

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	38	5	28	3	1	75	58.1%	41.9%
2) There is an atmosphere of open communication and trust in my school/worksite.	36	9	27	3		75	60.0%	40.0%
3) I personally feel successful in my work.	50	17	6	1		74	90.5%	9.5%
4) I feel involved in decision-making at my school/worksite.	29	3	30	10	3	75	44.4%	55.6%
5) I want to be involved in decision-making at my school/worksite.	50	15	7		3	75	90.3%	9.7%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	38	15	15	6		74	71.6%	28.4%
7) In my school/worksite, I am treated as a professional.	41	17	11	4	1	74	79.5%	20.5%
8) There is good teamwork among staff in my school/worksite.	37	23	10	4	1	75	81.1%	18.9%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	44	5	16	4	6	75	71.0%	29.0%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	33	7	25	9	1	75	54.1%	45.9%
11) My work performance is evaluated fairly.	40	27	4	4		75	89.3%	10.7%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	28	6	22	16	3	75	47.2%	52.8%
13) I am provided adequate work and storage space to prepare for and do my job.	51	16	4	3	1	75	90.5%	9.5%
14) My administrators/supervisors respect the negotiated contracts.	49	17	4	1	2	73	93.0%	7.0%
15) My planning time is respected by my school administrations/supervisors.	38	17	5		14	74	91.7%	8.3%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	34	5	22	4	5	70	60.0%	40.0%
17) In my school, student misbehavior interferes with learning.	39	30	4	1	1	75	93.2%	6.8%

**2024-2025 HCEA Job Satisfaction Survey**

**WILDE LAKE HS**

18) Too much instructional time is spent administering assessments.	28	10	22	3	11	74	60.3%	39.7%
19) HCPSS professional development experiences are meaningful and worthwhile.	17	3	34	16	5	75	28.6%	71.4%
20) Increased workload has contributed to a decline in my morale.	32	18	17	2	6	75	72.5%	27.5%
21) I am paid fairly.	22	3	31	19		75	33.3%	66.7%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	48	6	11	3	5	73	79.4%	20.6%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	20	2	39	10	4	75	31.0%	69.0%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	44	15	7	1	5	72	88.1%	11.9%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	34	12	16	3	9	74	70.8%	29.2%
26) In my position, I receive appropriate and adequate support and training.	49	5	16	3	1	74	74.0%	26.0%
27) During this current school year, I have experienced harassing behavior from colleagues.	9	1	25	34	6	75	14.5%	85.5%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	4	2	31	33	4	74	8.6%	91.4%
29) During this current school year, I have experienced harassing behavior from parents.	12	4	30	24	5	75	22.9%	77.1%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	20	6	25	7	16	74	44.8%	55.2%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	30		15	13	15	73	51.7%	48.3%
32) In my school/worksite, I spend too much time in meetings.	17	1	45	7	4	74	25.7%	74.3%
33) In my school, there is adequate support for special education students.	27	3	20	20	4	74	42.9%	57.1%