

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	36	35	3			74	95.9%	4.1%
2) There is an atmosphere of open communication and trust in my school/worksite.	33	32	6	3		74	87.8%	12.2%
3) I personally feel successful in my work.	36	34	4			74	94.6%	5.4%
4) I feel involved in decision-making at my school/worksite.	35	18	15	2	4	74	75.7%	24.3%
5) I want to be involved in decision-making at my school/worksite.	37	23	8	1	5	74	87.0%	13.0%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	31	27	13	1	2	74	80.6%	19.4%
7) In my school/worksite, I am treated as a professional.	30	41	3			74	95.9%	4.1%
8) There is good teamwork among staff in my school/worksite.	33	33	6	1	1	74	90.4%	9.6%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	40	21	8	1	3	73	87.1%	12.9%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	35	32	4	3		74	90.5%	9.5%
11) My work performance is evaluated fairly.	29	39	5	1		74	91.9%	8.1%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	33	20	13	7	1	74	72.6%	27.4%
13) I am provided adequate work and storage space to prepare for and do my job.	40	31	3			74	95.9%	4.1%
14) My administrators/supervisors respect the negotiated contracts.	22	51			1	74	100.0%	0.0%
15) My planning time is respected by my school administrations/supervisors.	31	31		1	11	74	98.4%	1.6%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	37	21	8	1	7	74	86.6%	13.4%
17) In my school, student misbehavior interferes with learning.	35	9	24	2	3	73	62.9%	37.1%

2024-2025 HCEA Job Satisfaction Survey

SWANSFIELD ES

18) Too much instructional time is spent administering assessments.	22	10	19	3	18	72	59.3%	40.7%
19) HCPSS professional development experiences are meaningful and worthwhile.	28	10	32	4		74	51.4%	48.6%
20) Increased workload has contributed to a decline in my morale.	27	9	29	7	1	73	50.0%	50.0%
21) I am paid fairly.	20	5	29	18	1	73	34.7%	65.3%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	47	11	10	3	3	74	81.7%	18.3%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	34	4	29	3	3	73	54.3%	45.7%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	46	22	5			73	93.2%	6.8%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	41	23	9		1	74	87.7%	12.3%
26) In my position, I receive appropriate and adequate support and training.	42	19	9	3	1	74	83.6%	16.4%
27) During this current school year, I have experienced harassing behavior from colleagues.	5	1	23	44	1	74	8.2%	91.8%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	2	1	18	52		73	4.1%	95.9%
29) During this current school year, I have experienced harassing behavior from parents.	3	2	24	43	2	74	6.9%	93.1%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	6	6	32	14	16	74	20.7%	79.3%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	37	10	8		19	74	85.5%	14.5%
32) In my school/worksite, I spend too much time in meetings.	8	4	51	7	4	74	17.1%	82.9%
33) In my school, there is adequate support for special education students.	17	5	32	17	2	73	31.0%	69.0%