

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	20	13	6			39	84.6%	15.4%
2) There is an atmosphere of open communication and trust in my school/worksite.	22	15	2			39	94.9%	5.1%
3) I personally feel successful in my work.	23	10	4	1	1	39	86.8%	13.2%
4) I feel involved in decision-making at my school/worksite.	26	7	2	1	3	39	91.7%	8.3%
5) I want to be involved in decision-making at my school/worksite.	21	12	1	1	4	39	94.3%	5.7%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	28	8	3			39	92.3%	7.7%
7) In my school/worksite, I am treated as a professional.	25	14				39	100.0%	0.0%
8) There is good teamwork among staff in my school/worksite.	21	16	2			39	94.9%	5.1%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	22	7	7		3	39	80.6%	19.4%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	24	10	5			39	87.2%	12.8%
11) My work performance is evaluated fairly.	24	15				39	100.0%	0.0%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	16	5	6	9	2	38	58.3%	41.7%
13) I am provided adequate work and storage space to prepare for and do my job.	23	7	7	1	1	39	78.9%	21.1%
14) My administrators/supervisors respect the negotiated contracts.	19	17	1	1	1	39	94.7%	5.3%
15) My planning time is respected by my school administrations/supervisors.	19	9	2	2	7	39	87.5%	12.5%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	19	12	4		4	39	88.6%	11.4%
17) In my school, student misbehavior interferes with learning.	16	17	3		1	37	91.7%	8.3%

**2024-2025 HCEA Job Satisfaction Survey**

**WORTHINGTON ES**

18) Too much instructional time is spent administering assessments.	15	7	4		12	38	84.6%	15.4%
19) HCPSS professional development experiences are meaningful and worthwhile.	16	6	13	4		39	56.4%	43.6%
20) Increased workload has contributed to a decline in my morale.	16	12	10		1	39	73.7%	26.3%
21) I am paid fairly.	9	3	15	12		39	30.8%	69.2%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	26	5	7			38	81.6%	18.4%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	8	4	21	5		38	31.6%	68.4%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	22	13	3	1		39	89.7%	10.3%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	22	8	5	2	2	39	81.1%	18.9%
26) In my position, I receive appropriate and adequate support and training.	18	7	11	2	1	39	65.8%	34.2%
27) During this current school year, I have experienced harassing behavior from colleagues.	3	2	11	22	1	39	13.2%	86.8%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.		2	12	24	1	39	5.3%	94.7%
29) During this current school year, I have experienced harassing behavior from parents.		2	19	16	2	39	5.4%	94.6%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	5	2	17	3	12	39	25.9%	74.1%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	19	4	4	2	10	39	79.3%	20.7%
32) In my school/worksite, I spend too much time in meetings.	14	7	15		3	39	58.3%	41.7%
33) In my school, there is adequate support for special education students.	5	1	13	20		39	15.4%	84.6%