

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	30	12	3			45	93.3%	6.7%
2) There is an atmosphere of open communication and trust in my school/worksite.	24	19	2			45	95.6%	4.4%
3) I personally feel successful in my work.	28	11	6			45	86.7%	13.3%
4) I feel involved in decision-making at my school/worksite.	23	10	7	2	3	45	78.6%	21.4%
5) I want to be involved in decision-making at my school/worksite.	23	14	4		4	45	90.2%	9.8%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	24	17	3	1		45	91.1%	8.9%
7) In my school/worksite, I am treated as a professional.	20	24	1			45	97.8%	2.2%
8) There is good teamwork among staff in my school/worksite.	27	12	5		1	45	88.6%	11.4%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	29	6	4	1	5	45	87.5%	12.5%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	26	5	8	6		45	68.9%	31.1%
11) My work performance is evaluated fairly.	22	20	2	1		45	93.3%	6.7%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	19	7	12	7		45	57.8%	42.2%
13) I am provided adequate work and storage space to prepare for and do my job.	27	13	4	1		45	88.9%	11.1%
14) My administrators/supervisors respect the negotiated contracts.	18	26	1			45	97.8%	2.2%
15) My planning time is respected by my school administrations/supervisors.	16	14	3		12	45	90.9%	9.1%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	21	15	2	1	6	45	92.3%	7.7%
17) In my school, student misbehavior interferes with learning.	26	7	8	1	3	45	78.6%	21.4%

2024-2025 HCEA Job Satisfaction Survey

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18) Too much instructional time is spent administering assessments.	18	8	6	1	12	45	78.8%	21.2%
19) HCPSS professional development experiences are meaningful and worthwhile.	22	2	14	5	2	45	55.8%	44.2%
20) Increased workload has contributed to a decline in my morale.	17	10	15		3	45	64.3%	35.7%
21) I am paid fairly.	11	2	19	13		45	28.9%	71.1%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	32	6	3		4	45	92.7%	7.3%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	15	1	17	9	2	44	38.1%	61.9%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	29	10	5		1	45	88.6%	11.4%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	28	6	6	2	3	45	81.0%	19.0%
26) In my position, I receive appropriate and adequate support and training.	28	5	11	1		45	73.3%	26.7%
27) During this current school year, I have experienced harassing behavior from colleagues.	3		16	25	1	45	6.8%	93.2%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1		11	32	1	45	2.3%	97.7%
29) During this current school year, I have experienced harassing behavior from parents.	7	2	15	18	3	45	21.4%	78.6%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	8	2	10	5	19	44	40.0%	60.0%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	18	5	3		18	44	88.5%	11.5%
32) In my school/worksite, I spend too much time in meetings.	10	6	22	1	6	45	41.0%	59.0%
33) In my school, there is adequate support for special education students.	11	1	15	16	2	45	27.9%	72.1%