

2024-2025 HCEA Job Satisfaction Survey

Level	(All)
Unit	(All)
Work in Special Ed	(All)

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good.	2471	764	983	354	7	4579
	54.0%	16.7%	21.5%	7.7%		
2) There is an atmosphere of open communication and trust in my school/worksite.	2398	891	993	282	7	4571
	52.5%	19.5%	21.8%	6.2%		
3) I personally feel successful in my work.	2735	1216	504	105	11	4571
	60.0%	26.7%	11.1%	2.3%		
4) I feel involved in decision-making at my school/worksite.	2098	642	1291	339	197	4567
	48.0%	14.7%	29.5%	7.8%		
5) I want to be involved in decision-making at my school/worksite.	2826	1033	417	58	228	4562
	65.2%	23.8%	9.6%	1.3%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	2349	1066	830	277	39	4561
	51.9%	23.6%	18.4%	6.1%		
7) In my school/worksite, I am treated as a professional.	2486	1539	411	116	12	4564
	54.6%	33.8%	9.0%	2.5%		
8) There is good teamwork among staff in my school/worksite.	2485	1275	631	159	16	4566
	54.6%	28.0%	13.9%	3.5%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	2444	704	694	221	493	4556
	60.2%	17.3%	17.1%	5.4%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	2265	1002	921	364	14	4566
	49.8%	22.0%	20.2%	8.0%		
11) My work performance is evaluated fairly.	2571	1459	359	90	73	4552
	57.4%	32.6%	8.0%	2.0%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	1825	603	1223	751	169	4571
	41.5%	13.7%	27.8%	17.1%		
13) I am provided adequate work and storage space to prepare for and do my job.	2613	1208	525	177	49	4572
	57.8%	26.7%	11.6%	3.9%		
14) My administrators/supervisors respect the negotiated contracts.	2393	1807	239	57	72	4568
	53.2%	40.2%	5.3%	1.3%		
15) My planning time is respected by my school administrations/supervisors.	2077	1212	375	93	799	4556
	55.3%	32.3%	10.0%	2.5%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	2095	789	730	381	565	4560
	52.4%	19.7%	18.3%	9.5%		
17) In my school, student misbehavior interferes with learning.	1745	1241	989	209	380	4564
	41.7%	29.7%	23.6%	5.0%		

2024-2025 HCEA Job Satisfaction Survey

18) Too much instructional time is spent administering assessments.	1544	773	1182	94	961	4554
	43.0%	21.5%	32.9%	2.6%		
19) HCPSS professional development experiences are meaningful and worthwhile.	1607	211	1629	956	146	4549
	36.5%	4.8%	37.0%	21.7%		
20) Increased workload has contributed to a decline in my morale.	1771	1178	1179	184	239	4551
	41.1%	27.3%	27.3%	4.3%		
21) I am paid fairly.	1478	210	1631	1236	13	4568
	32.4%	4.6%	35.8%	27.1%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	2926	469	675	174	243	4487
	68.9%	11.1%	15.9%	4.1%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	1680	146	1697	814	156	4493
	38.7%	3.4%	39.1%	18.8%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	2808	1107	390	106	108	4519
	63.7%	25.1%	8.8%	2.4%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2630	598	787	219	316	4550
	62.1%	14.1%	18.6%	5.2%		
26) In my position, I receive appropriate and adequate support and training.	2674	600	977	270	30	4551
	59.1%	13.3%	21.6%	6.0%		
27) During this current school year, I have experienced harassing behavior from colleagues.	322	101	1626	2425	85	4559
	7.2%	2.3%	36.3%	54.2%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	192	59	1554	2672	87	4564
	4.3%	1.3%	34.7%	59.7%		
29) During this current school year, I have experienced harassing behavior from parents.	660	227	1848	1608	216	4559
	15.2%	5.2%	42.6%	37.0%		
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	786	211	1761	410	1356	4524
	24.8%	6.7%	55.6%	12.9%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	2012	329	567	180	1423	4511
	65.2%	10.7%	18.4%	5.8%		
32) In my school/worksite, I spend too much time in meetings.	1168	499	2203	283	394	4547
	28.1%	12.0%	53.0%	6.8%		
33) In my school, there is adequate support for special education students.	1049	256	1429	1526	300	4560
	24.6%	6.0%	33.5%	35.8%		

2024-2025 HCEA Job Satisfaction Survey

Level	Elementary
Unit	(All)
Work in Special Education	(All)

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good.	1191	409	477	154	3	2234
	53.4%	18.3%	21.4%	6.9%		
2) There is an atmosphere of open communication and trust in my school/worksite.	1176	483	436	134	2	2231
	52.8%	21.7%	19.6%	6.0%		
3) I personally feel successful in my work.	1311	603	246	60	7	2227
	59.1%	27.2%	11.1%	2.7%		
4) I feel involved in decision-making at my school/worksite.	1054	353	594	137	87	2225
	49.3%	16.5%	27.8%	6.4%		
5) I want to be involved in decision-making at my school/worksite.	1345	574	178	22	105	2224
	63.5%	27.1%	8.4%	1.0%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	1114	559	386	145	20	2224
	50.5%	25.4%	17.5%	6.6%		
7) In my school/worksite, I am treated as a professional.	1174	803	179	61	5	2222
	53.0%	36.2%	8.1%	2.8%		
8) There is good teamwork among staff in my school/worksite.	1182	668	313	62	4	2229
	53.1%	30.0%	14.1%	2.8%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	1202	357	344	104	208	2215
	59.9%	17.8%	17.1%	5.2%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	1148	493	415	160	4	2220
	51.8%	22.2%	18.7%	7.2%		
11) My work performance is evaluated fairly.	1215	778	157	31	35	2216
	55.7%	35.7%	7.2%	1.4%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	910	300	591	347	79	2227
	42.4%	14.0%	27.5%	16.2%		
13) I am provided adequate work and storage space to prepare for and do my job.	1255	558	304	89	24	2230
	56.9%	25.3%	13.8%	4.0%		
14) My administrators/supervisors respect the negotiated contracts.	1113	966	98	25	28	2230
	50.5%	43.9%	4.5%	1.1%		
15) My planning time is respected by my school administrations/supervisors.	996	638	188	47	352	2221
	53.3%	34.1%	10.1%	2.5%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	1076	486	319	139	203	2223
	53.3%	24.1%	15.8%	6.9%		
17) In my school, student misbehavior interferes with learning.	939	634	468	76	102	2219
	44.4%	29.9%	22.1%	3.6%		

2024-2025 HCEA Job Satisfaction Survey

18) Too much instructional time is spent administering assessments.	800	441	486	34	456	2217
	45.4%	25.0%	27.6%	1.9%		
19) HCPSS professional development experiences are meaningful and worthwhile.	831	119	786	438	39	2213
	38.2%	5.5%	36.2%	20.1%		
20) Increased workload has contributed to a decline in my morale.	852	623	554	77	113	2219
	40.5%	29.6%	26.3%	3.7%		
21) I am paid fairly.	649	95	802	675	5	2226
	29.2%	4.3%	36.1%	30.4%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	1447	232	324	72	107	2182
	69.7%	11.2%	15.6%	3.5%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	800	90	830	389	77	2186
	37.9%	4.3%	39.4%	18.4%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	1346	595	168	44	54	2207
	62.5%	27.6%	7.8%	2.0%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	1328	337	344	89	120	2218
	63.3%	16.1%	16.4%	4.2%		
26) In my position, I receive appropriate and adequate support and training.	1278	337	451	143	12	2221
	57.9%	15.3%	20.4%	6.5%		
27) During this current school year, I have experienced harassing behavior from colleagues.	166	46	770	1208	31	2221
	7.6%	2.1%	35.2%	55.2%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	92	33	701	1363	31	2220
	4.2%	1.5%	32.0%	62.3%		
29) During this current school year, I have experienced harassing behavior from parents.	281	100	910	875	57	2223
	13.0%	4.6%	42.0%	40.4%		
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	344	88	912	235	614	2193
	21.8%	5.6%	57.8%	14.9%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	1069	170	211	47	690	2187
	71.4%	11.4%	14.1%	3.1%		
32) In my school/worksite, I spend too much time in meetings.	590	309	1024	108	186	2217
	29.0%	15.2%	50.4%	5.3%		
33) In my school, there is adequate support for special education students.	312	71	651	1138	51	2223
	14.4%	3.3%	30.0%	52.4%		

2024-2025 HCEA Job Satisfaction Survey

Level	Middle
Unit	(All)
Work in Special Education	(All)

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good.	531	184	190	62	1	968
	54.9%	19.0%	19.6%	6.4%		
2) There is an atmosphere of open communication and trust in my school/worksite.	534	171	214	43	2	964
	55.5%	17.8%	22.2%	4.5%		
3) I personally feel successful in my work.	578	254	114	20	1	967
	59.8%	26.3%	11.8%	2.1%		
4) I feel involved in decision-making at my school/worksite.	459	129	255	71	52	966
	50.2%	14.1%	27.9%	7.8%		
5) I want to be involved in decision-making at my school/worksite.	608	187	102	18	50	965
	66.4%	20.4%	11.1%	2.0%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	512	225	166	46	12	961
	54.0%	23.7%	17.5%	4.8%		
7) In my school/worksite, I am treated as a professional.	553	314	83	17	1	968
	57.2%	32.5%	8.6%	1.8%		
8) There is good teamwork among staff in my school/worksite.	548	267	114	34	3	966
	56.9%	27.7%	11.8%	3.5%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	532	145	176	52	60	965
	58.8%	16.0%	19.4%	5.7%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	477	218	191	79	1	966
	49.4%	22.6%	19.8%	8.2%		
11) My work performance is evaluated fairly.	556	285	83	22	18	964
	58.8%	30.1%	8.8%	2.3%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	372	110	283	166	34	965
	40.0%	11.8%	30.4%	17.8%		
13) I am provided adequate work and storage space to prepare for and do my job.	516	277	112	52	8	965
	53.9%	28.9%	11.7%	5.4%		
14) My administrators/supervisors respect the negotiated contracts.	498	391	54	8	13	964
	52.4%	41.1%	5.7%	0.8%		
15) My planning time is respected by my school administrations/supervisors.	463	273	77	18	130	961
	55.7%	32.9%	9.3%	2.2%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	517	166	147	69	68	967
	57.5%	18.5%	16.4%	7.7%		
17) In my school, student misbehavior interferes with learning.	350	289	242	54	32	967
	37.4%	30.9%	25.9%	5.8%		

2024-2025 HCEA Job Satisfaction Survey

18) Too much instructional time is spent administering assessments.	348	173	275	20	146	962
	42.6%	21.2%	33.7%	2.5%		
19) HCPSS professional development experiences are meaningful and worthwhile.	384	49	331	175	22	961
	40.9%	5.2%	35.3%	18.6%		
20) Increased workload has contributed to a decline in my morale.	411	205	261	38	48	963
	44.9%	22.4%	28.5%	4.2%		
21) I am paid fairly.	338	50	364	210	3	965
	35.1%	5.2%	37.8%	21.8%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	630	91	131	39	56	947
	70.7%	10.2%	14.7%	4.4%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	394	22	340	155	41	952
	43.2%	2.4%	37.3%	17.0%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	607	222	75	22	25	951
	65.6%	24.0%	8.1%	2.4%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	574	109	177	37	66	963
	64.0%	12.2%	19.7%	4.1%		
26) In my position, I receive appropriate and adequate support and training.	601	127	182	49	4	963
	62.7%	13.2%	19.0%	5.1%		
27) During this current school year, I have experienced harassing behavior from colleagues.	68	19	354	503	20	964
	7.2%	2.0%	37.5%	53.3%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	36	7	331	570	21	965
	3.8%	0.7%	35.1%	60.4%		
29) During this current school year, I have experienced harassing behavior from parents.	162	57	390	318	37	964
	17.5%	6.1%	42.1%	34.3%		
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	195	43	403	75	244	960
	27.2%	6.0%	56.3%	10.5%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	475	98	127	28	229	957
	65.2%	13.5%	17.4%	3.8%		
32) In my school/worksite, I spend too much time in meetings.	230	85	495	58	90	958
	26.5%	9.8%	57.0%	6.7%		
33) In my school, there is adequate support for special education students.	296	63	374	194	38	965
	31.9%	6.8%	40.3%	20.9%		

2024-2025 HCEA Job Satisfaction Survey

Level	High
Unit	(All)
Work in Special Education	(All)

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good.	579	128	228	104	1	1040
	55.7%	12.3%	21.9%	10.0%		
2) There is an atmosphere of open communication and trust in my school/worksite.	531	182	243	80	2	1038
	51.3%	17.6%	23.5%	7.7%		
3) I personally feel successful in my work.	652	269	99	19	1	1040
	62.8%	25.9%	9.5%	1.8%		
4) I feel involved in decision-making at my school/worksite.	455	110	333	100	40	1038
	45.6%	11.0%	33.4%	10.0%		
5) I want to be involved in decision-making at my school/worksite.	671	178	118	16	53	1036
	68.3%	18.1%	12.0%	1.6%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	550	213	206	65	4	1038
	53.2%	20.6%	19.9%	6.3%		
7) In my school/worksite, I am treated as a professional.	570	316	114	31	4	1035
	55.3%	30.6%	11.1%	3.0%		
8) There is good teamwork among staff in my school/worksite.	576	253	157	48	5	1039
	55.7%	24.5%	15.2%	4.6%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	584	165	129	47	116	1041
	63.1%	17.8%	13.9%	5.1%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	473	223	243	98	4	1041
	45.6%	21.5%	23.4%	9.5%		
11) My work performance is evaluated fairly.	627	282	94	27	10	1040
	60.9%	27.4%	9.1%	2.6%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	384	120	292	211	34	1041
	38.1%	11.9%	29.0%	21.0%		
13) I am provided adequate work and storage space to prepare for and do my job.	648	269	85	28	11	1041
	62.9%	26.1%	8.3%	2.7%		
14) My administrators/supervisors respect the negotiated contracts.	604	332	63	17	20	1036
	59.4%	32.7%	6.2%	1.7%		
15) My planning time is respected by my school administrations/supervisors.	522	234	89	22	168	1035
	60.2%	27.0%	10.3%	2.5%		
16) In my school/worksite, administrators/ supervisors support me in enforcing discipline.	428	113	229	156	109	1035
	46.2%	12.2%	24.7%	16.8%		

2024-2025 HCEA Job Satisfaction Survey

17) In my school, student misbehavior interferes with learning.	406	255	254	68	58	1041
	41.3%	25.9%	25.8%	6.9%		
18) Too much instructional time is spent administering assessments.	362	146	359	29	143	1039
	40.4%	16.3%	40.1%	3.2%		
19) HCPSS professional development experiences are meaningful and worthwhile.	279	26	396	297	39	1037
	28.0%	2.6%	39.7%	29.8%		
20) Increased workload has contributed to a decline in my morale.	402	281	257	43	55	1038
	40.9%	28.6%	26.1%	4.4%		
21) I am paid fairly.	340	41	372	284	2	1039
	32.8%	4.0%	35.9%	27.4%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	647	88	180	50	62	1027
	67.0%	9.1%	18.7%	5.2%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	336	22	425	220	27	1030
	33.5%	2.2%	42.4%	21.9%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	652	227	106	28	18	1031
	64.4%	22.4%	10.5%	2.8%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	560	120	204	68	83	1035
	58.8%	12.6%	21.4%	7.1%		
26) In my position, I receive appropriate and adequate support and training.	608	93	266	56	10	1033
	59.4%	9.1%	26.0%	5.5%		
27) During this current school year, I have experienced harassing behavior from colleagues.	64	27	379	553	17	1040
	6.3%	2.6%	37.0%	54.1%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	46	15	404	560	17	1042
	4.5%	1.5%	39.4%	54.6%		
29) During this current school year, I have experienced harassing behavior from parents.	186	53	445	313	40	1037
	18.7%	5.3%	44.6%	31.4%		
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	215	76	403	87	255	1036
	27.5%	9.7%	51.6%	11.1%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	425	50	207	96	255	1033
	54.6%	6.4%	26.6%	12.3%		
32) In my school/worksite, I spend too much time in meetings.	259	76	537	89	75	1036
	27.0%	7.9%	55.9%	9.3%		
33) In my school, there is adequate support for special education students.	383	100	339	148	65	1035
	39.5%	10.3%	34.9%	15.3%		

2024-2025 HCEA Job Satisfaction Survey

Level	All
Unit	Certificated
Work In Special Ed	(All)

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good.	1293	377	525	189	7	2391
	54.2%	15.8%	22.0%	7.9%		
2) There is an atmosphere of open communication and trust in my school/worksite.	1307	460	470	140	7	2384
	55.0%	19.4%	19.8%	5.9%		
3) I personally feel successful in my work.	1462	579	280	59	6	2386
	61.4%	24.3%	11.8%	2.5%		
4) I feel involved in decision-making at my school/worksite.	1153	320	625	156	125	2379
	51.2%	14.2%	27.7%	6.9%		
5) I want to be involved in decision-making at my school/worksite.	1438	561	197	29	151	2376
	64.6%	25.2%	8.9%	1.3%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	1241	540	409	163	27	2380
	52.7%	22.9%	17.4%	6.9%		
7) In my school/worksite, I am treated as a professional.	1280	823	206	66	8	2383
	53.9%	34.7%	8.7%	2.8%		
8) There is good teamwork among staff in my school/worksite.	1344	669	308	55	9	2385
	56.6%	28.2%	13.0%	2.3%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	1304	327	380	95	260	2366
	61.9%	15.5%	18.0%	4.5%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	1306	504	445	127	6	2388
	54.8%	21.2%	18.7%	5.3%		
11) My work performance is evaluated fairly.	1327	751	186	45	66	2375
	57.5%	32.5%	8.1%	1.9%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	984	272	623	392	107	2378
	43.3%	12.0%	27.4%	17.3%		
13) I am provided adequate work and storage space to prepare for and do my job.	1347	575	310	121	28	2381
	57.2%	24.4%	13.2%	5.1%		
14) My administrators/supervisors respect the negotiated contracts.	1220	965	119	27	46	2377
	52.3%	41.4%	5.1%	1.2%		
15) My planning time is respected by my school administrations/supervisors.	1081	665	187	49	398	2380
	54.5%	33.6%	9.4%	2.5%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	1140	443	344	164	277	2368
	54.5%	21.2%	16.5%	7.8%		
17) In my school, student misbehavior interferes with learning.	1006	735	423	85	127	2376

2024-2025 HCEA Job Satisfaction Survey

	44.7%	32.7%	18.8%	3.8%		
18) Too much instructional time is spent administering assessments.	792	541	500	29	508	2370
	42.5%	29.1%	26.9%	1.6%		
19) HCPSS professional development experiences are meaningful and worthwhile.	976	113	795	414	75	2373
	42.5%	4.9%	34.6%	18.0%		
20) Increased workload has contributed to a decline in my morale.	881	745	546	73	130	2375
	39.2%	33.2%	24.3%	3.3%		
21) I am paid fairly.	819	97	839	605	16	2376
	34.7%	4.1%	35.6%	25.6%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	697	42	829	370	377	2315
	36.0%	2.2%	42.8%	19.1%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	527	27	1011	667	100	2332
	23.6%	1.2%	45.3%	29.9%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	1449	576	188	56	75	2344
	63.9%	25.4%	8.3%	2.5%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	1388	259	409	122	189	2367
	63.7%	11.9%	18.8%	5.6%		
26) In my position, I receive appropriate and adequate support and training.	1390	284	529	138	24	2365
	59.4%	12.1%	22.6%	5.9%		
27) During this current school year, I have experienced harassing behavior from colleagues.	194	53	828	1258	48	2381
	8.3%	2.3%	35.5%	53.9%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	105	35	765	1432	38	2375
	4.5%	1.5%	32.7%	61.3%		
29) During this current school year, I have experienced harassing behavior from parents.	307	103	1004	901	66	2381
	13.3%	4.4%	43.4%	38.9%		
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	355	83	961	237	713	2349
	21.7%	5.1%	58.7%	14.5%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	1110	195	206	35	805	2351
	71.8%	12.6%	13.3%	2.3%		
32) In my school/worksites, I spend too much time in meetings.	577	296	1123	157	210	2363
	26.8%	13.7%	52.2%	7.3%		
33) In my school, there is adequate support for special education students.	363	74	740	1113	86	2376
	15.9%	3.2%	32.3%	48.6%		

2024-2025 HCEA Job Satisfaction Survey

Level	Elementary
Unit	Certificated
Work in Special Education	(All)

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good.	854	255	364	121	1	1595
	53.6%	16.0%	22.8%	7.6%		
2) There is an atmosphere of open communication and trust in my school/worksite.	842	334	318	99	1	1594
	52.9%	21.0%	20.0%	6.2%		
3) I personally feel successful in my work.	960	396	193	41	1	1591
	60.4%	24.9%	12.1%	2.6%		
4) I feel involved in decision-making at my school/worksite.	761	277	432	84	35	1589
	49.0%	17.8%	27.8%	5.4%		
5) I want to be involved in decision-making at my school/worksite.	963	456	120	9	41	1589
	62.2%	29.5%	7.8%	0.6%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	784	417	268	109	10	1588
	49.7%	26.4%	17.0%	6.9%		
7) In my school/worksite, I am treated as a professional.	815	615	120	35	1	1586
	51.4%	38.8%	7.6%	2.2%		
8) There is good teamwork among staff in my school/worksite.	851	468	236	33	2	1590
	53.6%	29.5%	14.9%	2.1%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	874	273	235	64	138	1584
	60.4%	18.9%	16.3%	4.4%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	806	347	325	109	1	1588
	50.8%	21.9%	20.5%	6.9%		
11) My work performance is evaluated fairly.	851	588	110	20	14	1583
	54.2%	37.5%	7.0%	1.3%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	618	199	459	308	7	1591
	39.0%	12.6%	29.0%	19.4%		
13) I am provided adequate work and storage space to prepare for and do my job.	867	414	250	63		1594
	54.4%	26.0%	15.7%	4.0%		
14) My administrators/supervisors respect the negotiated contracts.	767	752	59	10	5	1593
	48.3%	47.4%	3.7%	0.6%		
15) My planning time is respected by my school administrations/supervisors.	821	550	157	37	23	1588
	52.5%	35.1%	10.0%	2.4%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	783	362	243	101	98	1587
	52.6%	24.3%	16.3%	6.8%		

2024-2025 HCEA Job Satisfaction Survey

17) In my school, student misbehavior interferes with learning.	700	433	356	57	39	1585
	45.3%	28.0%	23.0%	3.7%		
18) Too much instructional time is spent administering assessments.	641	378	325	19	223	1586
	47.0%	27.7%	23.8%	1.4%		
19) HCPSS professional development experiences are meaningful and worthwhile.	536	50	634	360	4	1584
	33.9%	3.2%	40.1%	22.8%		
20) Increased workload has contributed to a decline in my morale.	666	541	306	36	38	1587
	43.0%	34.9%	19.8%	2.3%		
21) I am paid fairly.	511	77	567	435	2	1592
	32.1%	4.8%	35.7%	27.4%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	1062	164	226	42	67	1561
	71.1%	11.0%	15.1%	2.8%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	519	47	639	312	45	1562
	34.2%	3.1%	42.1%	20.6%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	957	456	116	27	18	1574
	61.5%	29.3%	7.5%	1.7%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	933	238	301	70	42	1584
	60.5%	15.4%	19.5%	4.5%		
26) In my position, I receive appropriate and adequate support and training.	911	251	325	95	7	1589
	57.6%	15.9%	20.5%	6.0%		
27) During this current school year, I have experienced harassing behavior from colleagues.	128	30	542	883	9	1592
	8.1%	1.9%	34.2%	55.8%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	66	23	481	1010	8	1588
	4.2%	1.5%	30.4%	63.9%		
29) During this current school year, I have experienced harassing behavior from parents.	224	81	666	603	15	1589
	14.2%	5.1%	42.3%	38.3%		
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	305	80	832	206	146	1569
	21.4%	5.6%	58.5%	14.5%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	975	159	179	38	209	1560
	72.2%	11.8%	13.2%	2.8%		
32) In my school/worksite, I spend too much time in meetings.	517	294	702	49	18	1580
	33.1%	18.8%	44.9%	3.1%		
33) In my school, there is adequate support for special education students.	157	36	482	894	16	1585
	10.0%	2.3%	30.7%	57.0%		

2024-2025 HCEA Job Satisfaction Survey

Level	Middle
Unit	Certificated
Work in Special Education	(All)

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good	417	140	161	52	1	771
	54.2%	18.2%	20.9%	6.8%		
2) There is an atmosphere of open communication and trust in my school/worksite.	428	130	175	35		768
	55.7%	16.9%	22.8%	4.6%		
3) I personally feel successful in my work.	460	197	95	16	1	769
	59.9%	25.7%	12.4%	2.1%		
4) I feel involved in decision-making at my school/worksite.	377	107	212	54	18	768
	50.3%	14.3%	28.3%	7.2%		
5) I want to be involved in decision-making at my school/worksite.	497	163	81	17	12	770
	65.6%	21.5%	10.7%	2.2%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	403	184	141	29	7	764
	53.2%	24.3%	18.6%	3.8%		
7) In my school/worksite, I am treated as a professional.	429	262	66	14		771
	55.6%	34.0%	8.6%	1.8%		
8) There is good teamwork among staff in my school/worksite.	442	209	88	28	2	769
	57.6%	27.2%	11.5%	3.7%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	441	123	142	43	22	771
	58.9%	16.4%	19.0%	5.7%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	376	164	160	69		769
	48.9%	21.3%	20.8%	9.0%		
11) My work performance is evaluated fairly.	446	235	63	17	9	770
	58.6%	30.9%	8.3%	2.2%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	297	78	249	143	3	770
	38.7%	10.2%	32.5%	18.6%		
13) I am provided adequate work and storage space to prepare for and do my job.	401	225	96	46	1	769
	52.2%	29.3%	12.5%	6.0%		
14) My administrators/supervisors respect the negotiated contracts.	394	329	41	4	2	770
	51.3%	42.8%	5.3%	0.5%		
15) My planning time is respected by my school administrations/supervisors.	407	259	69	13	19	767
	54.4%	34.6%	9.2%	1.7%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	418	132	132	56	33	771
	56.6%	17.9%	17.9%	7.6%		

2024-2025 HCEA Job Satisfaction Survey

17) In my school, student misbehavior interferes with learning.	282	228	214	45	3	772
	36.7%	29.6%	27.8%	5.9%		
18) Too much instructional time is spent administering assessments.	307	156	216	18	68	765
	44.0%	22.4%	31.0%	2.6%		
19) HCPSS professional development experiences are meaningful and worthwhile.	291	33	285	160		769
	37.8%	4.3%	37.1%	20.8%		
20) Increased workload has contributed to a decline in my morale.	356	194	185	22	14	771
	47.0%	25.6%	24.4%	2.9%		
21) I am paid fairly.	296	45	289	139	1	770
	38.5%	5.9%	37.6%	18.1%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	506	79	104	34	36	759
	70.0%	10.9%	14.4%	4.7%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	293	17	291	136	22	759
	39.8%	2.3%	39.5%	18.5%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	491	191	56	16	11	765
	65.1%	25.3%	7.4%	2.1%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	458	93	161	28	28	768
	61.9%	12.6%	21.8%	3.8%		
26) In my position, I receive appropriate and adequate support and training.	478	108	144	38	3	771
	62.2%	14.1%	18.8%	4.9%		
27) During this current school year, I have experienced harassing behavior from colleagues.	55	16	286	405	9	771
	7.2%	2.1%	37.5%	53.1%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	29	4	268	459	10	770
	3.8%	0.5%	35.3%	60.4%		
29) During this current school year, I have experienced harassing behavior from parents.	145	50	325	241	8	769
	19.1%	6.6%	42.7%	31.7%		
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	193	42	382	71	79	767
	28.1%	6.1%	55.5%	10.3%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	456	93	120	27	70	766
	65.5%	13.4%	17.2%	3.9%		
32) In my school/worksite, I spend too much time in meetings.	218	84	399	41	22	764
	29.4%	11.3%	53.8%	5.5%		
33) In my school, there is adequate support for special education students.	231	36	323	172	9	771
	30.3%	4.7%	42.4%	22.6%		

2024-2025 HCEA Job Satisfaction Survey

Level	High
Unit	Certificated
Work in Special Education	(All)

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good.	452	90	200	93		835
	54.1%	10.8%	24.0%	11.1%		
2) There is an atmosphere of open communication and trust in my school/worksite.	420	148	200	66		834
	50.4%	17.7%	24.0%	7.9%		
3) I personally feel successful in my work.	527	207	87	15		836
	63.0%	24.8%	10.4%	1.8%		
4) I feel involved in decision-making at my school/worksite.	371	88	280	80	16	835
	45.3%	10.7%	34.2%	9.8%		
5) I want to be involved in decision-making at my school/worksite.	560	150	90	12	20	832
	69.0%	18.5%	11.1%	1.5%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	439	174	170	51	2	836
	52.6%	20.9%	20.4%	6.1%		
7) In my school/worksite, I am treated as a professional.	448	259	98	24	1	830
	54.0%	31.2%	11.8%	2.9%		
8) There is good teamwork among staff in my school/worksite.	456	202	134	39	4	835
	54.9%	24.3%	16.1%	4.7%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	502	147	116	34	36	835
	62.8%	18.4%	14.5%	4.3%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	353	174	214	91	3	835
	42.4%	20.9%	25.7%	10.9%		
11) My work performance is evaluated fairly.	503	229	77	19	7	835
	60.7%	27.7%	9.3%	2.3%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	295	82	260	194	5	836
	35.5%	9.9%	31.3%	23.3%		
13) I am provided adequate work and storage space to prepare for and do my job.	526	213	73	24		836
	62.9%	25.5%	8.7%	2.9%		
14) My administrators/supervisors respect the negotiated contracts.	485	278	51	14	3	831
	58.6%	33.6%	6.2%	1.7%		
15) My planning time is respected by my school administrations/supervisors.	482	220	82	18	30	832
	60.1%	27.4%	10.2%	2.2%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	351	93	207	134	46	831
	44.7%	11.8%	26.4%	17.1%		
17) In my school, student misbehavior interferes with learning.	340	206	223	57	9	835
	41.2%	24.9%	27.0%	6.9%		

2024-2025 HCEA Job Satisfaction Survey

18) Too much instructional time is spent administering assessments.	327	133	302	24	49	835
	41.6%	16.9%	38.4%	3.1%		
19) HCPSS professional development experiences are meaningful and worthwhile.	197	13	348	270	5	833
	23.8%	1.6%	42.0%	32.6%		
20) Increased workload has contributed to a decline in my morale.	349	266	187	23	10	835
	42.3%	32.2%	22.7%	2.8%		
21) I am paid fairly.	296	35	300	201	2	834
	35.6%	4.2%	36.1%	24.2%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	510	68	154	41	53	826
	66.0%	8.8%	19.9%	5.3%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	254	17	346	194	20	831
	31.3%	2.1%	42.7%	23.9%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	523	196	86	18	7	830
	63.5%	23.8%	10.4%	2.2%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	460	98	181	56	36	831
	57.9%	12.3%	22.8%	7.0%		
26) In my position, I receive appropriate and adequate support and training.	497	69	222	35	7	830
	60.4%	8.4%	27.0%	4.3%		
27) During this current school year, I have experienced harassing behavior from colleagues.	55	23	309	437	10	834
	6.7%	2.8%	37.5%	53.0%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	42	11	330	443	10	836
	5.1%	1.3%	40.0%	53.6%		
29) During this current school year, I have experienced harassing behavior from parents.	161	48	366	250	8	833
	19.5%	5.8%	44.4%	30.3%		
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	207	74	398	85	66	830
	27.1%	9.7%	52.1%	11.1%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	412	46	204	93	73	828
	54.6%	6.1%	27.0%	12.3%		
32) In my school/worksites, I spend too much time in meetings.	245	73	442	58	14	832
	30.0%	8.9%	54.0%	7.1%		
33) In my school, there is adequate support for special education students.	303	83	298	127	20	831
	37.4%	10.2%	36.7%	15.7%		

2024-2025 HCEA Job Satisfaction Survey

Level	(All)
Unit	ESP
Work in Special Education	(All)

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good.	661	265	208	65	5	1204
	55.1%	22.1%	17.3%	5.4%		
2) There is an atmosphere of open communication and trust in my school/worksite.	624	257	247	66	6	1200
	52.3%	21.5%	20.7%	5.5%		
3) I personally feel successful in my work.	688	379	95	29	9	1200
	57.8%	31.8%	8.0%	2.4%		
4) I feel involved in decision-making at my school/worksite.	523	147	304	104	123	1201
	48.5%	13.6%	28.2%	9.6%		
5) I want to be involved in decision-making at my school/worksite.	697	211	118	19	152	1197
	66.7%	20.2%	11.3%	1.8%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	633	261	207	77	20	1198
	53.7%	22.2%	17.6%	6.5%		
7) In my school/worksite, I am treated as a professional.	699	347	106	40	10	1202
	58.6%	29.1%	8.9%	3.4%		
8) There is good teamwork among staff in my school/worksite.	642	354	143	53	7	1199
	53.9%	29.7%	12.0%	4.4%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	560	140	171	70	251	1192
	59.5%	14.9%	18.2%	7.4%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	645	287	185	74	8	1199
	54.2%	24.1%	15.5%	6.2%		
11) My work performance is evaluated fairly.	684	342	96	30	38	1190
	59.4%	29.7%	8.3%	2.6%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	538	209	216	84	152	1199
	51.4%	20.0%	20.6%	8.0%		
13) I am provided adequate work and storage space to prepare for and do my job.	721	299	89	42	48	1199
	62.6%	26.0%	7.7%	3.6%		
14) My administrators/supervisors respect the negotiated contracts.	650	388	75	25	61	1199
	57.1%	34.1%	6.6%	2.2%		
15) My planning time is respected by my school administrations/supervisors.	298	137	51	21	687	1194
	58.8%	27.0%	10.1%	4.1%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	495	186	126	79	312	1198
	55.9%	21.0%	14.2%	8.9%		

2024-2025 HCEA Job Satisfaction Survey

17) In my school, student misbehavior interferes with learning.	395	324	173	41	264	1197
	42.3%	34.7%	18.5%	4.4%		
18) Too much instructional time is spent administering assessments.	243	96	292	23	539	1193
	37.2%	14.7%	44.6%	3.5%		
19) HCPSS professional development experiences are meaningful and worthwhile.	523	107	291	133	134	1188
	49.6%	10.2%	27.6%	12.6%		
20) Increased workload has contributed to a decline in my morale.	335	130	455	94	171	1185
	33.0%	12.8%	44.9%	9.3%		
21) I am paid fairly.	297	39	423	430	8	1197
	25.0%	3.3%	35.6%	36.2%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	746	128	164	53	80	1171
	68.4%	11.7%	15.0%	4.9%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	553	60	355	143	63	1174
	49.8%	5.4%	32.0%	12.9%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	734	235	106	39	66	1180
	65.9%	21.1%	9.5%	3.5%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	681	155	110	51	199	1196
	68.3%	15.5%	11.0%	5.1%		
26) In my position, I receive appropriate and adequate support and training.	693	152	244	87	13	1189
	58.9%	12.9%	20.7%	7.4%		
27) During this current school year, I have experienced harassing behavior from colleagues.	68	27	416	626	51	1188
	6.0%	2.4%	36.6%	55.1%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	42	20	407	671	55	1195
	3.7%	1.8%	35.7%	58.9%		
29) During this current school year, I have experienced harassing behavior from parents.	105	35	424	456	176	1196
	10.3%	3.4%	41.6%	44.7%		
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	54	11	109	39	972	1185
	25.4%	5.2%	51.2%	18.3%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	133	22	43	14	973	1185
	62.7%	10.4%	20.3%	6.6%		
32) In my school/worksites, I spend too much time in meetings.	126	27	596	125	324	1198
	14.4%	3.1%	68.2%	14.3%		
33) In my school, there is adequate support for special education students.	330	86	271	302	209	1198
	33.4%	8.7%	27.4%	30.5%		

2024-2025 HCEA Job Satisfaction Survey

Level	Elementary
Unit	ESP
Work in Special Education	(All)

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good.	334	154	111	33	2	634
	52.8%	24.4%	17.6%	5.2%		
2) There is an atmosphere of open communication and trust in my school/worksite.	332	149	115	35	1	632
	52.6%	23.6%	18.2%	5.5%		
3) I personally feel successful in my work.	349	206	52	18	6	631
	55.8%	33.0%	8.3%	2.9%		
4) I feel involved in decision-making at my school/worksite.	293	76	160	52	50	631
	50.4%	13.1%	27.5%	9.0%		
5) I want to be involved in decision-making at my school/worksite.	380	116	58	13	63	630
	67.0%	20.5%	10.2%	2.3%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	328	141	117	35	10	631
	52.8%	22.7%	18.8%	5.6%		
7) In my school/worksite, I am treated as a professional.	358	186	57	26	4	631
	57.1%	29.7%	9.1%	4.1%		
8) There is good teamwork among staff in my school/worksite.	328	200	75	29	2	634
	51.9%	31.6%	11.9%	4.6%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	326	84	107	40	69	626
	58.5%	15.1%	19.2%	7.2%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	341	145	89	49	3	627
	54.6%	23.2%	14.3%	7.9%		
11) My work performance is evaluated fairly.	360	190	47	11	20	628
	59.2%	31.3%	7.7%	1.8%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	292	100	128	39	72	631
	52.2%	17.9%	22.9%	7.0%		
13) I am provided adequate work and storage space to prepare for and do my job.	387	143	51	26	24	631
	63.8%	23.6%	8.4%	4.3%		
14) My administrators/supervisors respect the negotiated contracts.	342	213	39	15	23	632
	56.2%	35.0%	6.4%	2.5%		
15) My planning time is respected by my school administrations/supervisors.	171	87	31	10	329	628
	57.2%	29.1%	10.4%	3.3%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	291	124	75	38	103	631
	55.1%	23.5%	14.2%	7.2%		
17) In my school, student misbehavior interferes with learning.	238	199	111	19	62	629
	42.0%	35.1%	19.6%	3.4%		

2024-2025 HCEA Job Satisfaction Survey

18) Too much instructional time is spent administering assessments.	159	61	161	15	230	626
	40.2%	15.4%	40.7%	3.8%		
19) HCPSS professional development experiences are meaningful and worthwhile.	293	69	150	77	35	624
	49.7%	11.7%	25.5%	13.1%		
20) Increased workload has contributed to a decline in my morale.	183	81	248	40	75	627
	33.2%	14.7%	44.9%	7.2%		
21) I am paid fairly.	137	18	233	238	3	629
	21.9%	2.9%	37.2%	38.0%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	383	67	97	30	40	617
	66.4%	11.6%	16.8%	5.2%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	281	43	187	77	32	620
	47.8%	7.3%	31.8%	13.1%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	387	137	51	17	36	628
	65.4%	23.1%	8.6%	2.9%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	392	99	42	19	77	629
	71.0%	17.9%	7.6%	3.4%		
26) In my position, I receive appropriate and adequate support and training.	365	86	124	47	5	627
	58.7%	13.8%	19.9%	7.6%		
27) During this current school year, I have experienced harassing behavior from colleagues.	36	16	226	324	22	624
	6.0%	2.7%	37.5%	53.8%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	25	10	217	352	23	627
	4.1%	1.7%	35.9%	58.3%		
29) During this current school year, I have experienced harassing behavior from parents.	57	19	240	271	42	629
	9.7%	3.2%	40.9%	46.2%		
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	39	8	77	28	467	619
	25.7%	5.3%	50.7%	18.4%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	93	11	30	9	479	622
	65.0%	7.7%	21.0%	6.3%		
32) In my school/worksites, I spend too much time in meetings.	71	15	320	59	167	632
	15.3%	3.2%	68.8%	12.7%		
33) In my school, there is adequate support for special education students.	155	35	168	241	34	633
	25.9%	5.8%	28.0%	40.2%		

2024-2025 HCEA Job Satisfaction Survey

Level	Middle
Unit	ESP
Work in Special Education	(All)

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good.	113	44	29	10		196
	57.7%	22.4%	14.8%	5.1%		
2) There is an atmosphere of open communication and trust in my school/worksite.	105	41	39	8	2	195
	54.4%	21.2%	20.2%	4.1%		
3) I personally feel successful in my work.	118	57	18	4		197
	59.9%	28.9%	9.1%	2.0%		
4) I feel involved in decision-making at my school/worksite.	82	22	42	17	34	197
	50.3%	13.5%	25.8%	10.4%		
5) I want to be involved in decision-making at my school/worksite.	111	24	20	1	38	194
	71.2%	15.4%	12.8%	0.6%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	108	41	25	17	5	196
	56.5%	21.5%	13.1%	8.9%		
7) In my school/worksite, I am treated as a professional.	123	52	17	3	1	196
	63.1%	26.7%	8.7%	1.5%		
8) There is good teamwork among staff in my school/worksite.	105	58	26	6	1	196
	53.8%	29.7%	13.3%	3.1%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	91	22	33	9	38	193
	58.7%	14.2%	21.3%	5.8%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	100	54	31	10	1	196
	51.3%	27.7%	15.9%	5.1%		
11) My work performance is evaluated fairly.	109	50	20	5	9	193
	59.2%	27.2%	10.9%	2.7%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	75	32	34	23	30	194
	45.7%	19.5%	20.7%	14.0%		
13) I am provided adequate work and storage space to prepare for and do my job.	114	52	16	6	7	195
	60.6%	27.7%	8.5%	3.2%		
14) My administrators/supervisors respect the negotiated contracts.	103	62	13	4	11	193
	56.6%	34.1%	7.1%	2.2%		
15) My planning time is respected by my school administrations/supervisors.	56	14	8	5	110	193
	67.5%	16.9%	9.6%	6.0%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	98	34	15	13	35	195
	61.3%	21.3%	9.4%	8.1%		

2024-2025 HCEA Job Satisfaction Survey

17) In my school, student misbehavior interferes with learning.	68	60	28	9	29	194
	41.2%	36.4%	17.0%	5.5%		
18) Too much instructional time is spent administering assessments.	40	17	59	2	78	196
	33.9%	14.4%	50.0%	1.7%		
19) HCPSS professional development experiences are meaningful and worthwhile.	93	16	45	15	22	191
	55.0%	9.5%	26.6%	8.9%		
20) Increased workload has contributed to a decline in my morale.	55	11	75	16	34	191
	35.0%	7.0%	47.8%	10.2%		
21) I am paid fairly.	42	5	74	71	2	194
	21.9%	2.6%	38.5%	37.0%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	124	12	26	5	20	187
	74.3%	7.2%	15.6%	3.0%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	101	5	48	19	19	192
	58.4%	2.9%	27.7%	11.0%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	115	31	19	6	14	185
	67.3%	18.1%	11.1%	3.5%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	115	16	16	9	38	194
	73.7%	10.3%	10.3%	5.8%		
26) In my position, I receive appropriate and adequate support and training.	123	19	37	11	1	191
	64.7%	10.0%	19.5%	5.8%		
27) During this current school year, I have experienced harassing behavior from colleagues.	13	3	67	98	11	192
	7.2%	1.7%	37.0%	54.1%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	7	3	63	110	11	194
	3.8%	1.6%	34.4%	60.1%		
29) During this current school year, I have experienced harassing behavior from parents.	17	7	65	76	29	194
	10.3%	4.2%	39.4%	46.1%		
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	2	1	21	4	164	192
	7.1%	3.6%	75.0%	14.3%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	19	5	7	1	158	190
	59.4%	15.6%	21.9%	3.1%		
32) In my school/worksite, I spend too much time in meetings.	12	1	96	16	68	193
	9.6%	0.8%	76.8%	12.8%		
33) In my school, there is adequate support for special education students.	65	27	51	21	29	193
	39.6%	16.5%	31.1%	12.8%		

2024-2025 HCEA Job Satisfaction Survey

Level	High
Unit	ESP
Work in Special Education	(All)

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good.	125	38	28	11	1	203
	61.9%	18.8%	13.9%	5.4%		
2) There is an atmosphere of open communication and trust in my school/worksite.	110	33	43	14	2	202
	55.0%	16.5%	21.5%	7.0%		
3) I personally feel successful in my work.	124	61	12	4	1	202
	61.7%	30.3%	6.0%	2.0%		
4) I feel involved in decision-making at my school/worksite.	82	22	53	20	24	201
	46.3%	12.4%	29.9%	11.3%		
5) I want to be involved in decision-making at my school/worksite.	111	27	27	4	33	202
	65.7%	16.0%	16.0%	2.4%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	109	39	36	14	2	200
	55.1%	19.7%	18.2%	7.1%		
7) In my school/worksite, I am treated as a professional.	122	55	16	7	3	203
	61.0%	27.5%	8.0%	3.5%		
8) There is good teamwork among staff in my school/worksite.	120	49	23	9	1	202
	59.7%	24.4%	11.4%	4.5%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	80	18	13	13	80	204
	64.5%	14.5%	10.5%	10.5%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	119	48	29	7	1	204
	58.6%	23.6%	14.3%	3.4%		
11) My work performance is evaluated fairly.	124	51	17	8	3	203
	62.0%	25.5%	8.5%	4.0%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	89	38	30	17	29	203
	51.1%	21.8%	17.2%	9.8%		
13) I am provided adequate work and storage space to prepare for and do my job.	120	56	12	4	11	203
	62.5%	29.2%	6.3%	2.1%		
14) My administrators/supervisors respect the negotiated contracts.	117	54	12	3	17	203
	62.9%	29.0%	6.5%	1.6%		
15) My planning time is respected by my school administrations/supervisors.	39	13	7	4	138	201
	61.9%	20.6%	11.1%	6.3%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	76	19	22	22	63	202
	54.7%	13.7%	15.8%	15.8%		
17) In my school, student misbehavior interferes with learning.	65	49	30	11	49	204
	41.9%	31.6%	19.4%	7.1%		

2024-2025 HCEA Job Satisfaction Survey

18) Too much instructional time is spent administering assessments.	34	13	56	5	94	202
	31.5%	12.0%	51.9%	4.6%		
19) HCPSS professional development experiences are meaningful and worthwhile.	81	13	48	26	34	202
	48.2%	7.7%	28.6%	15.5%		
20) Increased workload has contributed to a decline in my morale.	52	14	70	20	45	201
	33.3%	9.0%	44.9%	12.8%		
21) I am paid fairly.	43	6	72	82		203
	21.2%	3.0%	35.5%	40.4%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	135	20	26	9	9	199
	71.1%	10.5%	13.7%	4.7%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	82	5	77	26	7	197
	43.2%	2.6%	40.5%	13.7%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	127	31	20	10	11	199
	67.6%	16.5%	10.6%	5.3%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	99	22	23	12	46	202
	63.5%	14.1%	14.7%	7.7%		
26) In my position, I receive appropriate and adequate support and training.	109	24	44	21	3	201
	55.1%	12.1%	22.2%	10.6%		
27) During this current school year, I have experienced harassing behavior from colleagues.	9	4	69	115	7	204
	4.6%	2.0%	35.0%	58.4%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	4	4	74	115	7	204
	2.0%	2.0%	37.6%	58.4%		
29) During this current school year, I have experienced harassing behavior from parents.	24	5	78	63	32	202
	14.1%	2.9%	45.9%	37.1%		
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	7	2	5	2	188	204
	43.8%	12.5%	31.3%	12.5%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	13	4	3	2	181	203
	59.1%	18.2%	13.6%	9.1%		
32) In my school/worksites, I spend too much time in meetings.	14	3	94	31	60	202
	9.9%	2.1%	66.2%	21.8%		
33) In my school, there is adequate support for special education students.	80	17	39	21	45	202
	51.0%	10.8%	24.8%	13.4%		

2024-2025 HCEA Job Satisfaction Survey

Level	(All)
Unit	(All)
Work in Special Education	Yes

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good.	618	195	250	84	4	1151
	53.9%	17.0%	21.8%	7.3%		
2) There is an atmosphere of open communication and trust in my school/worksite.	609	225	242	74	2	1152
	53.0%	19.6%	21.0%	6.4%		
3) I personally feel successful in my work.	668	272	157	45	6	1148
	58.5%	23.8%	13.7%	3.9%		
4) I feel involved in decision-making at my school/worksite.	490	157	332	91	79	1149
	45.8%	14.7%	31.0%	8.5%		
5) I want to be involved in decision-making at my school/worksite.	707	241	100	15	82	1145
	66.5%	22.7%	9.4%	1.4%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	621	252	196	67	15	1151
	54.7%	22.2%	17.3%	5.9%		
7) In my school/worksite, I am treated as a professional.	632	381	99	35	5	1152
	55.1%	33.2%	8.6%	3.1%		
8) There is good teamwork among staff in my school/worksite.	615	304	175	53	3	1150
	53.6%	26.5%	15.3%	4.6%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	613	159	144	53	179	1148
	63.3%	16.4%	14.9%	5.5%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	591	262	207	83	5	1148
	51.7%	22.9%	18.1%	7.3%		
11) My work performance is evaluated fairly.	623	360	107	29	24	1143
	55.7%	32.2%	9.6%	2.6%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	411	144	304	221	71	1151
	38.1%	13.3%	28.1%	20.5%		
13) I am provided adequate work and storage space to prepare for and do my job.	677	288	111	49	26	1151
	60.2%	25.6%	9.9%	4.4%		
14) My administrators/supervisors respect the negotiated contracts.	592	443	64	23	31	1153
	52.8%	39.5%	5.7%	2.0%		
15) My planning time is respected by my school administrations/supervisors.	490	244	91	42	280	1147
	56.5%	28.1%	10.5%	4.8%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	529	194	150	78	198	1149
	55.6%	20.4%	15.8%	8.2%		

2024-2025 HCEA Job Satisfaction Survey

17) In my school, student misbehavior interferes with learning.	437	296	238	47	134	1152
	42.9%	29.1%	23.4%	4.6%		
18) Too much instructional time is spent administering assessments.	299	147	351	21	326	1144
	36.6%	18.0%	42.9%	2.6%		
19) HCPSS professional development experiences are meaningful and worthwhile.	478	81	370	191	27	1147
	42.7%	7.2%	33.0%	17.1%		
20) Increased workload has contributed to a decline in my morale.	384	324	291	60	88	1147
	36.3%	30.6%	27.5%	5.7%		
21) I am paid fairly.	333	43	417	357	3	1153
	29.0%	3.7%	36.3%	31.0%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	696	116	171	59	78	1120
	66.8%	11.1%	16.4%	5.7%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	429	57	396	197	44	1123
	39.8%	5.3%	36.7%	18.3%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	710	252	109	29	34	1134
	64.5%	22.9%	9.9%	2.6%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	677	165	175	56	70	1143
	63.1%	15.4%	16.3%	5.2%		
26) In my position, I receive appropriate and adequate support and training.	633	146	267	92	8	1146
	55.6%	12.8%	23.5%	8.1%		
27) During this current school year, I have experienced harassing behavior from colleagues.	83	45	396	601	25	1150
	7.4%	4.0%	35.2%	53.4%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	38	22	392	671	29	1152
	3.4%	2.0%	34.9%	59.8%		
29) During this current school year, I have experienced harassing behavior from parents.	141	67	439	425	77	1149
	13.2%	6.3%	41.0%	39.6%		
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	172	52	319	84	517	1144
	27.4%	8.3%	50.9%	13.4%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	389	50	114	44	541	1138
	65.2%	8.4%	19.1%	7.4%		
32) In my school/worksite, I spend too much time in meetings.	289	137	509	68	140	1143
	28.8%	13.7%	50.7%	6.8%		
33) In my school, there is adequate support for special education students.	284	84	355	379	51	1153
	25.8%	7.6%	32.2%	34.4%		

2024-2025 HCEA Job Satisfaction Survey

Level	Elementary
Unit	Certificated
Work in Special Education	Yes

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good.	186	57	81	24	1	349
	53.4%	16.4%	23.3%	6.9%		
2) There is an atmosphere of open communication and trust in my school/worksite.	198	75	55	21		349
	56.7%	21.5%	15.8%	6.0%		
3) I personally feel successful in my work.	187	74	65	20	1	347
	54.0%	21.4%	18.8%	5.8%		
4) I feel involved in decision-making at my school/worksite.	165	58	78	23	23	347
	50.9%	17.9%	24.1%	7.1%		
5) I want to be involved in decision-making at my school/worksite.	216	85	23	4	19	347
	65.9%	25.9%	7.0%	1.2%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	190	88	45	20	4	347
	55.4%	25.7%	13.1%	5.8%		
7) In my school/worksite, I am treated as a professional.	174	145	18	9	1	347
	50.3%	41.9%	5.2%	2.6%		
8) There is good teamwork among staff in my school/worksite.	181	94	59	11	1	346
	52.5%	27.2%	17.1%	3.2%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	188	54	42	13	50	347
	63.3%	18.2%	14.1%	4.4%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	176	76	72	21	1	346
	51.0%	22.0%	20.9%	6.1%		
11) My work performance is evaluated fairly.	182	130	23	5	5	345
	53.5%	38.2%	6.8%	1.5%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	96	35	111	104	1	347
	27.7%	10.1%	32.1%	30.1%		
13) I am provided adequate work and storage space to prepare for and do my job.	201	91	42	15		349
	57.6%	26.1%	12.0%	4.3%		
14) My administrators/supervisors respect the negotiated contracts.	174	150	15	5	4	348
	50.6%	43.6%	4.4%	1.5%		
15) My planning time is respected by my school administrations/supervisors.	180	97	37	20	13	347
	53.9%	29.0%	11.1%	6.0%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	166	73	35	15	58	347
	57.4%	25.3%	12.1%	5.2%		

2024-2025 HCEA Job Satisfaction Survey

17) In my school, student misbehavior interferes with learning.	155	73	79	12	28	347
	48.6%	22.9%	24.8%	3.8%		
18) Too much instructional time is spent administering assessments.	105	63	78	4	97	347
	42.0%	25.2%	31.2%	1.6%		
19) HCPSS professional development experiences are meaningful and worthwhile.	134	16	136	60		346
	38.7%	4.6%	39.3%	17.3%		
20) Increased workload has contributed to a decline in my morale.	126	153	54	8	7	348
	37.0%	44.9%	15.8%	2.3%		
21) I am paid fairly.	99	17	130	103		349
	28.4%	4.9%	37.2%	29.5%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	220	24	58	16	20	338
	69.2%	7.5%	18.2%	5.0%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	109	10	136	73	12	340
	33.2%	3.0%	41.5%	22.3%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	212	92	30	4	7	345
	62.7%	27.2%	8.9%	1.2%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	186	46	79	19	15	345
	56.4%	13.9%	23.9%	5.8%		
26) In my position, I receive appropriate and adequate support and training.	184	48	81	32	4	349
	53.3%	13.9%	23.5%	9.3%		
27) During this current school year, I have experienced harassing behavior from colleagues.	27	10	113	195	4	349
	7.8%	2.9%	32.8%	56.5%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	9	6	108	220	4	347
	2.6%	1.7%	31.5%	64.1%		
29) During this current school year, I have experienced harassing behavior from parents.	50	25	143	121	8	347
	14.7%	7.4%	42.2%	35.7%		
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	72	30	127	36	80	345
	27.2%	11.3%	47.9%	13.6%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	165	21	39	15	105	345
	68.8%	8.8%	16.3%	6.3%		
32) In my school/worksite, I spend too much time in meetings.	117	73	140	11	5	346
	34.3%	21.4%	41.1%	3.2%		
33) In my school, there is adequate support for special education students.	51	13	111	166	6	347
	15.0%	3.8%	32.6%	48.7%		

2024-2025 HCEA Job Satisfaction Survey

Level	Middle
Unit	Certificated
Work in Special Education	Yes

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good.	65	17	20	9		111
	58.6%	15.3%	18.0%	8.1%		
2) There is an atmosphere of open communication and trust in my school/worksite.	66	16	23	6		111
	59.5%	14.4%	20.7%	5.4%		
3) I personally feel successful in my work.	69	18	19	4		110
	62.7%	16.4%	17.3%	3.6%		
4) I feel involved in decision-making at my school/worksite.	44	19	33	9	6	111
	41.9%	18.1%	31.4%	8.6%		
5) I want to be involved in decision-making at my school/worksite.	67	24	12	4	4	111
	62.6%	22.4%	11.2%	3.7%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	64	23	16	5	2	110
	59.3%	21.3%	14.8%	4.6%		
7) In my school/worksite, I am treated as a professional.	61	38	9	3		111
	55.0%	34.2%	8.1%	2.7%		
8) There is good teamwork among staff in my school/worksite.	69	25	13	4		111
	62.2%	22.5%	11.7%	3.6%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	64	23	11	4	9	111
	62.7%	22.5%	10.8%	3.9%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	63	27	13	8		111
	56.8%	24.3%	11.7%	7.2%		
11) My work performance is evaluated fairly.	62	31	13	2	3	111
	57.4%	28.7%	12.0%	1.9%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	33	5	47	25		110
	30.0%	4.5%	42.7%	22.7%		
13) I am provided adequate work and storage space to prepare for and do my job.	60	35	10	6		111
	54.1%	31.5%	9.0%	5.4%		
14) My administrators/supervisors respect the negotiated contracts.	50	55	5	1		111
	45.0%	49.5%	4.5%	0.9%		
15) My planning time is respected by my school administrations/supervisors.	58	36	10	2	5	111
	54.7%	34.0%	9.4%	1.9%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	57	19	19	3	13	111
	58.2%	19.4%	19.4%	3.1%		

2024-2025 HCEA Job Satisfaction Survey

17) In my school, student misbehavior interferes with learning.	32	29	40	7	3	111
	29.6%	26.9%	37.0%	6.5%		
18) Too much instructional time is spent administering assessments.	45	19	35		10	109
	45.5%	19.2%	35.4%	0.0%		
19) HCPSS professional development experiences are meaningful and worthwhile.	44	6	40	20		110
	40.0%	5.5%	36.4%	18.2%		
20) Increased workload has contributed to a decline in my morale.	50	34	20	4	2	110
	46.3%	31.5%	18.5%	3.7%		
21) I am paid fairly.	33	8	47	22		110
	30.0%	7.3%	42.7%	20.0%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	74	8	14	5	6	107
	73.3%	7.9%	13.9%	5.0%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	40	5	46	16	2	109
	37.4%	4.7%	43.0%	15.0%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	78	21	7	2	2	110
	72.2%	19.4%	6.5%	1.9%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	70	13	22	1	5	111
	66.0%	12.3%	20.8%	0.9%		
26) In my position, I receive appropriate and adequate support and training.	64	19	24	4		111
	57.7%	17.1%	21.6%	3.6%		
27) During this current school year, I have experienced harassing behavior from colleagues.	10	4	32	64	1	111
	9.1%	3.6%	29.1%	58.2%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	5	1	31	72	1	110
	4.6%	0.9%	28.4%	66.1%		
29) During this current school year, I have experienced harassing behavior from parents.	21	10	45	33	1	110
	19.3%	9.2%	41.3%	30.3%		
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	26	3	52	12	17	110
	28.0%	3.2%	55.9%	12.9%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	66	13	12	3	15	109
	70.2%	13.8%	12.8%	3.2%		
32) In my school/worksite, I spend too much time in meetings.	38	19	48	2	2	109
	35.5%	17.8%	44.9%	1.9%		
33) In my school, there is adequate support for special education students.	27	5	46	33		111
	24.3%	4.5%	41.4%	29.7%		

2024-2025 HCEA Job Satisfaction Survey

Level	High
Unit	Certificated
Work in Special Education	Yes

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good.	71	15	41	11		138
	51.4%	10.9%	29.7%	8.0%		
2) There is an atmosphere of open communication and trust in my school/worksite.	61	25	37	13		136
	44.9%	18.4%	27.2%	9.6%		
3) I personally feel successful in my work.	92	31	12	3		138
	66.7%	22.5%	8.7%	2.2%		
4) I feel involved in decision-making at my school/worksite.	58	13	51	14	2	138
	42.6%	9.6%	37.5%	10.3%		
5) I want to be involved in decision-making at my school/worksite.	93	19	17	2	5	136
	71.0%	14.5%	13.0%	1.5%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	74	25	31	8		138
	53.6%	18.1%	22.5%	5.8%		
7) In my school/worksite, I am treated as a professional.	74	40	19	4		137
	54.0%	29.2%	13.9%	2.9%		
8) There is good teamwork among staff in my school/worksite.	71	32	27	8		138
	51.4%	23.2%	19.6%	5.8%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	81	19	19	7	12	138
	64.3%	15.1%	15.1%	5.6%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	57	29	34	17		137
	41.6%	21.2%	24.8%	12.4%		
11) My work performance is evaluated fairly.	75	35	22	5	1	138
	54.7%	25.5%	16.1%	3.6%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	53	22	34	28	1	138
	38.7%	16.1%	24.8%	20.4%		
13) I am provided adequate work and storage space to prepare for and do my job.	90	30	11	7		138
	65.2%	21.7%	8.0%	5.1%		
14) My administrators/supervisors respect the negotiated contracts.	70	53	11	2	2	138
	51.5%	39.0%	8.1%	1.5%		
15) My planning time is respected by my school administrations/supervisors.	77	38	14	2	4	135
	58.8%	29.0%	10.7%	1.5%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	54	17	36	20	11	138
	42.5%	13.4%	28.3%	15.7%		

2024-2025 HCEA Job Satisfaction Survey

17) In my school, student misbehavior interferes with learning.	55	39	33	9	2	138
	40.4%	28.7%	24.3%	6.6%		
18) Too much instructional time is spent administering assessments.	50	19	48	3	16	136
	41.7%	15.8%	40.0%	2.5%		
19) HCPSS professional development experiences are meaningful and worthwhile.	35	2	57	42	2	138
	25.7%	1.5%	41.9%	30.9%		
20) Increased workload has contributed to a decline in my morale.	49	50	32	7		138
	35.5%	36.2%	23.2%	5.1%		
21) I am paid fairly.	44	3	55	35		137
	32.1%	2.2%	40.1%	25.5%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	77	17	21	5	15	135
		64.2%	14.2%	17.5%	4.2%	
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	39	6	56	30	5	136
	29.8%	4.6%	42.7%	22.9%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	83	30	20	2	1	136
	61.5%	22.2%	14.8%	1.5%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	78	19	25	7	8	137
	60.5%	14.7%	19.4%	5.4%		
26) In my position, I receive appropriate and adequate support and training.	70	8	48	10	1	137
	51.5%	5.9%	35.3%	7.4%		
27) During this current school year, I have experienced harassing behavior from colleagues.	10	9	52	65	1	137
	7.4%	6.6%	38.2%	47.8%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	6	1	63	67	1	138
	4.4%	0.7%	46.0%	48.9%		
29) During this current school year, I have experienced harassing behavior from parents.	30	9	64	31	2	136
	22.4%	6.7%	47.8%	23.1%		
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	35	11	63	12	16	137
	28.9%	9.1%	52.1%	9.9%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	71	5	33	10	17	136
	59.7%	4.2%	27.7%	8.4%		
32) In my school/worksite, I spend too much time in meetings.	46	15	66	6	3	136
	34.6%	11.3%	49.6%	4.5%		
33) In my school, there is adequate support for special education students.	36	14	51	37		138
	26.1%	10.1%	37.0%	26.8%		

2024-2025 HCEA Job Satisfaction Survey

Level	Elementary
Unit	ESP
Work in Special Education	Yes

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good.	134	64	36	13	1	248
	54.3%	25.9%	14.6%	5.3%		
2) There is an atmosphere of open communication and trust in my school/worksite.	131	65	43	10	1	250
	52.6%	26.1%	17.3%	4.0%		
3) I personally feel successful in my work.	134	78	22	9	4	247
	55.1%	32.1%	9.1%	3.7%		
4) I feel involved in decision-making at my school/worksite.	103	32	68	21	23	247
	46.0%	14.3%	30.4%	9.4%		
5) I want to be involved in decision-making at my school/worksite.	144	49	23	4	24	244
	65.5%	22.3%	10.5%	1.8%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	128	59	45	10	6	248
	52.9%	24.4%	18.6%	4.1%		
7) In my school/worksite, I am treated as a professional.	145	69	22	10	3	249
	58.9%	28.0%	8.9%	4.1%		
8) There is good teamwork among staff in my school/worksite.	129	79	27	12	2	249
	52.2%	32.0%	10.9%	4.9%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	139	35	35	9	28	246
	63.8%	16.1%	16.1%	4.1%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	143	61	27	13	2	246
	58.6%	25.0%	11.1%	5.3%		
11) My work performance is evaluated fairly.	136	79	20	5	7	247
	56.7%	32.9%	8.3%	2.1%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	111	38	48	18	35	250
	51.6%	17.7%	22.3%	8.4%		
13) I am provided adequate work and storage space to prepare for and do my job.	144	52	24	12	16	248
	62.1%	22.4%	10.3%	5.2%		
14) My administrators/supervisors respect the negotiated contracts.	121	97	13	6	12	249
	51.1%	40.9%	5.5%	2.5%		
15) My planning time is respected by my school administrations/supervisors.	74	37	10	7	121	249
	57.8%	28.9%	7.8%	5.5%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	131	57	21	13	26	248
	59.0%	25.7%	9.5%	5.9%		

2024-2025 HCEA Job Satisfaction Survey

17) In my school, student misbehavior interferes with learning.	104	69	49	10	17	249
	44.8%	29.7%	21.1%	4.3%		
18) Too much instructional time is spent administering assessments.	52	26	84	6	77	245
	31.0%	15.5%	50.0%	3.6%		
19) HCPSS professional development experiences are meaningful and worthwhile.	128	36	47	23	12	246
	54.7%	15.4%	20.1%	9.8%		
20) Increased workload has contributed to a decline in my morale.	70	34	88	17	38	247
	33.5%	16.3%	42.1%	8.1%		
21) I am paid fairly.	61	4	91	91	2	249
	24.7%	1.6%	36.8%	36.8%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	146	25	39	18	14	242
	64.0%	11.0%	17.1%	7.9%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	115	24	65	28	12	244
	49.6%	10.3%	28.0%	12.1%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	149	57	20	7	15	248
	63.9%	24.5%	8.6%	3.0%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	164	47	13	10	13	247
	70.1%	20.1%	5.6%	4.3%		
26) In my position, I receive appropriate and adequate support and training.	141	38	49	18	1	247
	57.3%	15.4%	19.9%	7.3%		
27) During this current school year, I have experienced harassing behavior from colleagues.	12	10	98	120	7	247
	5.0%	4.2%	40.8%	50.0%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	8	7	88	138	9	250
	3.3%	2.9%	36.5%	57.3%		
29) During this current school year, I have experienced harassing behavior from parents.	12	5	93	115	25	250
	5.3%	2.2%	41.3%	51.1%		
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	16	4	39	12	175	246
	22.5%	5.6%	54.9%	16.9%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	49	4	9	6	176	244
	72.1%	5.9%	13.2%	8.8%		
32) In my school/worksites, I spend too much time in meetings.	22	10	126	23	68	249
	12.2%	5.5%	69.6%	12.7%		
33) In my school, there is adequate support for special education students.	73	20	68	87	1	249
	29.4%	8.1%	27.4%	35.1%		

2024-2025 HCEA Job Satisfaction Survey

Level	Elementary
Unit	ESP
Work in Special Education	Yes

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good.	134	64	36	13	1	248
	54.3%	25.9%	14.6%	5.3%		
2) There is an atmosphere of open communication and trust in my school/worksite.	131	65	43	10	1	250
	52.6%	26.1%	17.3%	4.0%		
3) I personally feel successful in my work.	134	78	22	9	4	247
	55.1%	32.1%	9.1%	3.7%		
4) I feel involved in decision-making at my school/worksite.	103	32	68	21	23	247
	46.0%	14.3%	30.4%	9.4%		
5) I want to be involved in decision-making at my school/worksite.	144	49	23	4	24	244
	65.5%	22.3%	10.5%	1.8%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	128	59	45	10	6	248
	52.9%	24.4%	18.6%	4.1%		
7) In my school/worksite, I am treated as a professional.	145	69	22	10	3	249
	58.9%	28.0%	8.9%	4.1%		
8) There is good teamwork among staff in my school/worksite.	129	79	27	12	2	249
	52.2%	32.0%	10.9%	4.9%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	139	35	35	9	28	246
	63.8%	16.1%	16.1%	4.1%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	143	61	27	13	2	246
	58.6%	25.0%	11.1%	5.3%		
11) My work performance is evaluated fairly.	136	79	20	5	7	247
	56.7%	32.9%	8.3%	2.1%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	111	38	48	18	35	250
	51.6%	17.7%	22.3%	8.4%		
13) I am provided adequate work and storage space to prepare for and do my job.	144	52	24	12	16	248
	62.1%	22.4%	10.3%	5.2%		
14) My administrators/supervisors respect the negotiated contracts.	121	97	13	6	12	249
	51.1%	40.9%	5.5%	2.5%		
15) My planning time is respected by my school administrations/supervisors.	74	37	10	7	121	249
	57.8%	28.9%	7.8%	5.5%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	131	57	21	13	26	248
	59.0%	25.7%	9.5%	5.9%		

2024-2025 HCEA Job Satisfaction Survey

17) In my school, student misbehavior interferes with learning.	104	69	49	10	17	249
	44.8%	29.7%	21.1%	4.3%		
18) Too much instructional time is spent administering assessments.	52	26	84	6	77	245
	31.0%	15.5%	50.0%	3.6%		
19) HCPSS professional development experiences are meaningful and worthwhile.	128	36	47	23	12	246
	54.7%	15.4%	20.1%	9.8%		
20) Increased workload has contributed to a decline in my morale.	70	34	88	17	38	247
	33.5%	16.3%	42.1%	8.1%		
21) I am paid fairly.	61	4	91	91	2	249
	24.7%	1.6%	36.8%	36.8%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	146	25	39	18	14	242
	64.0%	11.0%	17.1%	7.9%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	115	24	65	28	12	244
	49.6%	10.3%	28.0%	12.1%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	149	57	20	7	15	248
	63.9%	24.5%	8.6%	3.0%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	164	47	13	10	13	247
	70.1%	20.1%	5.6%	4.3%		
26) In my position, I receive appropriate and adequate support and training.	141	38	49	18	1	247
	57.3%	15.4%	19.9%	7.3%		
27) During this current school year, I have experienced harassing behavior from colleagues.	12	10	98	120	7	247
	5.0%	4.2%	40.8%	50.0%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	8	7	88	138	9	250
	3.3%	2.9%	36.5%	57.3%		
29) During this current school year, I have experienced harassing behavior from parents.	12	5	93	115	25	250
	5.3%	2.2%	41.3%	51.1%		
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	16	4	39	12	175	246
	22.5%	5.6%	54.9%	16.9%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	49	4	9	6	176	244
	72.1%	5.9%	13.2%	8.8%		
32) In my school/worksite, I spend too much time in meetings.	22	10	126	23	68	249
	12.2%	5.5%	69.6%	12.7%		
33) In my school, there is adequate support for special education students.	73	20	68	87	1	249
	29.4%	8.1%	27.4%	35.1%		

2024-2025 HCEA Job Satisfaction Survey

Level	Middle
Unit	ESP
Work in Special Education	Yes

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good	42	19	17	5		83
	50.6%	22.9%	20.5%	6.0%		
2) There is an atmosphere of open communication and trust in my school/worksite.	42	15	21	4	1	83
	51.2%	18.3%	25.6%	4.9%		
3) I personally feel successful in my work.	52	19	11	2		84
	61.9%	22.6%	13.1%	2.4%		
4) I feel involved in decision-making at my school/worksite.	33	8	23	6	14	84
	47.1%	11.4%	32.9%	8.6%		
5) I want to be involved in decision-making at my school/worksite.	52	9	7		16	84
	76.5%	13.2%	10.3%	0.0%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	50	13	12	8	1	84
	60.2%	15.7%	14.5%	9.6%		
7) In my school/worksite, I am treated as a professional.	53	19	10	2		84
	63.1%	22.6%	11.9%	2.4%		
8) There is good teamwork among staff in my school/worksite.	40	24	16	4		84
	47.6%	28.6%	19.0%	4.8%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	45	9	17	5	6	82
	59.2%	11.8%	22.4%	6.6%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	41	21	16	6		84
	59.2%	11.8%	22.4%	6.6%		
11) My work performance is evaluated fairly.	43	20	14	3	2	82
	53.8%	25.0%	17.5%	3.8%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	25	10	19	17	12	83
	35.2%	14.1%	26.8%	23.9%		
13) I am provided adequate work and storage space to prepare for and do my job.	49	20	9	3	3	84
	60.5%	24.7%	11.1%	3.7%		
14) My administrators/supervisors respect the negotiated contracts.	48	25	4	3	4	84
	60.0%	31.3%	5.0%	3.8%		
15) My planning time is respected by my school administrations/supervisors.	30	5	6	5	37	83
	65.2%	10.9%	13.0%	10.9%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	51	13	8	9	3	84
	63.0%	16.0%	9.9%	11.1%		
17) In my school, student misbehavior interferes with learning.	30	28	17	3	5	83
	38.5%	35.9%	21.8%	3.8%		

2024-2025 HCEA Job Satisfaction Survey

18) Too much instructional time is spent administering assessments.	16	8	39	2	19	84
	24.6%	12.3%	60.0%	3.1%		
19) HCPSS professional development experiences are meaningful and worthwhile.	46	8	19	7	3	83
	57.5%	10.0%	23.8%	8.8%		
20) Increased workload has contributed to a decline in my morale.	23	5	28	7	19	82
	36.5%	7.9%	44.4%	11.1%		
21) I am paid fairly.	19	2	30	33		84
	22.6%	2.4%	35.7%	39.3%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	46	6	12	4	13	81
	67.6%	8.8%	17.6%	5.9%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	41	4	19	9	9	82
	56.2%	5.5%	26.0%	12.3%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	48	14	7	2	6	77
	67.6%	19.7%	9.9%	2.8%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	58	12	3	2	8	83
	77.3%	16.0%	4.0%	2.7%		
26) In my position, I receive appropriate and adequate support and training.	57	4	16	5		82
	69.5%	4.9%	19.5%	6.1%		
27) During this current school year, I have experienced harassing behavior from colleagues.	8	1	24	46	5	84
	10.1%	1.3%	30.4%	58.2%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	4	1	23	49	7	84
	5.2%	1.3%	29.9%	63.6%		
29) During this current school year, I have experienced harassing behavior from parents.	5	4	20	40	15	84
	7.2%	5.8%	29.0%	58.0%		
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	1	1	15	4	62	83
	4.8%	4.8%	71.4%	19.0%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	13	3	5	1	60	82
	59.1%	13.6%	22.7%	4.5%		
32) In my school/worksite, I spend too much time in meetings.	7		44	7	25	83
	12.1%	0.0%	75.9%	12.1%		
33) In my school, there is adequate support for special education students.	32	14	26	12		84
	38.1%	16.7%	31.0%	14.3%		

2024-2025 HCEA Job Satisfaction Survey

Level	High
Unit	ESP
Work in Special Education	Yes

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good.	40	7	7	5	1	60
	67.8%	11.9%	11.9%	8.5%		
2) There is an atmosphere of open communication and trust in my school/worksite.	33	6	16	5		60
	55.0%	10.0%	26.7%	8.3%		
3) I personally feel successful in my work.	36	14	7	2		59
	61.0%	23.7%	11.9%	3.4%		
4) I feel involved in decision-making at my school/worksite.	24	4	19	9	3	59
	42.9%	7.1%	33.9%	16.1%		
5) I want to be involved in decision-making at my school/worksite.	36	6	11		6	59
	67.9%	11.3%	20.8%	0.0%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	28	12	15	5		60
	46.7%	20.0%	25.0%	8.3%		
7) In my school/worksite, I am treated as a professional.	37	15	4	4		60
	61.7%	25.0%	6.7%	6.7%		
8) There is good teamwork among staff in my school/worksite.	36	10	10	4		60
	60.0%	16.7%	16.7%	6.7%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	27	4	1	7	21	60
	69.2%	10.3%	2.6%	17.9%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	36	13	7	4		60
	60.0%	21.7%	11.7%	6.7%		
11) My work performance is evaluated fairly.	37	13	5	3	2	60
	63.8%	22.4%	8.6%	5.2%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	16	6	17	10	11	60
	32.7%	12.2%	34.7%	20.4%		
13) I am provided adequate work and storage space to prepare for and do my job.	36	12	6	2	4	60
	64.3%	21.4%	10.7%	3.6%		
14) My administrators/supervisors respect the negotiated contracts.	38	12	2	2	6	60
	70.4%	22.2%	3.7%	3.7%		
15) My planning time is respected by my school administrations/supervisors.	15	2	1	3	37	58
	71.4%	9.5%	4.8%	14.3%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	28	8	10	7	7	60
	52.8%	15.1%	18.9%	13.2%		
17) In my school, student misbehavior interferes with learning.	24	17	12	4	3	60
	42.1%	29.8%	21.1%	7.0%		

2024-2025 HCEA Job Satisfaction Survey

18) Too much instructional time is spent administering assessments.	10	4	29	2	15	60
	22.2%	8.9%	64.4%	4.4%		
19) HCPSS professional development experiences are meaningful and worthwhile.	23	3	17	12	5	60
	41.8%	5.5%	30.9%	21.8%		
20) Increased workload has contributed to a decline in my morale.	14	6	24	2	14	60
	30.4%	13.0%	52.2%	4.3%		
21) I am paid fairly.	8	2	23	27		60
	13.3%	3.3%	38.3%	45.0%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	39	5	8	3	3	58
	70.9%	9.1%	14.5%	5.5%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	22	2	24	9	1	58
	38.6%	3.5%	42.1%	15.8%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	40	7	6	5	1	59
	69.0%	12.1%	10.3%	8.6%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	39	8	3	2	7	59
	75.0%	15.4%	5.8%	3.8%		
26) In my position, I receive appropriate and adequate support and training.	32	4	16	7	1	60
	54.2%	6.8%	27.1%	11.9%		
27) During this current school year, I have experienced harassing behavior from colleagues.	2	2	19	35	2	60
	3.4%	3.4%	32.8%	60.3%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	3	19	34	3	60
	1.8%	5.3%	33.3%	59.6%		
29) During this current school year, I have experienced harassing behavior from parents.	3	2	23	21	11	60
	6.1%	4.1%	46.9%	42.9%		
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	3	1		1	55	60
	60.0%	20.0%	0.0%	20.0%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	1	1	2	54	60
	33.3%	16.7%	16.7%	33.3%		
32) In my school/worksite, I spend too much time in meetings.	6	2	25	9	16	58
	14.3%	4.8%	59.5%	21.4%		
33) In my school, there is adequate support for special education students.	26	4	19	11		60
	43.3%	6.7%	31.7%	18.3%		