

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	32	10	15	5		62	67.7%	32.3%
2) There is an atmosphere of open communication and trust in my school/worksite.	29	11	18	5		63	63.5%	36.5%
3) I personally feel successful in my work.	37	16	9		1	63	85.5%	14.5%
4) I feel involved in decision-making at my school/worksite.	22	6	26	5	4	63	47.5%	52.5%
5) I want to be involved in decision-making at my school/worksite.	38	11	6		7	62	89.1%	10.9%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	25	14	13	8	2	62	65.0%	35.0%
7) In my school/worksite, I am treated as a professional.	32	23	6		1	62	90.2%	9.8%
8) There is good teamwork among staff in my school/worksite.	27	15	21			63	66.7%	33.3%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	28	13	9	4	9	63	75.9%	24.1%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	39	13	9	2		63	82.5%	17.5%
11) My work performance is evaluated fairly.	33	24	2	1	2	62	95.0%	5.0%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	25	11	12	11	3	62	61.0%	39.0%
13) I am provided adequate work and storage space to prepare for and do my job.	36	14	8	4	1	63	80.6%	19.4%
14) My administrators/supervisors respect the negotiated contracts.	36	24	2		1	63	96.8%	3.2%
15) My planning time is respected by my school administrations/supervisors.	27	18	4	1	13	63	90.0%	10.0%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	28	13	10	1	11	63	78.8%	21.2%
17) In my school, student misbehavior interferes with learning.	19	4	23	8	9	63	42.6%	57.4%

2024-2025 HCEA Job Satisfaction Survey

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18) Too much instructional time is spent administering assessments.	27	7	13	2	14	63	69.4%	30.6%
19) HCPSS professional development experiences are meaningful and worthwhile.	22	2	21	16	1	62	39.3%	60.7%
20) Increased workload has contributed to a decline in my morale.	23	16	19	4	1	63	62.9%	37.1%
21) I am paid fairly.	19	2	27	15		63	33.3%	66.7%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	38	8	10	1	4	61	80.7%	19.3%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	24	3	22	10	4	63	45.8%	54.2%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	39	19	3		2	63	95.1%	4.9%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	35	8	13	2	5	63	74.1%	25.9%
26) In my position, I receive appropriate and adequate support and training.	34	9	14	6		63	68.3%	31.7%
27) During this current school year, I have experienced harassing behavior from colleagues.	2	3	21	34	2	62	8.3%	91.7%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	3		19	39	2	63	4.9%	95.1%
29) During this current school year, I have experienced harassing behavior from parents.	2	4	25	29	3	63	10.0%	90.0%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	3	5	24	9	22	63	19.5%	80.5%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	21	5	7	1	28	62	76.5%	23.5%
32) In my school/worksite, I spend too much time in meetings.	13	3	34	4	8	62	29.6%	70.4%
33) In my school, there is adequate support for special education students.	12	5	20	25	1	63	27.4%	72.6%