

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	67	4	19	2		92	77.2%	22.8%
2) There is an atmosphere of open communication and trust in my school/worksite.	57	6	29	1	1	94	67.7%	32.3%
3) I personally feel successful in my work.	62	20	11		1	94	88.2%	11.8%
4) I feel involved in decision-making at my school/worksite.	41	6	37	5	4	93	52.8%	47.2%
5) I want to be involved in decision-making at my school/worksite.	61	15	8		9	93	90.5%	9.5%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	53	12	25	2	1	93	70.7%	29.3%
7) In my school/worksite, I am treated as a professional.	59	19	13	1	1	93	84.8%	15.2%
8) There is good teamwork among staff in my school/worksite.	68	7	14	5		94	79.8%	20.2%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	57	5	14	2	16	94	79.5%	20.5%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	51	35	8			94	91.5%	8.5%
11) My work performance is evaluated fairly.	71	14	7	2		94	90.4%	9.6%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	29	4	32	25	4	94	36.7%	63.3%
13) I am provided adequate work and storage space to prepare for and do my job.	61	17	13	1	2	94	84.8%	15.2%
14) My administrators/supervisors respect the negotiated contracts.	64	19	4	1	5	93	94.3%	5.7%
15) My planning time is respected by my school administrations/supervisors.	54	10	8	2	19	93	86.5%	13.5%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	50	6	25	5	8	94	65.1%	34.9%
17) In my school, student misbehavior interferes with learning.	42	18	22	3	9	94	70.6%	29.4%

**2024-2025 HCEA Job Satisfaction Survey**

**RESERVOIR HS**

18) Too much instructional time is spent administering assessments.	36	11	33		14	94	58.8%	41.3%
19) HCPSS professional development experiences are meaningful and worthwhile.	18		40	28	8	94	20.9%	79.1%
20) Increased workload has contributed to a decline in my morale.	44	23	17	2	8	94	77.9%	22.1%
21) I am paid fairly.	24	2	40	28		94	27.7%	72.3%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	52	3	24	4	7	90	66.3%	33.7%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	19	1	45	24	3	92	22.5%	77.5%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	54	23	10	2	2	91	86.5%	13.5%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	56	5	15	7	10	93	73.5%	26.5%
26) In my position, I receive appropriate and adequate support and training.	50	6	33	3		92	60.9%	39.1%
27) During this current school year, I have experienced harassing behavior from colleagues.	8	1	40	42	2	93	9.9%	90.1%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	3		39	49	2	93	3.3%	96.7%
29) During this current school year, I have experienced harassing behavior from parents.	20	9	36	21	7	93	33.7%	66.3%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	29	7	24	5	27	92	55.4%	44.6%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	34		20	9	27	90	54.0%	46.0%
32) In my school/worksite, I spend too much time in meetings.	30	6	38	7	11	92	44.4%	55.6%
33) In my school, there is adequate support for special education students.	39	5	31	14	4	93	49.4%	50.6%