

| Questions | Agree | Strongly agree | Disagree | Strongly disagree | Does not apply | Grand Total | % Agree | % Disagree |
|--|-------|----------------|----------|-------------------|----------------|-------------|---------|------------|
| 1) Overall, morale at my worksite is good | 39 | 8 | 6 | 4 | | 57 | 82.5% | 17.5% |
| 2) There is an atmosphere of open communication and trust in my school/worksite. | 39 | 9 | 7 | 2 | | 57 | 84.2% | 15.8% |
| 3) I personally feel successful in my work. | 40 | 13 | 3 | 1 | | 57 | 93.0% | 7.0% |
| 4) I feel involved in decision-making at my school/worksite. | 25 | 5 | 19 | 5 | 3 | 57 | 55.6% | 44.4% |
| 5) I want to be involved in decision-making at my school/worksite. | 31 | 14 | 8 | 1 | 2 | 56 | 83.3% | 16.7% |
| 6) In my school/worksite, I can speak openly about important issues without fear of repercussions. | 29 | 17 | 7 | 2 | 1 | 56 | 83.6% | 16.4% |
| 7) In my school/worksite, I am treated as a professional. | 34 | 19 | 4 | | | 57 | 93.0% | 7.0% |
| 8) There is good teamwork among staff in my school/worksite. | 37 | 15 | 4 | 1 | | 57 | 91.2% | 8.8% |
| 9) Non-instructional duties are assigned on an equitable basis in my school/worksite. | 24 | 10 | 10 | 6 | 6 | 56 | 68.0% | 32.0% |
| 10) My working environment (i.e. safety, cleanliness) is conducive to success. | 33 | 15 | 8 | 1 | | 57 | 84.2% | 15.8% |
| 11) My work performance is evaluated fairly. | 37 | 18 | 1 | | 1 | 57 | 98.2% | 1.8% |
| 12) I am provided adequate time during the workday to plan, prepare for and do my job. | 18 | 14 | 17 | 6 | 2 | 57 | 58.2% | 41.8% |
| 13) I am provided adequate work and storage space to prepare for and do my job. | 31 | 19 | 6 | 1 | | 57 | 87.7% | 12.3% |
| 14) My administrators/supervisors respect the negotiated contracts. | 25 | 26 | 4 | | 1 | 56 | 92.7% | 7.3% |
| 15) My planning time is respected by my school administrations/supervisors. | 25 | 18 | 1 | 1 | 11 | 56 | 95.6% | 4.4% |
| 16) In my school/worksite, administrators/supervisors support me in enforcing discipline. | 32 | 9 | 9 | 1 | 5 | 56 | 80.4% | 19.6% |
| 17) In my school, student misbehavior interferes with learning. | 20 | 32 | 3 | | 2 | 57 | 94.5% | 5.5% |

2024-2025 HCEA Job Satisfaction Survey

WILDE LAKE MS

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|---|----|----|----|----|----|----|-------|-------|
| 18) Too much instructional time is spent administering assessments. | 15 | 8 | 20 | 1 | 13 | 57 | 52.3% | 47.7% |
| 19) HCPSS professional development experiences are meaningful and worthwhile. | 30 | 5 | 18 | 3 | 1 | 57 | 62.5% | 37.5% |
| 20) Increased workload has contributed to a decline in my morale. | 22 | 8 | 17 | 5 | 4 | 56 | 57.7% | 42.3% |
| 21) I am paid fairly. | 18 | 7 | 25 | 7 | | 57 | 43.9% | 56.1% |
| 22) I have confidence in the leadership exhibited by the HCPSS Superintendent. | 36 | 5 | 8 | 2 | 5 | 56 | 80.4% | 19.6% |
| 23) I have confidence in the leadership exhibited by the Howard County Board of Education. | 26 | 2 | 16 | 11 | 2 | 57 | 50.9% | 49.1% |
| 24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA). | 37 | 13 | 3 | 2 | 1 | 56 | 90.9% | 9.1% |
| 25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education. | 36 | 6 | 10 | 1 | 4 | 57 | 79.2% | 20.8% |
| 26) In my position, I receive appropriate and adequate support and training. | 34 | 10 | 11 | 2 | | 57 | 77.2% | 22.8% |
| 27) During this current school year, I have experienced harassing behavior from colleagues. | 2 | 3 | 25 | 24 | 2 | 56 | 9.3% | 90.7% |
| 28) During this current school year, I have experienced harassing behavior from administrators/supervisors. | 1 | | 22 | 32 | 1 | 56 | 1.8% | 98.2% |
| 29) During this current school year, I have experienced harassing behavior from parents. | 8 | 7 | 21 | 18 | 3 | 57 | 27.8% | 72.2% |
| 30) At my school I spend most of my PIP time doing non-instructional duties/assignments. | 10 | 2 | 24 | 3 | 17 | 56 | 30.8% | 69.2% |
| 31) At my school our administrator includes time during PIP for teacher-initiated collaboration. | 22 | 7 | 8 | 2 | 16 | 55 | 74.4% | 25.6% |
| 32) In my school/worksite, I spend too much time in meetings. | 12 | 1 | 34 | 3 | 7 | 57 | 26.0% | 74.0% |
| 33) In my school, there is adequate support for special education students. | 15 | 6 | 21 | 12 | 2 | 56 | 38.9% | 61.1% |