

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	46	20	5	3		74	89.2%	10.8%
2) There is an atmosphere of open communication and trust in my school/worksite.	41	25	7	1		74	89.2%	10.8%
3) I personally feel successful in my work.	41	26	5			72	93.1%	6.9%
4) I feel involved in decision-making at my school/worksite.	31	17	17	3	4	72	70.6%	29.4%
5) I want to be involved in decision-making at my school/worksite.	44	13	11	1	4	73	82.6%	17.4%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	44	22	6			72	91.7%	8.3%
7) In my school/worksite, I am treated as a professional.	33	36	1	2		72	95.8%	4.2%
8) There is good teamwork among staff in my school/worksite.	37	27	7	2		73	87.7%	12.3%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	41	20	4	1	7	73	92.4%	7.6%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	31	42				73	100.0%	0.0%
11) My work performance is evaluated fairly.	43	22	5	2		72	90.3%	9.7%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	24	9	21	15	4	73	47.8%	52.2%
13) I am provided adequate work and storage space to prepare for and do my job.	37	31	4			72	94.4%	5.6%
14) My administrators/supervisors respect the negotiated contracts.	33	39	1			73	98.6%	1.4%
15) My planning time is respected by my school administrations/supervisors.	33	26	1	1	12	73	96.7%	3.3%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	35	18	9		11	73	85.5%	14.5%
17) In my school, student misbehavior interferes with learning.	8		41	17	7	73	12.1%	87.9%

2024-2025 HCEA Job Satisfaction Survey

RIVER HILL HS

18) Too much instructional time is spent administering assessments.	29	10	21	2	11	73	62.9%	37.1%
19) HCPSS professional development experiences are meaningful and worthwhile.	17	2	25	26	2	72	27.1%	72.9%
20) Increased workload has contributed to a decline in my morale.	29	23	20			72	72.2%	27.8%
21) I am paid fairly.	25	1	24	20	1	71	37.1%	62.9%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	46	1	15	7	2	71	68.1%	31.9%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	22		31	17	2	72	31.4%	68.6%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	48	10	11	1	1	71	82.9%	17.1%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	38	8	17	3	7	73	69.7%	30.3%
26) In my position, I receive appropriate and adequate support and training.	46	6	15	5		72	72.2%	27.8%
27) During this current school year, I have experienced harassing behavior from colleagues.	5	2	23	43	1	74	9.6%	90.4%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	2		24	47	1	74	2.7%	97.3%
29) During this current school year, I have experienced harassing behavior from parents.	18	6	21	26	2	73	33.8%	66.2%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	10	3	38	8	14	73	22.0%	78.0%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	34	5	12	3	19	73	72.2%	27.8%
32) In my school/worksite, I spend too much time in meetings.	16	6	39	10	2	73	31.0%	69.0%
33) In my school, there is adequate support for special education students.	28	7	26	8	4	73	50.7%	49.3%