1	17	26	7	55	10.4%	89.6%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.			21	27	8	56	0.0%	100.0%
29) During this current school year, I have experienced harassing behavior from parents.	9	4	15	14	13	55	31.0%	69.0%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	2		1		52	55	66.7%	33.3%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	1				55	56	100.0%	0.0%
32) In my school/worksite, I spend too much time in meetings.	9	2	22	4	17	54	29.7%	70.3%
33) In my school, there is adequate support for special education students.	6	3	3	5	39	56	52.9%	47.1%