

| Questions  | Agree | Strongly agree | Disagree | Strongly disagree | Does not apply | Grand Total | % Agree | % Disagree |
|--|-------|----------------|----------|-------------------|----------------|-------------|---------|------------|
| 1) Overall, morale at my worksite is good  | 39    | 9              | 3        |                   |                | 51          | 94.1%   | 5.9%       |
| 2) There is an atmosphere of open communication and trust in my school/worksite.                   | 35    | 10             | 5        | 1                 |                | 51          | 88.2%   | 11.8%      |
| 3) I personally feel successful in my work.  | 33    | 16             | 2        |                   |                | 51          | 96.1%   | 3.9%       |
| 4) I feel involved in decision-making at my school/worksite.                                       | 28    | 7              | 11       | 1                 | 4              | 51          | 74.5%   | 25.5%      |
| 5) I want to be involved in decision-making at my school/worksite.                                 | 27    | 10             | 8        |                   | 4              | 49          | 82.2%   | 17.8%      |
| 6) In my school/worksite, I can speak openly about important issues without fear of repercussions. | 37    | 10             | 3        | 1                 |                | 51          | 92.2%   | 7.8%       |
| 7) In my school/worksite, I am treated as a professional.  | 28    | 22             | 1        |                   |                | 51          | 98.0%   | 2.0%       |
| 8) There is good teamwork among staff in my school/worksite.                                       | 31    | 14             | 4        | 2                 |                | 51          | 88.2%   | 11.8%      |
| 9) Non-instructional duties are assigned on an equitable basis in my school/worksite.              | 32    | 7              | 3        | 2                 | 6              | 50          | 88.6%   | 11.4%      |
| 10) My working environment (i.e. safety, cleanliness) is conducive to success.                     | 32    | 17             | 2        |                   |                | 51          | 96.1%   | 3.9%       |
| 11) My work performance is evaluated fairly.   | 28    | 15             | 4        |                   | 3              | 50          | 91.5%   | 8.5%       |
| 12) I am provided adequate time during the workday to plan, prepare for and do my job.             | 20    | 11             | 12       | 5                 | 2              | 50          | 64.6%   | 35.4%      |
| 13) I am provided adequate work and storage space to prepare for and do my job.                    | 29    | 18             | 3        |                   | 1              | 51          | 94.0%   | 6.0%       |
| 14) My administrators/supervisors respect the negotiated contracts.                                | 29    | 21             | 1        |                   |                | 51          | 98.0%   | 2.0%       |
| 15) My planning time is respected by my school administrations/supervisors.                        | 27    | 13             | 2        |                   | 9              | 51          | 95.2%   | 4.8%       |
| 16) In my school/worksite, administrators/supervisors support me in enforcing discipline.          | 29    | 9              | 6        | 1                 | 6              | 51          | 84.4%   | 15.6%      |
| 17) In my school, student misbehavior interferes with learning.                                    | 17    | 9              | 16       | 6                 | 3              | 51          | 54.2%   | 45.8%      |

**2024-2025 HCEA Job Satisfaction Survey**

**WAVERLY ES**

|   |    |    |    |    |    |    |       |        |
|---|----|----|----|----|----|----|-------|--------|
| 18) Too much instructional time is spent administering assessments.   | 15 | 9  | 9  | 2  | 15 | 50 | 68.6% | 31.4%  |
| 19) HCPSS professional development experiences are meaningful and worthwhile.                               | 16 | 1  | 19 | 13 | 1  | 50 | 34.7% | 65.3%  |
| 20) Increased workload has contributed to a decline in my morale.   | 25 | 8  | 14 |    | 2  | 49 | 70.2% | 29.8%  |
| 21) I am paid fairly.   | 21 | 2  | 15 | 13 |    | 51 | 45.1% | 54.9%  |
| 22) I have confidence in the leadership exhibited by the HCPSS Superintendent.                              | 35 | 3  | 10 | 1  | 2  | 51 | 77.6% | 22.4%  |
| 23) I have confidence in the leadership exhibited by the Howard County Board of Education.                  | 23 | 1  | 19 | 6  | 2  | 51 | 49.0% | 51.0%  |
| 24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).        | 34 | 10 | 3  | 2  | 1  | 50 | 89.8% | 10.2%  |
| 25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.      | 38 | 6  | 5  |    | 2  | 51 | 89.8% | 10.2%  |
| 26) In my position, I receive appropriate and adequate support and training.                                | 33 | 7  | 11 |    |    | 51 | 78.4% | 21.6%  |
| 27) During this current school year, I have experienced harassing behavior from colleagues.                 | 4  |    | 16 | 31 |    | 51 | 7.8%  | 92.2%  |
| 28) During this current school year, I have experienced harassing behavior from administrators/supervisors. |    |    | 15 | 36 |    | 51 | 0.0%  | 100.0% |
| 29) During this current school year, I have experienced harassing behavior from parents.                    | 4  |    | 21 | 23 | 2  | 50 | 8.3%  | 91.7%  |
| 30) At my school I spend most of my PIP time doing non-instructional duties/assignments.                    | 8  | 1  | 19 | 3  | 20 | 51 | 29.0% | 71.0%  |
| 31) At my school our administrator includes time during PIP for teacher-initiated collaboration.            | 21 | 2  | 7  |    | 21 | 51 | 76.7% | 23.3%  |
| 32) In my school/worksite, I spend too much time in meetings.   | 12 | 2  | 26 | 5  | 5  | 50 | 31.1% | 68.9%  |
| 33) In my school, there is adequate support for special education students.                                 | 12 |    | 17 | 19 | 3  | 51 | 25.0% | 75.0%  |