

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	36	14	13	2		65	76.9%	23.1%
2) There is an atmosphere of open communication and trust in my school/worksite.	34	20	9	2		65	83.1%	16.9%
3) I personally feel successful in my work.	35	16	11	2		64	79.7%	20.3%
4) I feel involved in decision-making at my school/worksite.	35	14	13	2	1	65	76.6%	23.4%
5) I want to be involved in decision-making at my school/worksite.	41	15	5		3	64	91.8%	8.2%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	39	19	6	1		65	89.2%	10.8%
7) In my school/worksite, I am treated as a professional.	35	26	4			65	93.8%	6.2%
8) There is good teamwork among staff in my school/worksite.	39	19	6	1		65	89.2%	10.8%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	31	15	10	3	6	65	78.0%	22.0%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	34	19	10	2		65	81.5%	18.5%
11) My work performance is evaluated fairly.	34	26	4		1	65	93.8%	6.3%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	26	8	19	10	2	65	54.0%	46.0%
13) I am provided adequate work and storage space to prepare for and do my job.	39	14	11	1		65	81.5%	18.5%
14) My administrators/supervisors respect the negotiated contracts.	33	32				65	100.0%	0.0%
15) My planning time is respected by my school administrations/supervisors.	24	25			15	64	100.0%	0.0%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	30	16	11	3	5	65	76.7%	23.3%
17) In my school, student misbehavior interferes with learning.	31	22	8	1	2	64	85.5%	14.5%

**2024-2025 HCEA Job Satisfaction Survey**

**WATERLOO ES**

18) Too much instructional time is spent administering assessments.	21	16	15		13	65	71.2%	28.8%
19) HCPSS professional development experiences are meaningful and worthwhile.	28	3	19	14	1	65	48.4%	51.6%
20) Increased workload has contributed to a decline in my morale.	23	17	16	2	7	65	69.0%	31.0%
21) I am paid fairly.	16	2	33	13	1	65	28.1%	71.9%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	39	9	10	1	5	64	81.4%	18.6%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	24	2	25	11	3	65	41.9%	58.1%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	38	13	9	1	4	65	83.6%	16.4%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	43	11	7	1	3	65	87.1%	12.9%
26) In my position, I receive appropriate and adequate support and training.	43	10	9	2	1	65	82.8%	17.2%
27) During this current school year, I have experienced harassing behavior from colleagues.	3	2	18	42		65	7.7%	92.3%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.			13	52		65	0.0%	100.0%
29) During this current school year, I have experienced harassing behavior from parents.	11	1	24	29		65	18.5%	81.5%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	7	2	31	7	15	62	19.1%	80.9%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	29	5	3		26	63	91.9%	8.1%
32) In my school/worksite, I spend too much time in meetings.	12	7	36	4	4	63	32.2%	67.8%
33) In my school, there is adequate support for special education students.	11	2	22	27	2	64	21.0%	79.0%