

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	29	2	14	6		51	60.8%	39.2%
2) There is an atmosphere of open communication and trust in my school/worksite.	35	3	11	2		51	74.5%	25.5%
3) I personally feel successful in my work.	34	10	5	2		51	86.3%	13.7%
4) I feel involved in decision-making at my school/worksite.	26	5	16	2	2	51	63.3%	36.7%
5) I want to be involved in decision-making at my school/worksite.	30	7	9	2	3	51	77.1%	22.9%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	30	10	9	2		51	78.4%	21.6%
7) In my school/worksite, I am treated as a professional.	32	14	3	2		51	90.2%	9.8%
8) There is good teamwork among staff in my school/worksite.	25	11	9	6		51	70.6%	29.4%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	29	6	9	3	4	51	74.5%	25.5%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	26	12	8	4		50	76.0%	24.0%
11) My work performance is evaluated fairly.	35	9	5	1	1	51	88.0%	12.0%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	25	4	12	8	2	51	59.2%	40.8%
13) I am provided adequate work and storage space to prepare for and do my job.	29	13	8	1		51	82.4%	17.6%
14) My administrators/supervisors respect the negotiated contracts.	27	20	2		1	50	95.9%	4.1%
15) My planning time is respected by my school administrations/supervisors.	27	15	5		4	51	89.4%	10.6%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	26	7	12	5	1	51	66.0%	34.0%
17) In my school, student misbehavior interferes with learning.	24	17	9		1	51	82.0%	18.0%

2024-2025 HCEA Job Satisfaction Survey

PATAPSCO MS

18) Too much instructional time is spent administering assessments.	17	8	16		10	51	61.0%	39.0%
19) HCPSS professional development experiences are meaningful and worthwhile.	20	1	17	12	1	51	42.0%	58.0%
20) Increased workload has contributed to a decline in my morale.	20	13	13	3	2	51	67.3%	32.7%
21) I am paid fairly.	23	2	12	14		51	49.0%	51.0%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	27	7	8	3	5	50	75.6%	24.4%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	17	1	15	10	7	50	41.9%	58.1%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	25	15	3	2	4	49	88.9%	11.1%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	30	8	7	1	4	50	82.6%	17.4%
26) In my position, I receive appropriate and adequate support and training.	22	10	14	3	1	50	65.3%	34.7%
27) During this current school year, I have experienced harassing behavior from colleagues.	3	1	21	25	1	51	8.0%	92.0%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	4		19	27	1	51	8.0%	92.0%
29) During this current school year, I have experienced harassing behavior from parents.	13	1	21	14	2	51	28.6%	71.4%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	8		27	3	12	50	21.1%	78.9%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	26	2	6	5	11	50	71.8%	28.2%
32) In my school/worksite, I spend too much time in meetings.	7	4	28	2	7	48	26.8%	73.2%
33) In my school, there is adequate support for special education students.	14	6	15	14	2	51	40.8%	59.2%