

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	14	55	7	19		95	72.6%	27.4%
2) There is an atmosphere of open communication and trust in my school/worksite.	14	52	8	20		94	70.2%	29.8%
3) I personally feel successful in my work.	27	51	4	13		95	82.1%	17.9%
4) I feel involved in decision-making at my school/worksite.	6	45	5	32	7	95	58.0%	42.0%
5) I want to be involved in decision-making at my school/worksite.	9	66	2	9	9	95	87.2%	12.8%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	12	52	5	25	1	95	68.1%	31.9%
7) In my school/worksite, I am treated as a professional.	25	57	4	9		95	86.3%	13.7%
8) There is good teamwork among staff in my school/worksite.	24	57	4	9	1	95	86.2%	13.8%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	13	59		13	10	95	84.7%	15.3%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	19	61	3	10	1	94	86.0%	14.0%
11) My work performance is evaluated fairly.	17	56	7	14	1	95	77.7%	22.3%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	7	36	23	24	4	94	47.8%	52.2%
13) I am provided adequate work and storage space to prepare for and do my job.	23	61	2	9		95	88.4%	11.6%
14) My administrators/supervisors respect the negotiated contracts.	27	66		2		95	97.9%	2.1%
15) My planning time is respected by my school administrations/supervisors.	17	46	1	10	19	93	85.1%	14.9%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	8	39	17	19	12	95	56.6%	43.4%
17) In my school, student misbehavior interferes with learning.	23	37	4	26	4	94	66.7%	33.3%
18) Too much instructional time is spent administering assessments.	17	35		32	11	95	61.9%	38.1%
19) HCPSS professional development experiences are meaningful and worthwhile.	3	25	31	33	2	94	30.4%	69.6%
20) Increased workload has contributed to a decline in my morale.	33	36	3	17	5	94	77.5%	22.5%
21) I am paid fairly.	2	28	20	44		94	31.9%	68.1%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.		20	31	27	14	92	25.6%	74.4%

**2023-2024 HCEA Job Satisfaction Survey**

**MOUNT HEBRON HS**

23) I have confidence in the leadership exhibited by the Howard County Board of Education.		14	36	40	3	93	15.6%	84.4%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	12	62	4	11	3	92	83.1%	16.9%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	48	12	21	5	92	62.1%	37.9%
26) In my position, I receive appropriate and adequate support and training.	3	55	8	27	1	94	62.4%	37.6%
27) During this current school year, I have experienced harassing behavior from colleagues.	1	6	54	33	1	95	7.4%	92.6%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	3	57	33	1	95	4.3%	95.7%
29) During this current school year, I have experienced harassing behavior from parents.	5	16	31	38	4	94	23.3%	76.7%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	7	12	2	49	25	95	27.1%	72.9%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	5	44	4	16	25	94	71.0%	29.0%
32) In my school/worksite, I spend too much time in meetings.	9	19	4	56	6	94	31.8%	68.2%
33) In my school, there is adequate support for special education students.	5	24	26	29	8	92	34.5%	65.5%