

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	28	8	8	1		45	80.0%	20.0%
2) There is an atmosphere of open communication and trust in my school/worksite.	26	8	10	1		45	75.6%	24.4%
3) I personally feel successful in my work.	26	14	5			45	88.9%	11.1%
4) I feel involved in decision-making at my school/worksite.	19	7	16	1	2	45	60.5%	39.5%
5) I want to be involved in decision-making at my school/worksite.	22	17	2	1	3	45	92.9%	7.1%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	24	10	8	3		45	75.6%	24.4%
7) In my school/worksite, I am treated as a professional.	21	17	7			45	84.4%	15.6%
8) There is good teamwork among staff in my school/worksite.	21	19	5			45	88.9%	11.1%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	23	5	10	2	5	45	70.0%	30.0%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	14	1	15	14		44	34.1%	65.9%
11) My work performance is evaluated fairly.	30	11	4			45	91.1%	8.9%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	20	4	14	7		45	53.3%	46.7%
13) I am provided adequate work and storage space to prepare for and do my job.	21	10	12	1	1	45	70.5%	29.5%
14) My administrators/supervisors respect the negotiated contracts.	27	17	1			45	97.8%	2.2%
15) My planning time is respected by my school administrations/supervisors.	23	14	4		4	45	90.2%	9.8%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	20	13	6	4	2	45	76.7%	23.3%
17) In my school, student misbehavior interferes with learning.	20	9	14	2		45	64.4%	35.6%

2024-2025 HCEA Job Satisfaction Survey

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18) Too much instructional time is spent administering assessments.	15	10	15	1	3	44	61.0%	39.0%
19) HCPSS professional development experiences are meaningful and worthwhile.	12	2	14	17		45	31.1%	68.9%
20) Increased workload has contributed to a decline in my morale.	21	12	10		2	45	76.7%	23.3%
21) I am paid fairly.	7	3	19	16		45	22.2%	77.8%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	30	2	10		3	45	76.2%	23.8%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	11	2	21	10	1	45	29.5%	70.5%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	27	8	9	1		45	77.8%	22.2%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	26	6	9	3	1	45	72.7%	27.3%
26) In my position, I receive appropriate and adequate support and training.	27	3	13	2		45	66.7%	33.3%
27) During this current school year, I have experienced harassing behavior from colleagues.	3		12	30		45	6.7%	93.3%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	2		15	27		44	4.5%	95.5%
29) During this current school year, I have experienced harassing behavior from parents.	4		22	19		45	8.9%	91.1%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	7	1	19	8	9	44	22.9%	77.1%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	25	9	2		9	45	94.4%	5.6%
32) In my school/worksite, I spend too much time in meetings.	15	5	20	3	2	45	46.5%	53.5%
33) In my school, there is adequate support for special education students.	3		11	31		45	6.7%	93.3%