

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	45	6	13	1		65	78.5%	21.5%
2) There is an atmosphere of open communication and trust in my school/worksite.	36	7	19	3		65	66.2%	33.8%
3) I personally feel successful in my work.	44	15	5	1		65	90.8%	9.2%
4) I feel involved in decision-making at my school/worksite.	34	6	18	3	4	65	65.6%	34.4%
5) I want to be involved in decision-making at my school/worksite.	40	13	6	2	4	65	86.9%	13.1%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	42	10	11	1	1	65	81.3%	18.8%
7) In my school/worksite, I am treated as a professional.	42	18	5			65	92.3%	7.7%
8) There is good teamwork among staff in my school/worksite.	37	19	8	1		65	86.2%	13.8%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	22	4	23	4	11	64	49.1%	50.9%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	35	10	15	4		64	70.3%	29.7%
11) My work performance is evaluated fairly.	40	21	3		1	65	95.3%	4.7%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	29	5	20	8	3	65	54.8%	45.2%
13) I am provided adequate work and storage space to prepare for and do my job.	40	12	10	3		65	80.0%	20.0%
14) My administrators/supervisors respect the negotiated contracts.	38	22	5			65	92.3%	7.7%
15) My planning time is respected by my school administrations/supervisors.	33	15	4	1	12	65	90.6%	9.4%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	33	7	13	6	5	64	67.8%	32.2%
17) In my school, student misbehavior interferes with learning.	34	18	9	1	3	65	83.9%	16.1%

2024-2025 HCEA Job Satisfaction Survey

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18) Too much instructional time is spent administering assessments.	27	13	15	1	9	65	71.4%	28.6%
19) HCPSS professional development experiences are meaningful and worthwhile.	26	2	24	10	2	64	45.2%	54.8%
20) Increased workload has contributed to a decline in my morale.	27	10	25	1	2	65	58.7%	41.3%
21) I am paid fairly.	22	2	24	17		65	36.9%	63.1%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	42	6	7	3	3	61	82.8%	17.2%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	29	2	22	7	2	62	51.7%	48.3%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	37	23	2	1	2	65	95.2%	4.8%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	39	10	11	1	2	63	80.3%	19.7%
26) In my position, I receive appropriate and adequate support and training.	46	9	9			64	85.9%	14.1%
27) During this current school year, I have experienced harassing behavior from colleagues.		1	24	40		65	1.5%	98.5%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	3		23	39		65	4.6%	95.4%
29) During this current school year, I have experienced harassing behavior from parents.	7	1	27	30		65	12.3%	87.7%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	10	3	24	6	18	61	30.2%	69.8%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	29	3	10	1	20	63	74.4%	25.6%
32) In my school/worksite, I spend too much time in meetings.	15	9	31	4	6	65	40.7%	59.3%
33) In my school, there is adequate support for special education students.	6	1	18	35	5	65	11.7%	88.3%