

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	32	9	24	9	1	75	55.4%	44.6%
2) There is an atmosphere of open communication and trust in my school/worksite.	38	8	23	6		75	61.3%	38.7%
3) I personally feel successful in my work.	38	22	10	4		74	81.1%	18.9%
4) I feel involved in decision-making at my school/worksite.	37	11	18	6	3	75	66.7%	33.3%
5) I want to be involved in decision-making at my school/worksite.	43	16	11	1	4	75	83.1%	16.9%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	47	11	13	2		73	79.5%	20.5%
7) In my school/worksite, I am treated as a professional.	48	18	5	3	1	75	89.2%	10.8%
8) There is good teamwork among staff in my school/worksite.	39	16	18	1		74	74.3%	25.7%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	35	11	15	6	7	74	68.7%	31.3%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	25	15	27	8		75	53.3%	46.7%
11) My work performance is evaluated fairly.	47	19	7	1		74	89.2%	10.8%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	31	13	13	14	3	74	62.0%	38.0%
13) I am provided adequate work and storage space to prepare for and do my job.	50	19	5			74	93.2%	6.8%
14) My administrators/supervisors respect the negotiated contracts.	46	20	6		1	73	91.7%	8.3%
15) My planning time is respected by my school administrations/supervisors.	35	14	10	3	12	74	79.0%	21.0%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	26	7	20	10	10	73	52.4%	47.6%
17) In my school, student misbehavior interferes with learning.	23	41	4		7	75	94.1%	5.9%

2024-2025 HCEA Job Satisfaction Survey

VETERANS ES

18) Too much instructional time is spent administering assessments.	28	10	19	1	16	74	65.5%	34.5%
19) HCPSS professional development experiences are meaningful and worthwhile.	26	7	25	15	1	74	45.2%	54.8%
20) Increased workload has contributed to a decline in my morale.	24	28	18	2	2	74	72.2%	27.8%
21) I am paid fairly.	21	4	32	18		75	33.3%	66.7%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	47	9	9		5	70	86.2%	13.8%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	29	4	26	7	6	72	50.0%	50.0%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	41	23	7	1	1	73	88.9%	11.1%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	36	19	10	4	5	74	79.7%	20.3%
26) In my position, I receive appropriate and adequate support and training.	40	13	13	8		74	71.6%	28.4%
27) During this current school year, I have experienced harassing behavior from colleagues.	4	2	30	38	1	75	8.1%	91.9%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	3	1	33	37	1	75	5.4%	94.6%
29) During this current school year, I have experienced harassing behavior from parents.	10	4	30	29	2	75	19.2%	80.8%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	12	2	31	3	24	72	29.2%	70.8%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	36	3	7	1	25	72	83.0%	17.0%
32) In my school/worksite, I spend too much time in meetings.	23	15	25	2	10	75	58.5%	41.5%
33) In my school, there is adequate support for special education students.	4	5	15	47	4	75	12.7%	87.3%