

2023-2024 HCEA Job Satisfaction Survey

Level	(All)
Worksite	(All)
Unit	(All)
Work In Special Ed	(All)

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good	2601	745	1136	435	21	4938
	52.9%	15.2%	23.1%	8.8%		
2) There is an atmosphere of open communication and trust in my school/worksite.	2613	887	1057	346	23	4926
	53.3%	18.1%	21.6%	7.1%		
3) I personally feel successful in my work.	2927	1207	639	134	22	4929
	59.6%	24.6%	13.0%	2.7%		
4) I feel involved in decision-making at my school/worksite.	2256	610	1399	395	253	4913
	48.4%	13.1%	30.0%	8.5%		
5) I want to be involved in decision-making at my school/worksite.	2970	1069	492	79	303	4913
	64.4%	23.2%	10.7%	1.7%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	2538	1061	896	356	61	4912
	52.3%	21.9%	18.5%	7.3%		
7) In my school/worksite, I am treated as a professional.	2662	1618	479	148	17	4924
	54.2%	33.0%	9.8%	3.0%		
8) There is good teamwork among staff in my school/worksite.	2724	1333	677	152	32	4918
	55.8%	27.3%	13.9%	3.1%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	2589	673	748	250	641	4901
	60.8%	15.8%	17.6%	5.9%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	2592	1014	955	341	24	4926
	52.9%	20.7%	19.5%	7.0%		
11) My work performance is evaluated fairly.	2808	1419	408	123	143	4901
	59.0%	29.8%	8.6%	2.6%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	2010	566	1261	845	232	4914
	42.9%	12.1%	26.9%	18.0%		
13) I am provided adequate work and storage space to prepare for and do my job.	2787	1235	618	215	66	4921
	57.4%	25.4%	12.7%	4.4%		
14) My administrators/supervisors respect the negotiated contracts.	2639	1839	256	70	102	4906
	54.9%	38.3%	5.3%	1.5%		
15) My planning time is respected by my school administrations/supervisors.	2199	1267	413	107	926	4912
	55.2%	31.8%	10.4%	2.7%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	2110	767	793	529	703	4902
	50.3%	18.3%	18.9%	12.6%		

2023-2024 HCEA Job Satisfaction Survey

17) In my school, student misbehavior interferes with learning.	1853	1463	937	214	447	4914
	41.5%	32.8%	21.0%	4.8%		
18) Too much instructional time is spent administering assessments.	1596	888	1220	92	1104	4900
	42.0%	23.4%	32.1%	2.4%		
19) HCPSS professional development experiences are meaningful and worthwhile.	1881	242	1601	948	228	4900
	40.3%	5.2%	34.3%	20.3%		
20) Increased workload has contributed to a decline in my morale.	1853	1394	1196	150	304	4897
	40.3%	30.4%	26.0%	3.3%		
21) I am paid fairly.	1797	224	1740	1120	30	4911
	36.8%	4.6%	35.6%	22.9%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	1389	138	1634	890	756	4807
	34.3%	3.4%	40.3%	22.0%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	1114	57	2060	1394	205	4830
	24.1%	1.2%	44.5%	30.1%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	3064	1053	437	128	170	4852
	65.4%	22.5%	9.3%	2.7%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2786	484	919	297	400	4886
	62.1%	10.8%	20.5%	6.6%		
26) In my position, I receive appropriate and adequate support and training.	2885	560	1109	291	51	4896
	59.5%	11.6%	22.9%	6.0%		
27) During this current school year, I have experienced harassing behavior from colleagues.	383	128	1733	2566	106	4916
	8.0%	2.7%	36.0%	53.3%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	227	83	1692	2807	96	4905
	4.7%	1.7%	35.2%	58.4%		
29) During this current school year, I have experienced harassing behavior from parents.	758	253	1999	1652	248	4910
	16.3%	5.4%	42.9%	35.4%		
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	823	235	1876	405	1538	4877
	24.6%	7.0%	56.2%	12.1%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	2090	360	599	194	1622	4865
	64.4%	11.1%	18.5%	6.0%		
32) In my school/worksite, I spend too much time in meetings.	1153	510	2450	320	459	4892
	26.0%	11.5%	55.3%	7.2%		
33) In my school, there is adequate support for special education students.	1122	270	1537	1560	414	4903
	25.0%	6.0%	34.2%	34.8%		

2023-2024 HCEA Job Satisfaction Survey

Level	Elementary
Worksite	(All)
Unit	(All)
Work In Special Ed	(All)

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good	1293	377	525	189	7	2391
	54.2%	15.8%	22.0%	7.9%		
2) There is an atmosphere of open communication and trust in my school/worksite.	1307	460	470	140	7	2384
	55.0%	19.4%	19.8%	5.9%		
3) I personally feel successful in my work.	1462	579	280	59	6	2386
	61.4%	24.3%	11.8%	2.5%		
4) I feel involved in decision-making at my school/worksite.	1153	320	625	156	125	2379
	51.2%	14.2%	27.7%	6.9%		
5) I want to be involved in decision-making at my school/worksite.	1438	561	197	29	151	2376
	64.6%	25.2%	8.9%	1.3%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	1241	540	409	163	27	2380
	52.7%	22.9%	17.4%	6.9%		
7) In my school/worksite, I am treated as a professional.	1280	823	206	66	8	2383
	53.9%	34.7%	8.7%	2.8%		
8) There is good teamwork among staff in my school/worksite.	1344	669	308	55	9	2385
	56.6%	28.2%	13.0%	2.3%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	1304	327	380	95	260	2366
	61.9%	15.5%	18.0%	4.5%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	1306	504	445	127	6	2388
	54.8%	21.2%	18.7%	5.3%		
11) My work performance is evaluated fairly.	1327	751	186	45	66	2375
	57.5%	32.5%	8.1%	1.9%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	984	272	623	392	107	2378
	43.3%	12.0%	27.4%	17.3%		
13) I am provided adequate work and storage space to prepare for and do my job.	1347	575	310	121	28	2381
	57.2%	24.4%	13.2%	5.1%		
14) My administrators/supervisors respect the negotiated contracts.	1220	965	119	27	46	2377
	52.3%	41.4%	5.1%	1.2%		
15) My planning time is respected by my school administrations/supervisors.	1081	665	187	49	398	2380
	54.5%	33.6%	9.4%	2.5%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	1140	443	344	164	277	2368
	54.5%	21.2%	16.5%	7.8%		

2023-2024 HCEA Job Satisfaction Survey

17) In my school, student misbehavior interferes with learning.	1006	735	423	85	127	2376
	44.7%	32.7%	18.8%	3.8%		
18) Too much instructional time is spent administering assessments.	792	541	500	29	508	2370
	42.5%	29.1%	26.9%	1.6%		
19) HCPSS professional development experiences are meaningful and worthwhile.	976	113	795	414	75	2373
	42.5%	4.9%	34.6%	18.0%		
20) Increased workload has contributed to a decline in my morale.	881	745	546	73	130	2375
	39.2%	33.2%	24.3%	3.3%		
21) I am paid fairly.	819	97	839	605	16	2376
	34.7%	4.1%	35.6%	25.6%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	697	42	829	370	377	2315
	36.0%	2.2%	42.8%	19.1%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	527	27	1011	667	100	2332
	23.6%	1.2%	45.3%	29.9%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	1449	576	188	56	75	2344
	63.9%	25.4%	8.3%	2.5%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	1388	259	409	122	189	2367
	63.7%	11.9%	18.8%	5.6%		
26) In my position, I receive appropriate and adequate support and training.	1390	284	529	138	24	2365
	59.4%	12.1%	22.6%	5.9%		
27) During this current school year, I have experienced harassing behavior from colleagues.	194	53	828	1258	48	2381
	8.3%	2.3%	35.5%	53.9%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	105	35	765	1432	38	2375
	4.5%	1.5%	32.7%	61.3%		
29) During this current school year, I have experienced harassing behavior from parents.	307	103	1004	901	66	2381
	13.3%	4.4%	43.4%	38.9%		
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	355	83	961	237	713	2349
	21.7%	5.1%	58.7%	14.5%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	1110	195	206	35	805	2351
	71.8%	12.6%	13.3%	2.3%		
32) In my school/worksite, I spend too much time in meetings.	577	296	1123	157	210	2363
	26.8%	13.7%	52.2%	7.3%		
33) In my school, there is adequate support for special education students.	363	74	740	1113	86	2376
	15.9%	3.2%	32.3%	48.6%		

2023-2024 HCEA Job Satisfaction Survey

Level	Middle
Worksite	(All)
Unit	(All)
Work In Special Ed	(All)

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good	530	139	240	107	2	1018
	52.2%	13.7%	23.6%	10.5%		
2) There is an atmosphere of open communication and trust in my school/worksite.	538	148	233	96	3	1018
	53.0%	14.6%	23.0%	9.5%		
3) I personally feel successful in my work.	631	227	139	23		1020
	61.9%	22.3%	13.6%	2.3%		
4) I feel involved in decision-making at my school/worksite.	453	113	294	103	52	1015
	47.0%	11.7%	30.5%	10.7%		
5) I want to be involved in decision-making at my school/worksite.	622	195	117	22	59	1015
	65.1%	20.4%	12.2%	2.3%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	515	203	198	82	16	1014
	51.6%	20.3%	19.8%	8.2%		
7) In my school/worksite, I am treated as a professional.	560	307	116	35	1	1019
	55.0%	30.2%	11.4%	3.4%		
8) There is good teamwork among staff in my school/worksite.	565	253	161	29	5	1013
	56.1%	25.1%	16.0%	2.9%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	531	121	181	83	98	1014
	58.0%	13.2%	19.8%	9.1%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	530	189	208	84	3	1014
	52.4%	18.7%	20.6%	8.3%		
11) My work performance is evaluated fairly.	605	266	84	27	29	1011
	61.6%	27.1%	8.6%	2.7%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	408	87	275	203	44	1017
	41.9%	8.9%	28.3%	20.9%		
13) I am provided adequate work and storage space to prepare for and do my job.	577	240	144	44	9	1014
	57.4%	23.9%	14.3%	4.4%		
14) My administrators/supervisors respect the negotiated contracts.	565	343	77	15	14	1014
	56.5%	34.3%	7.7%	1.5%		
15) My planning time is respected by my school administrations/supervisors.	474	254	113	25	146	1012
	54.7%	29.3%	13.0%	2.9%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	441	171	189	144	70	1015
	46.7%	18.1%	20.0%	15.2%		

2023-2024 HCEA Job Satisfaction Survey

17) In my school, student misbehavior interferes with learning.	356	369	203	52	34	1014
	36.3%	37.7%	20.7%	5.3%		
18) Too much instructional time is spent administering assessments.	346	174	297	27	166	1010
	41.0%	20.6%	35.2%	3.2%		
19) HCPSS professional development experiences are meaningful and worthwhile.	415	61	330	172	35	1013
	42.4%	6.2%	33.7%	17.6%		
20) Increased workload has contributed to a decline in my morale.	409	265	255	25	54	1008
	42.9%	27.8%	26.7%	2.6%		
21) I am paid fairly.	397	44	369	204	2	1016
	39.2%	4.3%	36.4%	20.1%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	288	27	347	174	163	999
	34.4%	3.2%	41.5%	20.8%	22	
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	272	10	422	266	34	1004
	28.0%	1.0%	43.5%	27.4%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	652	204	87	24	39	1006
	67.4%	21.1%	9.0%	2.5%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	605	88	191	54	73	1011
	64.5%	9.4%	20.4%	5.8%		
26) In my position, I receive appropriate and adequate support and training.	611	120	223	58	4	1016
	60.4%	11.9%	22.0%	5.7%		
27) During this current school year, I have experienced harassing behavior from colleagues.	86	27	368	511	23	1015
	8.7%	2.7%	37.1%	51.5%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	57	24	365	550	17	1013
	5.7%	2.4%	36.6%	55.2%		
29) During this current school year, I have experienced harassing behavior from parents.	191	58	419	310	37	1015
	19.5%	5.9%	42.8%	31.7%		
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	189	60	445	64	255	1013
	24.9%	7.9%	58.7%	8.4%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	517	92	109	35	254	1007
32) In my school/worksite, I spend too much time in meetings.	254	105	503	48	101	1011
	27.9%	11.5%	55.3%	5.3%		
33) In my school, there is adequate support for special education students.	289	68	377	230	46	1010
	30.0%	7.1%	39.1%	23.9%		

2023-2024 HCEA Job Satisfaction Survey

Level	High
Worksite	(All)
Unit	(All)
Work In Special Ed	(All)

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good	608	179	268	96	2	1153
	52.8%	15.6%	23.3%	8.3%		
2) There is an atmosphere of open communication and trust in my school/worksite.	595	217	261	72	4	1149
	52.0%	19.0%	22.8%	6.3%		
3) I personally feel successful in my work.	642	296	165	38	6	1147
	56.3%	25.9%	14.5%	3.3%		
4) I feel involved in decision-making at my school/worksite.	479	128	382	104	49	1142
	43.8%	11.7%	34.9%	9.5%		
5) I want to be involved in decision-making at my school/worksite.	696	217	153	25	56	1147
	63.8%	19.9%	14.0%	2.3%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	603	231	221	79	9	1143
	53.2%	20.4%	19.5%	7.0%		
7) In my school/worksite, I am treated as a professional.	643	352	117	32	2	1146
	56.2%	30.8%	10.2%	2.8%		
8) There is good teamwork among staff in my school/worksite.	650	288	151	48	7	1144
	57.2%	25.3%	13.3%	4.2%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	634	187	138	60	128	1147
	62.2%	18.4%	13.5%	5.9%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	571	241	230	100	5	1147
	50.0%	21.1%	20.1%	8.8%		
11) My work performance is evaluated fairly.	686	278	110	42	26	1142
	61.5%	24.9%	9.9%	3.8%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	433	131	315	222	45	1146
	39.3%	11.9%	28.6%	20.2%		
13) I am provided adequate work and storage space to prepare for and do my job.	666	309	128	38	10	1151
	58.4%	27.1%	11.2%	3.3%		
14) My administrators/supervisors respect the negotiated contracts.	674	390	38	18	24	1144
	60.2%	34.8%	3.4%	1.6%		
15) My planning time is respected by my school administrations/supervisors.	535	288	100	25	196	1144
	56.4%	30.4%	10.5%	2.6%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	462	126	230	200	127	1145
	45.4%	12.4%	22.6%	19.6%		

2023-2024 HCEA Job Satisfaction Survey

17) In my school, student misbehavior interferes with learning.	442	294	287	63	61	1147
	40.7%	27.1%	26.4%	5.8%		
18) Too much instructional time is spent administering assessments.	417	165	355	27	179	1143
	43.3%	17.1%	36.8%	2.8%		
19) HCPSS professional development experiences are meaningful and worthwhile.	333	37	398	315	58	1141
	30.7%	3.4%	36.7%	29.1%		
20) Increased workload has contributed to a decline in my morale.	461	326	258	29	66	1140
	42.9%	30.4%	24.0%	2.7%		
21) I am paid fairly.	413	51	427	250	2	1143
	36.2%	4.5%	37.4%	21.9%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	261	20	379	296	171	1127
	27.3%	2.1%	39.6%	31.0%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	194	10	487	390	47	1128
	17.9%	0.9%	45.1%	36.1%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	738	209	118	33	38	1136
	67.2%	19.0%	10.7%	3.0%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	626	100	246	88	76	1136
	59.1%	9.4%	23.2%	8.3%		
26) In my position, I receive appropriate and adequate support and training.	668	103	289	68	13	1141
	59.2%	9.1%	25.6%	6.0%		
27) During this current school year, I have experienced harassing behavior from colleagues.	71	31	420	607	15	1144
	6.3%	2.7%	37.2%	53.8%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	47	15	432	630	18	1142
	4.2%	1.3%	38.4%	56.0%		
29) During this current school year, I have experienced harassing behavior from parents.	227	75	460	344	35	1141
	20.5%	6.8%	41.6%	31.1%		
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	253	88	421	88	290	1140
	29.8%	10.4%	49.5%	10.4%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	416	63	265	113	275	1132
	48.5%	7.4%	30.9%	13.2%		
32) In my school/worksite, I spend too much time in meetings.	264	76	648	72	82	1142
	24.9%	7.2%	61.1%	6.8%		
33) In my school, there is adequate support for special education students.	406	105	373	175	83	1142
	38.3%	9.9%	35.2%	16.5%		

2023-2024 HCEA Job Satisfaction Survey

Level	All					
Worksite	(All)					
Unit	Certificated					
Work In Special Ed	(All)					
Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good	1851	482	885	354	10	3582
	51.8%	13.5%	24.8%	9.9%		
2) There is an atmosphere of open communication and trust in my school/worksite.	1880	621	791	271	14	3577
	52.8%	17.4%	22.2%	7.6%		
3) I personally feel successful in my work.	2120	814	522	113	7	3576
	59.4%	22.8%	14.6%	3.2%		
4) I feel involved in decision-making at my school/worksite.	1651	475	1046	302	96	3570
	47.5%	13.7%	30.1%	8.7%		
5) I want to be involved in decision-making at my school/worksite.	2170	859	370	62	114	3575
	62.7%	24.8%	10.7%	1.8%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	1813	790	665	267	29	3564
	51.3%	22.3%	18.8%	7.6%		
7) In my school/worksite, I am treated as a professional.	1850	1245	358	119	5	3577
	51.8%	34.9%	10.0%	3.3%		
8) There is good teamwork among staff in my school/worksite.	1994	952	502	109	18	3575
	56.1%	26.8%	14.1%	3.1%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	1963	543	549	199	314	3568
	60.3%	16.7%	16.9%	6.1%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	1823	716	754	277	8	3578
	51.1%	20.1%	21.1%	7.8%		
11) My work performance is evaluated fairly.	2032	1058	312	95	67	3564
	58.1%	30.3%	8.9%	2.7%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	1383	355	1039	769	27	3573
	39.0%	10.0%	29.3%	21.7%		
13) I am provided adequate work and storage space to prepare for and do my job.	1983	906	489	182	10	3570
	55.7%	25.4%	13.7%	5.1%		
14) My administrators/supervisors respect the negotiated contracts.	1894	1420	170	51	34	3569
	53.6%	40.2%	4.8%	1.4%		
15) My planning time is respected by my school administrations/supervisors.	1839	1133	364	85	147	3568
	53.8%	33.1%	10.6%	2.5%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	1584	590	635	452	302	3563
	48.6%	18.1%	19.5%	13.9%		

2023-2024 HCEA Job Satisfaction Survey

17) In my school, student misbehavior interferes with learning.	1432	1062	768	176	136	3574
	41.7%	30.9%	22.3%	5.1%		
18) Too much instructional time is spent administering assessments.	1308	775	946	64	467	3560
	42.3%	25.1%	30.6%	2.1%		
19) HCPSS professional development experiences are meaningful and worthwhile.	1289	143	1272	827	39	3570
	36.5%	4.0%	36.0%	23.4%		
20) Increased workload has contributed to a decline in my morale.	1467	1246	698	75	80	3566
	42.1%	35.7%	20.0%	2.2%		
21) I am paid fairly.	1416	169	1260	720	7	3572
	39.7%	4.7%	35.3%	20.2%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	917	56	1245	710	570	3498
	31.3%	1.9%	42.5%	24.2%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	665	21	1559	1137	129	3511
	19.7%	0.6%	46.1%	33.6%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	2198	771	316	85	117	3487
	65.2%	22.9%	9.4%	2.5%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2082	351	741	234	142	3550
	61.1%	10.3%	21.7%	6.9%		
26) In my position, I receive appropriate and adequate support and training.	2099	416	813	208	24	3560
	59.4%	11.8%	23.0%	5.9%		
27) During this current school year, I have experienced harassing behavior from colleagues.	279	90	1268	1885	49	3571
	7.9%	2.6%	36.0%	53.5%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	163	64	1224	2067	44	3562
	4.6%	1.8%	34.8%	58.8%		
29) During this current school year, I have experienced harassing behavior from parents.	629	202	1521	1175	40	3567
	17.8%	5.7%	43.1%	33.3%		
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	765	221	1739	380	442	3547
	24.6%	7.1%	56.0%	12.2%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	1921	337	560	182	528	3528
	64.0%	11.2%	18.7%	6.1%		
32) In my school/worksite, I spend too much time in meetings.	1019	480	1785	171	93	3548
	29.5%	13.9%	51.7%	4.9%		
33) In my school, there is adequate support for special education students.	807	164	1224	1240	127	3562
	23.5%	4.8%	35.6%	36.1%		

2023-2024 HCEA Job Satisfaction Survey

Level	Elementary
Worksite	(All)
Unit	Certificated
Work In Special Ed	(All)

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good	899	243	403	144	2	1691
	53.2%	14.4%	23.9%	8.5%		
2) There is an atmosphere of open communication and trust in my school/worksite.	911	327	340	103	4	1685
	54.2%	19.5%	20.2%	6.1%		
3) I personally feel successful in my work.	1018	390	228	50	1	1687
	60.4%	23.1%	13.5%	3.0%		
4) I feel involved in decision-making at my school/worksite.	828	266	437	108	45	1684
	50.5%	16.2%	26.7%	6.6%		
5) I want to be involved in decision-making at my school/worksite.	1006	462	141	22	55	1686
	61.7%	28.3%	8.6%	1.3%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	850	416	286	120	11	1683
	50.8%	24.9%	17.1%	7.2%		
7) In my school/worksite, I am treated as a professional.	843	650	145	49	2	1689
	50.0%	38.5%	8.6%	2.9%		
8) There is good teamwork among staff in my school/worksite.	953	484	215	33	5	1690
	56.6%	28.7%	12.8%	2.0%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	937	266	250	64	166	1683
	61.8%	17.5%	16.5%	4.2%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	902	370	329	92		1693
	53.3%	21.9%	19.4%	5.4%		
11) My work performance is evaluated fairly.	906	572	138	33	33	1682
	54.9%	34.7%	8.4%	2.0%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	648	182	497	352	6	1685
	38.6%	10.8%	29.6%	21.0%		
13) I am provided adequate work and storage space to prepare for and do my job.	907	432	243	99	1	1682
	54.0%	25.7%	14.5%	5.9%		
14) My administrators/supervisors respect the negotiated contracts.	830	760	67	18	10	1685
	49.6%	45.4%	4.0%	1.1%		
15) My planning time is respected by my school administrations/supervisors.	854	594	156	36	45	1685
	52.1%	36.2%	9.5%	2.2%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	811	343	255	124	144	1677
	52.9%	22.4%	16.6%	8.1%		

2023-2024 HCEA Job Satisfaction Survey

17) In my school, student misbehavior interferes with learning.	750	500	322	65	47	1684
	45.8%	30.5%	19.7%	4.0%		
18) Too much instructional time is spent administering assessments.	611	464	343	17	246	1681
	42.6%	32.3%	23.9%	1.2%		
19) HCPSS professional development experiences are meaningful and worthwhile.	655	66	603	349	14	1687
	39.2%	3.9%	36.0%	20.9%		
20) Increased workload has contributed to a decline in my morale.	672	644	299	37	36	1688
	40.7%	39.0%	18.1%	2.2%		
21) I am paid fairly.	646	78	576	384	3	1687
	38.4%	4.6%	34.2%	22.8%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	459	19	620	276	270	1644
	33.4%	1.4%	45.1%	20.1%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	286	11	773	528	54	1652
	17.9%	0.7%	48.4%	33.0%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	998	417	131	36	50	1632
	63.1%	26.4%	8.3%	2.3%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	988	191	325	98	75	1677
	61.7%	11.9%	20.3%	6.1%		
26) In my position, I receive appropriate and adequate support and training.	967	224	376	103	8	1678
	57.9%	13.4%	22.5%	6.2%		
27) During this current school year, I have experienced harassing behavior from colleagues.	139	38	577	913	20	1687
	8.3%	2.3%	34.6%	54.8%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	72	27	521	1045	15	1680
	4.3%	1.6%	31.3%	62.8%		
29) During this current school year, I have experienced harassing behavior from parents.	241	81	728	623	13	1686
	14.4%	4.8%	43.5%	37.2%		
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	316	74	863	223	190	1666
	21.4%	5.0%	58.5%	15.1%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	1008	188	180	27	261	1664
	71.8%	13.4%	12.8%	1.9%		
32) In my school/worksite, I spend too much time in meetings.	494	278	791	80	27	1670
	30.1%	16.9%	48.1%	4.9%		
33) In my school, there is adequate support for special education students.	215	30	537	871	31	1684
	13.0%	1.8%	32.5%	52.7%		

2023-2024 HCEA Job Satisfaction Survey

Level	Middle
Worksite	(All)
Unit	Certificated
Work In Special Ed	(All)

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good	413 51.6%	94 11.7%	199 24.8%	95 11.9%	2	803
2) There is an atmosphere of open communication and trust in my school/worksite.	428 53.4%	103 12.8%	186 23.2%	85 10.6%	3	805
3) I personally feel successful in my work.	500 62.0%	165 20.5%	120 14.9%	21 2.6%		806
4) I feel involved in decision-making at my school/worksite.	363 46.4%	88 11.2%	242 30.9%	90 11.5%	22	805
5) I want to be involved in decision-making at my school/worksite.	498 63.8%	167 21.4%	96 12.3%	19 2.4%	24	804
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	402 50.7%	157 19.8%	164 20.7%	70 8.8%	8	801
7) In my school/worksite, I am treated as a professional.	428 53.2%	250 31.1%	94 11.7%	33 4.1%		805
8) There is good teamwork among staff in my school/worksite.	444 55.6%	199 24.9%	131 16.4%	24 3.0%	3	801
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	429 57.3%	99 13.2%	149 19.9%	72 9.6%	52	801
10) My working environment (i.e. safety, cleanliness) is conducive to success.	402 50.3%	143 17.9%	183 22.9%	71 8.9%	1	800
11) My work performance is evaluated fairly.	479 61.2%	213 27.2%	67 8.6%	24 3.1%	18	801
12) I am provided adequate time during the workday to plan, prepare for and do my job.	319 39.9%	63 7.9%	236 29.5%	181 22.7%	7	806
13) I am provided adequate work and storage space to prepare for and do my job.	454 56.8%	187 23.4%	117 14.6%	41 5.1%	1	800
14) My administrators/supervisors respect the negotiated contracts.	441 55.3%	281 35.3%	62 7.8%	13 1.6%	6	803
15) My planning time is respected by my school administrations/supervisors.	427 54.8%	231 29.7%	101 13.0%	20 2.6%	22	801
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	354 45.4%	135 17.3%	162 20.8%	129 16.5%	24	804

2023-2024 HCEA Job Satisfaction Survey

17) In my school, student misbehavior interferes with learning.	285	293	175	43	7	803
	35.8%	36.8%	22.0%	5.4%		
18) Too much instructional time is spent administering assessments.	295	164	245	18	76	798
	40.9%	22.7%	33.9%	2.5%		
19) HCPSS professional development experiences are meaningful and worthwhile.	306	41	287	160	6	800
	38.5%	5.2%	36.1%	20.2%		
20) Increased workload has contributed to a decline in my morale.	350	250	166	16	17	799
	44.8%	32.0%	21.2%	2.0%		
21) I am paid fairly.	334	38	296	136		804
	41.5%	4.7%	36.8%	16.9%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	212	16	277	151	134	790
	32.3%	2.4%	42.2%	23.0%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	197	4	335	234	26	796
	25.6%	0.5%	43.5%	30.4%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	506	165	68	19	30	788
	66.8%	21.8%	9.0%	2.5%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	495	65	165	46	29	800
	64.2%	8.4%	21.4%	6.0%		
26) In my position, I receive appropriate and adequate support and training.	488	93	174	45	4	804
	61.0%	11.6%	21.8%	5.6%		
27) During this current school year, I have experienced harassing behavior from colleagues.	68	18	294	409	14	803
	8.6%	2.3%	37.3%	51.8%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	46	21	283	439	12	801
	5.8%	2.7%	35.9%	55.6%		
29) During this current school year, I have experienced harassing behavior from parents.	167	50	338	240	9	804
	21.0%	6.3%	42.5%	30.2%		
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	182	57	419	60	84	802
	25.3%	7.9%	58.4%	8.4%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	482	85	103	33	92	795
	68.6%	12.1%	14.7%	4.7%		
32) In my school/worksite, I spend too much time in meetings.	242	102	400	28	27	799
	31.3%	13.2%	51.8%	3.6%		
33) In my school, there is adequate support for special education students.	219	40	324	200	15	798
	28.0%	5.1%	41.4%	25.5%		

2023-2024 HCEA Job Satisfaction Survey

Level	High
Worksite	(All)
Unit	Certificated
Work In Special Ed	(All)

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good	478	129	230	87	1	925
	51.7%	14.0%	24.9%	9.4%		
2) There is an atmosphere of open communication and trust in my school/worksite.	470	170	217	62	3	922
	51.1%	18.5%	23.6%	6.7%		
3) I personally feel successful in my work.	517	226	140	34	2	919
	56.4%	24.6%	15.3%	3.7%		
4) I feel involved in decision-making at my school/worksite.	389	105	317	84	21	916
	43.5%	11.7%	35.4%	9.4%		
5) I want to be involved in decision-making at my school/worksite.	574	179	122	20	26	921
	64.1%	20.0%	13.6%	2.2%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	482	184	181	63	6	916
	53.0%	20.2%	19.9%	6.9%		
7) In my school/worksite, I am treated as a professional.	506	287	98	28		919
	55.1%	31.2%	10.7%	3.0%		
8) There is good teamwork among staff in my school/worksite.	521	226	127	41	5	920
	56.9%	24.7%	13.9%	4.5%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	544	162	120	54	39	919
	61.8%	18.4%	13.6%	6.1%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	449	175	198	95	3	920
	49.0%	19.1%	21.6%	10.4%		
11) My work performance is evaluated fairly.	559	219	93	35	12	918
	61.7%	24.2%	10.3%	3.9%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	340	85	278	211	7	921
	37.2%	9.3%	30.4%	23.1%		
13) I am provided adequate work and storage space to prepare for and do my job.	541	239	107	34	3	924
	58.7%	26.0%	11.6%	3.7%		
14) My administrators/supervisors respect the negotiated contracts.	548	317	29	14	10	918
	60.4%	34.9%	3.2%	1.5%		
15) My planning time is respected by my school administrations/supervisors.	497	270	94	24	33	918
	56.2%	30.5%	10.6%	2.7%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	379	105	202	183	50	919
	43.6%	12.1%	23.2%	21.1%		

2023-2024 HCEA Job Satisfaction Survey

17) In my school, student misbehavior interferes with learning.	365	229	254	60	14	922
	40.2%	25.2%	28.0%	6.6%		
18) Too much instructional time is spent administering assessments.	373	143	309	23	69	917
	44.0%	16.9%	36.4%	2.7%		
19) HCPSS professional development experiences are meaningful and worthwhile.	262	23	332	291	10	918
	28.9%	2.5%	36.6%	32.0%		
20) Increased workload has contributed to a decline in my morale.	392	308	181	20	16	917
	43.5%	34.2%	20.1%	2.2%		
21) I am paid fairly.	364	42	336	174	1	917
	39.7%	4.6%	36.7%	19.0%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	190	12	306	257	141	906
	24.8%	1.6%	40.0%	33.6%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	142	5	388	335	36	906
	16.3%	0.6%	44.6%	38.5%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	590	165	92	25	30	902
	67.7%	18.9%	10.6%	2.9%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	514	85	211	71	30	911
	58.3%	9.6%	24.0%	8.1%		
26) In my position, I receive appropriate and adequate support and training.	550	79	229	50	8	916
	60.6%	8.7%	25.2%	5.5%		
27) During this current school year, I have experienced harassing behavior from colleagues.	56	26	343	486	7	918
	6.1%	2.9%	37.7%	53.3%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	38	12	356	502	9	917
	4.2%	1.3%	39.2%	55.3%		
29) During this current school year, I have experienced harassing behavior from parents.	197	62	385	268	4	916
	21.6%	6.8%	42.2%	29.4%		
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	246	87	415	85	82	915
	29.5%	10.4%	49.8%	10.2%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	396	56	260	112	82	906
	48.1%	6.8%	31.6%	13.6%		
32) In my school/worksite, I spend too much time in meetings.	247	71	531	51	16	916
	27.4%	7.9%	59.0%	5.7%		
33) In my school, there is adequate support for special education students.	337	82	329	141	29	918
	37.9%	9.2%	37.0%	15.9%		

2023-2024 HCEA Job Satisfaction Survey

Level	All
Worksite	(All)
Unit	ESP
Work In Special Ed	(All)

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good	746	263	248	81	11	1349
	55.8%	19.7%	18.5%	6.1%		
2) There is an atmosphere of open communication and trust in my school/worksite.	730	266	264	75	9	1344
	54.7%	19.9%	19.8%	5.6%		
3) I personally feel successful in my work.	802	392	117	21	15	1347
	60.2%	29.4%	8.8%	1.6%		
4) I feel involved in decision-making at my school/worksite.	602	135	352	93	155	1337
	50.9%	11.4%	29.8%	7.9%		
5) I want to be involved in decision-making at my school/worksite.	797	209	121	17	188	1332
	69.7%	18.3%	10.6%	1.5%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	723	270	229	89	32	1343
	55.1%	20.6%	17.5%	6.8%		
7) In my school/worksite, I am treated as a professional.	807	372	121	29	12	1341
	60.7%	28.0%	9.1%	2.2%		
8) There is good teamwork among staff in my school/worksite.	725	380	175	43	14	1337
	54.8%	28.7%	13.2%	3.3%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	621	130	199	51	326	1327
	62.0%	13.0%	19.9%	5.1%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	764	297	201	64	16	1342
	57.6%	22.4%	15.2%	4.8%		
11) My work performance is evaluated fairly.	772	360	95	28	76	1331
	61.5%	28.7%	7.6%	2.2%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	625	210	220	76	204	1335
	55.3%	18.6%	19.5%	6.7%		
13) I am provided adequate work and storage space to prepare for and do my job.	799	329	128	33	56	1345
	62.0%	25.5%	9.9%	2.6%		
14) My administrators/supervisors respect the negotiated contracts.	740	418	86	19	68	1331
	58.6%	33.1%	6.8%	1.5%		
15) My planning time is respected by my school administrations/supervisors.	358	133	48	22	777	1338
	63.8%	23.7%	8.6%	3.9%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	522	177	157	77	400	1333
	55.9%	19.0%	16.8%	8.3%		

2023-2024 HCEA Job Satisfaction Survey

17) In my school, student misbehavior interferes with learning.	417	401	168	38	311	1335
	40.7%	39.2%	16.4%	3.7%		
18) Too much instructional time is spent administering assessments.	284	113	273	28	636	1334
	40.7%	16.2%	39.1%	4.0%		
19) HCPSS professional development experiences are meaningful and worthwhile.	591	99	325	121	188	1324
	52.0%	8.7%	28.6%	10.7%		
20) Increased workload has contributed to a decline in my morale.	385	147	494	75	224	1325
	35.0%	13.4%	44.9%	6.8%		
21) I am paid fairly.	378	55	478	400	22	1333
	28.8%	4.2%	36.5%	30.5%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	471	82	386	180	184	1303
	42.1%	7.3%	34.5%	16.1%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	448	36	497	257	75	1313
	36.2%	2.9%	40.1%	20.8%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	861	281	121	43	53	1359
	65.9%	21.5%	9.3%	3.3%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	701	132	177	63	257	1330
	65.3%	12.3%	16.5%	5.9%		
26) In my position, I receive appropriate and adequate support and training.	783	144	294	83	26	1330
	60.0%	11.0%	22.5%	6.4%		
27) During this current school year, I have experienced harassing behavior from colleagues.	104	38	461	679	57	1339
	8.1%	3.0%	36.0%	53.0%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	64	19	464	738	52	1337
	5.0%	1.5%	36.1%	57.4%		
29) During this current school year, I have experienced harassing behavior from parents.	129	51	473	476	208	1337
	11.4%	4.5%	41.9%	42.2%		
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	57	14	134	25	1094	1324
	24.8%	6.1%	58.3%	10.9%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	166	23	38	12	1092	1331
	69.5%	9.6%	15.9%	5.0%		
32) In my school/worksites, I spend too much time in meetings.	133	29	662	149	365	1338
	13.7%	3.0%	68.0%	15.3%		
33) In my school, there is adequate support for special education students.	314	106	312	317	287	1336
	29.9%	10.1%	29.7%	30.2%		

2023-2024 HCEA Job Satisfaction Survey

Level	Elementary
Worksite	(All)
Unit	ESP
Work In Special Ed	(All)

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good	391	134	120	45	5	695
	56.7%	19.4%	17.4%	6.5%		
2) There is an atmosphere of open communication and trust in my school/worksite.	393	133	129	37	3	695
	56.8%	19.2%	18.6%	5.3%		
3) I personally feel successful in my work.	440	188	52	9	5	694
	63.9%	27.3%	7.5%	1.3%		
4) I feel involved in decision-making at my school/worksite.	323	54	187	48	78	690
	52.8%	8.8%	30.6%	7.8%		
5) I want to be involved in decision-making at my school/worksite.	429	99	55	7	95	685
	72.7%	16.8%	9.3%	1.2%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	389	123	122	43	16	693
	57.5%	18.2%	18.0%	6.4%		
7) In my school/worksite, I am treated as a professional.	433	172	61	17	6	689
	63.4%	25.2%	8.9%	2.5%		
8) There is good teamwork among staff in my school/worksite.	387	184	93	22	4	690
	56.4%	26.8%	13.6%	3.2%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	363	61	130	31	93	678
	62.1%	10.4%	22.2%	5.3%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	400	133	116	35	6	690
	58.5%	19.4%	17.0%	5.1%		
11) My work performance is evaluated fairly.	418	178	47	12	33	688
	63.8%	27.2%	7.2%	1.8%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	335	89	124	40	100	688
	57.0%	15.1%	21.1%	6.8%		
13) I am provided adequate work and storage space to prepare for and do my job.	436	143	66	22	27	694
	65.4%	21.4%	9.9%	3.3%		
14) My administrators/supervisors respect the negotiated contracts.	386	204	52	9	36	687
	59.3%	31.3%	8.0%	1.4%		
15) My planning time is respected by my school administrations/supervisors.	226	70	30	13	351	690
	66.7%	20.6%	8.8%	3.8%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	325	100	89	40	132	686
	58.7%	18.1%	16.1%	7.2%		

2023-2024 HCEA Job Satisfaction Survey

17) In my school, student misbehavior interferes with learning.	253	235	100	20	80	688
	41.6%	38.7%	16.4%	3.3%		
18) Too much instructional time is spent administering assessments.	178	77	156	12	261	684
	42.1%	18.2%	36.9%	2.8%		
19) HCPSS professional development experiences are meaningful and worthwhile.	320	47	189	65	60	681
	51.5%	7.6%	30.4%	10.5%		
20) Increased workload has contributed to a decline in my morale.	209	100	243	36	94	682
	35.5%	17.0%	41.3%	6.1%		
21) I am paid fairly.	171	19	261	221	12	684
	25.4%	2.8%	38.8%	32.9%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	237	23	207	94	105	666
	42.2%	4.1%	36.9%	16.8%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	240	16	235	139	45	675
	38.1%	2.5%	37.3%	22.1%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	447	158	57	20	25	707
	65.5%	23.2%	8.4%	2.9%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	398	67	83	24	113	685
	69.6%	11.7%	14.5%	4.2%		
26) In my position, I receive appropriate and adequate support and training.	420	60	152	35	15	682
	63.0%	9.0%	22.8%	5.2%		
27) During this current school year, I have experienced harassing behavior from colleagues.	55	15	247	344	28	689
	8.3%	2.3%	37.4%	52.0%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	33	8	240	386	23	690
	4.9%	1.2%	36.0%	57.9%		
29) During this current school year, I have experienced harassing behavior from parents.	66	22	271	278	53	690
	10.4%	3.5%	42.5%	43.6%		
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	39	9	95	14	521	678
	24.8%	5.7%	60.5%	8.9%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	100	7	25	8	542	682
	71.4%	5.0%	17.9%	5.7%		
32) In my school/worksite, I spend too much time in meetings.	82	17	330	77	182	688
	16.2%	3.4%	65.2%	15.2%		
33) In my school, there is adequate support for special education students.	148	44	202	239	55	688
	23.4%	7.0%	31.9%	37.8%		

2023-2024 HCEA Job Satisfaction Survey

Level	Middle
Worksite	(All)
Unit	ESP
Work In Special Ed	(All)

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good	117	45	40	12		214
	54.7%	21.0%	18.7%	5.6%		
2) There is an atmosphere of open communication and trust in my school/worksite.	110	45	47	11		213
	51.6%	21.1%	22.1%	5.2%		
3) I personally feel successful in my work.	131	62	19	2		214
	61.2%	29.0%	8.9%	0.9%		
4) I feel involved in decision-making at my school/worksite.	90	25	52	13	30	210
	50.0%	13.9%	28.9%	7.2%		
5) I want to be involved in decision-making at my school/worksite.	124	28	21	3	35	211
	70.5%	15.9%	11.9%	1.7%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	113	46	34	12	8	213
	55.1%	22.4%	16.6%	5.9%		
7) In my school/worksite, I am treated as a professional.	132	57	22	2	1	214
	62.0%	26.8%	10.3%	0.9%		
8) There is good teamwork among staff in my school/worksite.	121	54	30	5	2	212
	57.6%	25.7%	14.3%	2.4%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	102	22	32	11	46	213
	61.1%	13.2%	19.2%	6.6%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	128	46	25	13	2	214
	60.4%	21.7%	11.8%	6.1%		
11) My work performance is evaluated fairly.	126	53	17	3	11	210
	63.3%	26.6%	8.5%	1.5%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	89	24	39	22	37	211
	51.1%	13.8%	22.4%	12.6%		
13) I am provided adequate work and storage space to prepare for and do my job.	123	53	27	3	8	214
	59.7%	25.7%	13.1%	1.5%		
14) My administrators/supervisors respect the negotiated contracts.	124	62	15	2	8	211
	61.1%	30.5%	7.4%	1.0%		
15) My planning time is respected by my school administrations/supervisors.	47	23	12	5	124	211
	54.0%	26.4%	13.8%	5.7%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	87	36	27	15	46	211
	52.7%	21.8%	16.4%	9.1%		

2023-2024 HCEA Job Satisfaction Survey

17) In my school, student misbehavior interferes with learning.	71	76	28	9	27	211
	38.6%	41.3%	15.2%	4.9%		
18) Too much instructional time is spent administering assessments.	51	10	52	9	90	212
	41.8%	8.2%	42.6%	7.4%		
19) HCPSS professional development experiences are meaningful and worthwhile.	109	20	43	12	29	213
	59.2%	10.9%	23.4%	6.5%		
20) Increased workload has contributed to a decline in my morale.	59	15	89	9	37	209
	34.3%	8.7%	51.7%	5.2%		
21) I am paid fairly.	63	6	73	68	2	212
	30.0%	2.9%	34.8%	32.4%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	76	11	70	23	29	209
	42.2%	6.1%	38.9%	12.8%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	75	6	87	32	8	208
	37.5%	3.0%	43.5%	16.0%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	146	39	19	5	9	218
	69.9%	18.7%	9.1%	2.4%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	110	23	26	8	44	211
	65.9%	13.8%	15.6%	4.8%		
26) In my position, I receive appropriate and adequate support and training.	123	27	49	13		212
	58.0%	12.7%	23.1%	6.1%		
27) During this current school year, I have experienced harassing behavior from colleagues.	18	9	74	102	9	212
	8.9%	4.4%	36.5%	50.2%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	11	3	82	111	5	212
	5.3%	1.4%	39.6%	53.6%		
29) During this current school year, I have experienced harassing behavior from parents.	24	8	81	70	28	211
	13.1%	4.4%	44.3%	38.3%		
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	7	3	26	4	171	211
	17.5%	7.5%	65.0%	10.0%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	35	7	6	2	162	212
	70.0%	14.0%	12.0%	4.0%		
32) In my school/worksite, I spend too much time in meetings.	12	3	103	20	74	212
	8.7%	2.2%	74.6%	14.5%		
33) In my school, there is adequate support for special education students.	70	28	53	30	31	212
	38.7%	15.5%	29.3%	16.6%		

2023-2024 HCEA Job Satisfaction Survey

Level	High
Worksite	(All)
Unit	ESP
Work In Special Ed	(All)

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good	129	50	38	9	1	227
	57.1%	22.1%	16.8%	4.0%		
2) There is an atmosphere of open communication and trust in my school/worksite.	125	47	43	10	1	226
	55.6%	20.9%	19.1%	4.4%		
3) I personally feel successful in my work.	124	70	25	4	4	227
	55.6%	31.4%	11.2%	1.8%		
4) I feel involved in decision-making at my school/worksite.	89	23	65	20	28	225
	45.2%	11.7%	33.0%	10.2%		
5) I want to be involved in decision-making at my school/worksite.	122	37	31	5	30	225
	62.6%	19.0%	15.9%	2.6%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	121	47	39	16	3	226
	54.3%	21.1%	17.5%	7.2%		
7) In my school/worksite, I am treated as a professional.	136	65	19	4	2	226
	60.7%	29.0%	8.5%	1.8%		
8) There is good teamwork among staff in my school/worksite.	128	62	24	7	2	223
	57.9%	28.1%	10.9%	3.2%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	89	25	18	6	89	227
	64.5%	18.1%	13.0%	4.3%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	121	66	32	5	2	226
	54.0%	29.5%	14.3%	2.2%		
11) My work performance is evaluated fairly.	126	59	17	7	14	223
	60.3%	28.2%	8.1%	3.3%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	92	46	37	11	38	224
	49.5%	24.7%	19.9%	5.9%		
13) I am provided adequate work and storage space to prepare for and do my job.	124	70	21	4	7	226
	56.6%	32.0%	9.6%	1.8%		
14) My administrators/supervisors respect the negotiated contracts.	125	73	9	4	14	225
	59.2%	34.6%	4.3%	1.9%		
15) My planning time is respected by my school administrations/supervisors.	37	18	6	1	163	225
	59.7%	29.0%	9.7%	1.6%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	83	21	27	17	77	225
	56.1%	14.2%	18.2%	11.5%		

2023-2024 HCEA Job Satisfaction Survey

17) In my school, student misbehavior interferes with learning.	76	65	33	3	47	224
	42.9%	36.7%	18.6%	1.7%		
18) Too much instructional time is spent administering assessments.	43	22	46	4	110	225
	37.4%	19.1%	40.0%	3.5%		
19) HCPSS professional development experiences are meaningful and worthwhile.	71	14	65	24	48	222
	40.8%	8.0%	37.4%	13.8%		
20) Increased workload has contributed to a decline in my morale.	68	18	77	9	50	222
	39.5%	10.5%	44.8%	5.2%		
21) I am paid fairly.	48	9	91	76	1	225
	21.4%	4.0%	40.6%	33.9%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	71	8	72	39	30	220
	37.4%	4.2%	37.9%	20.5%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	52	5	98	55	11	221
	24.8%	2.4%	46.7%	26.2%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	147	44	26	8	8	233
	65.3%	19.6%	11.6%	3.6%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	111	15	35	17	46	224
	62.4%	8.4%	19.7%	9.6%		
26) In my position, I receive appropriate and adequate support and training.	118	24	59	18	5	224
	53.9%	11.0%	26.9%	8.2%		
27) During this current school year, I have experienced harassing behavior from colleagues.	15	5	77	120	8	225
	6.9%	2.3%	35.5%	55.3%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	9	3	76	127	9	224
	4.2%	1.4%	35.3%	59.1%		
29) During this current school year, I have experienced harassing behavior from parents.	30	13	75	75	31	224
	15.5%	6.7%	38.9%	38.9%		
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	6	1	6	3	208	224
	37.5%	6.3%	37.5%	18.8%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	19	7	5	1	193	225
	59.4%	21.9%	15.6%	3.1%		
32) In my school/worksite, I spend too much time in meetings.	17	5	116	21	66	225
	10.7%	3.1%	73.0%	13.2%		
33) In my school, there is adequate support for special education students.	68	23	44	34	54	223
	40.2%	13.6%	26.0%	20.1%		

2023-2024 HCEA Job Satisfaction Survey

Level	(All)
Worksite	(All)
Unit	(All)
Work In Special Ed	Yes

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good	576	160	240	98	6	1080
	53.6%	14.9%	22.3%	9.1%		
2) There is an atmosphere of open communication and trust in my school/worksite.	581	189	225	82	3	1080
	53.9%	17.5%	20.9%	7.6%		
3) I personally feel successful in my work.	628	231	172	42	6	1079
	58.5%	21.5%	16.0%	3.9%		
4) I feel involved in decision-making at my school/worksite.	446	130	318	93	88	1075
	45.2%	13.2%	32.2%	9.4%		
5) I want to be involved in decision-making at my school/worksite.	610	242	118	16	91	1077
	61.9%	24.5%	12.0%	1.6%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	574	219	194	75	17	1079
	54.0%	20.6%	18.3%	7.1%		
7) In my school/worksite, I am treated as a professional.	586	344	110	32	6	1078
	54.7%	32.1%	10.3%	3.0%		
8) There is good teamwork among staff in my school/worksite.	606	271	155	40	4	1076
	56.5%	25.3%	14.5%	3.7%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	561	141	160	63	147	1072
	60.6%	15.2%	17.3%	6.8%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	570	233	207	62	5	1077
	53.2%	21.7%	19.3%	5.8%		
11) My work performance is evaluated fairly.	621	299	88	35	33	1076
	59.5%	28.7%	8.4%	3.4%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	382	100	298	222	65	1067
	38.1%	10.0%	29.7%	22.2%		
13) I am provided adequate work and storage space to prepare for and do my job.	597	264	139	49	25	1074
	56.9%	25.2%	13.3%	4.7%		
14) My administrators/supervisors respect the negotiated contracts.	550	390	74	23	34	1071
	53.0%	37.6%	7.1%	2.2%		
15) My planning time is respected by my school administrations/supervisors.	443	240	102	30	261	1076
	54.4%	29.4%	12.5%	3.7%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	477	187	138	88	183	1073
	53.6%	21.0%	15.5%	9.9%		

2023-2024 HCEA Job Satisfaction Survey

17) In my school, student misbehavior interferes with learning.	404	352	186	46	89	1077
	40.9%	35.6%	18.8%	4.7%		
18) Too much instructional time is spent administering assessments.	308	132	293	22	317	1072
	40.8%	17.5%	38.8%	2.9%		
19) HCPSS professional development experiences are meaningful and worthwhile.	433	62	356	188	34	1073
	41.7%	6.0%	34.3%	18.1%		
20) Increased workload has contributed to a decline in my morale.	365	327	262	36	78	1068
	36.9%	33.0%	26.5%	3.6%		
21) I am paid fairly.	332	33	391	310	8	1074
	31.1%	3.1%	36.7%	29.1%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	330	31	362	165	167	1055
	37.2%	3.5%	40.8%	18.6%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	269	14	429	282	62	1056
	27.1%	1.4%	43.2%	28.4%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	668	200	96	29	43	1036
	67.3%	20.1%	9.7%	2.9%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	637	115	189	62	72	1075
	63.5%	11.5%	18.8%	6.2%		
26) In my position, I receive appropriate and adequate support and training.	598	99	272	97	9	1075
	56.1%	9.3%	25.5%	9.1%		
27) During this current school year, I have experienced harassing behavior from colleagues.	99	33	370	545	27	1074
	9.5%	3.2%	35.3%	52.1%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	56	15	363	620	24	1078
	5.3%	1.4%	34.4%	58.8%		
29) During this current school year, I have experienced harassing behavior from parents.	135	63	426	385	64	1073
	13.4%	6.2%	42.2%	38.2%		
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	175	53	304	72	465	1069
	29.0%	8.8%	50.3%	11.9%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	359	57	107	34	510	1067
	64.5%	10.2%	19.2%	6.1%		
32) In my school/worksite, I spend too much time in meetings.	249	116	480	75	152	1072
	27.1%	12.6%	52.2%	8.2%		
33) In my school, there is adequate support for special education students.	233	70	343	378	51	1075
	22.8%	6.8%	33.5%	36.9%		

2023-2024 HCEA Job Satisfaction Survey

Level	Elementary
Worksite	(All)
Unit	Certificated
Work In Special Ed	Yes

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good	194	49	72	25	2	342
	57.1%	14.4%	21.2%	7.4%		
2) There is an atmosphere of open communication and trust in my school/worksite.	196	65	52	26	1	340
	57.8%	19.2%	15.3%	7.7%		
3) I personally feel successful in my work.	189	72	61	21		343
	55.1%	21.0%	17.8%	6.1%		
4) I feel involved in decision-making at my school/worksite.	157	49	86	25	22	339
	49.5%	15.5%	27.1%	7.9%		
5) I want to be involved in decision-making at my school/worksite.	188	94	32	6	19	339
	58.8%	29.4%	10.0%	1.9%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	175	89	52	22	3	341
	51.8%	26.3%	15.4%	6.5%		
7) In my school/worksite, I am treated as a professional.	162	138	28	13	1	342
	47.5%	40.5%	8.2%	3.8%		
8) There is good teamwork among staff in my school/worksite.	181	98	49	14		342
	52.9%	28.7%	14.3%	4.1%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	184	58	40	16	40	338
	61.7%	19.5%	13.4%	5.4%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	177	87	66	12		342
	51.8%	25.4%	19.3%	3.5%		
11) My work performance is evaluated fairly.	194	116	17	9	6	342
	57.7%	34.5%	5.1%	2.7%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	103	25	101	108	1	338
	30.6%	7.4%	30.0%	32.0%		
13) I am provided adequate work and storage space to prepare for and do my job.	168	99	48	24		339
	49.6%	29.2%	14.2%	7.1%		
14) My administrators/supervisors respect the negotiated contracts.	164	154	11	7	3	339
	48.8%	45.8%	3.3%	2.1%		
15) My planning time is respected by my school administrations/supervisors.	162	110	39	12	17	340
	50.2%	34.1%	12.1%	3.7%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	155	84	26	17	57	339
	55.0%	29.8%	9.2%	6.0%		

2023-2024 HCEA Job Satisfaction Survey

17) In my school, student misbehavior interferes with learning.	146	94	67	12	24	343
	45.8%	29.5%	21.0%	3.8%		
18) Too much instructional time is spent administering assessments.	106	64	72	4	94	340
	43.1%	26.0%	29.3%	1.6%		
19) HCPSS professional development experiences are meaningful and worthwhile.	136	16	123	62	5	342
	40.4%	4.7%	36.5%	18.4%		
20) Increased workload has contributed to a decline in my morale.	112	155	53	13	8	341
	33.6%	46.5%	15.9%	3.9%		
21) I am paid fairly.	114	12	120	94		340
	33.5%	3.5%	35.3%	27.6%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	103	2	125	56	45	331
	36.0%	0.7%	43.7%	19.6%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	59	2	152	103	15	331
	18.7%	0.6%	48.1%	32.6%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	200	72	32	10	13	327
	63.7%	22.9%	10.2%	3.2%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	188	33	72	28	22	343
	58.6%	10.3%	22.4%	8.7%		
26) In my position, I receive appropriate and adequate support and training.	176	27	89	44	2	338
	52.4%	8.0%	26.5%	13.1%		
27) During this current school year, I have experienced harassing behavior from colleagues.	35	8	98	190	7	338
	10.6%	2.4%	29.6%	57.4%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	19	4	88	225	5	341
	5.7%	1.2%	26.2%	67.0%		
29) During this current school year, I have experienced harassing behavior from parents.	49	26	133	127	5	340
	14.6%	7.8%	39.7%	37.9%		
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	71	30	135	35	69	340
	26.2%	11.1%	49.8%	12.9%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	165	28	36	9	99	337
	69.3%	11.8%	15.1%	3.8%		
32) In my school/worksite, I spend too much time in meetings.	100	64	147	22	6	339
	30.0%	19.2%	44.1%	6.6%		
33) In my school, there is adequate support for special education students.	48	10	110	163	10	341
	14.5%	3.0%	33.2%	49.2%		

2023-2024 HCEA Job Satisfaction Survey

Level	Middle
Worksite	(All)
Unit	Certificated
Work In Special Ed	Yes

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good	57	12	29	20	1	119
	48.3%	10.2%	24.6%	16.9%		
2) There is an atmosphere of open communication and trust in my school/worksite.	58	17	30	15		120
	48.3%	14.2%	25.0%	12.5%		
3) I personally feel successful in my work.	73	15	26	6		120
	60.8%	12.5%	21.7%	5.0%		
4) I feel involved in decision-making at my school/worksite.	43	18	34	18	7	120
	38.1%	15.9%	30.1%	15.9%		
5) I want to be involved in decision-making at my school/worksite.	64	27	21	3	5	120
	55.7%	23.5%	18.3%	2.6%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	56	29	20	13	2	120
	47.5%	24.6%	16.9%	11.0%		
7) In my school/worksite, I am treated as a professional.	60	35	19	6		120
	50.0%	29.2%	15.8%	5.0%		
8) There is good teamwork among staff in my school/worksite.	65	23	26	5	1	120
	54.6%	19.3%	21.8%	4.2%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	59	22	16	10	13	120
	55.1%	20.6%	15.0%	9.3%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	63	26	19	10		118
	53.4%	22.0%	16.1%	8.5%		
11) My work performance is evaluated fairly.	62	34	16	7	1	120
	52.1%	28.6%	13.4%	5.9%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	39	8	35	36	2	120
	33.1%	6.8%	29.7%	30.5%		
13) I am provided adequate work and storage space to prepare for and do my job.	67	33	13	5		118
	56.8%	28.0%	11.0%	4.2%		
14) My administrators/supervisors respect the negotiated contracts.	55	49	14	2		120
	45.8%	40.8%	11.7%	1.7%		
15) My planning time is respected by my school administrations/supervisors.	53	38	20	3	6	120
	46.5%	33.3%	17.5%	2.6%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	53	22	22	16	7	120
	46.9%	19.5%	19.5%	14.2%		

2023-2024 HCEA Job Satisfaction Survey

17) In my school, student misbehavior interferes with learning.	39	43	26	10	2	120
	33.1%	36.4%	22.0%	8.5%		
18) Too much instructional time is spent administering assessments.	46	17	39	2	16	120
	44.2%	16.3%	37.5%	1.9%		
19) HCPSS professional development experiences are meaningful and worthwhile.	43	4	42	30	1	120
	36.1%	3.4%	35.3%	25.2%		
20) Increased workload has contributed to a decline in my morale.	49	49	13	5	3	119
	42.2%	42.2%	11.2%	4.3%		
21) I am paid fairly.	45	5	44	25		119
	37.8%	4.2%	37.0%	21.0%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	32	3	38	20	24	117
	34.4%	3.2%	40.9%	21.5%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	33		46	33	5	117
	29.5%	0.0%	41.1%	29.5%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	71	26	9	3	3	112
	65.1%	23.9%	8.3%	2.8%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	71	12	24	5	7	119
	63.4%	10.7%	21.4%	4.5%		
26) In my position, I receive appropriate and adequate support and training.	69	11	32	7	1	120
	58.0%	9.2%	26.9%	5.9%		
27) During this current school year, I have experienced harassing behavior from colleagues.	11	5	41	59	4	120
	9.5%	4.3%	35.3%	50.9%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	12	2	35	67	3	119
	10.3%	1.7%	30.2%	57.8%		
29) During this current school year, I have experienced harassing behavior from parents.	20	15	49	33	1	118
	17.1%	12.8%	41.9%	28.2%		
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	27	9	49	10	25	120
	28.4%	9.5%	51.6%	10.5%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	64	13	12	5	25	119
	68.1%	13.8%	12.8%	5.3%		
32) In my school/worksite, I spend too much time in meetings.	48	15	47	3	5	118
	42.5%	13.3%	41.6%	2.7%		
33) In my school, there is adequate support for special education students.	25	4	54	37		120
	20.8%	3.3%	45.0%	30.8%		

2023-2024 HCEA Job Satisfaction Survey

Level	High
Worksite	(All)
Unit	Certificated
Work In Special Ed	Yes

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good	65	17	34	10		126
	51.6%	13.5%	27.0%	7.9%		
2) There is an atmosphere of open communication and trust in my school/worksite.	64	21	35	6		126
	50.8%	16.7%	27.8%	4.8%		
3) I personally feel successful in my work.	63	29	25	6		123
	51.2%	23.6%	20.3%	4.9%		
4) I feel involved in decision-making at my school/worksite.	44	17	51	9	4	125
	36.4%	14.0%	42.1%	7.4%		
5) I want to be involved in decision-making at my school/worksite.	77	22	22		4	125
	63.6%	18.2%	18.2%	0.0%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	70	20	28	6	1	125
	56.5%	16.1%	22.6%	4.8%		
7) In my school/worksite, I am treated as a professional.	70	40	10	3		123
	56.9%	32.5%	8.1%	2.4%		
8) There is good teamwork among staff in my school/worksite.	82	29	9	4	1	125
	66.1%	23.4%	7.3%	3.2%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	75	18	13	11	7	124
	64.1%	15.4%	11.1%	9.4%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	63	23	27	11		124
	50.8%	18.5%	21.8%	8.9%		
11) My work performance is evaluated fairly.	76	26	17	5		124
	61.3%	21.0%	13.7%	4.0%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	47	14	35	27	2	125
	38.2%	11.4%	28.5%	22.0%		
13) I am provided adequate work and storage space to prepare for and do my job.	74	27	17	6	1	125
	59.7%	21.8%	13.7%	4.8%		
14) My administrators/supervisors respect the negotiated contracts.	74	40	4	3	4	125
	61.2%	33.1%	3.3%	2.5%		
15) My planning time is respected by my school administrations/supervisors.	65	34	18	3	5	125
	54.2%	28.3%	15.0%	2.5%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	46	16	29	23	11	125
	40.4%	14.0%	25.4%	20.2%		

2023-2024 HCEA Job Satisfaction Survey

17) In my school, student misbehavior interferes with learning.	53	40	23	7	2	125
	43.1%	32.5%	18.7%	5.7%		
18) Too much instructional time is spent administering assessments.	50	16	35	2	20	123
	48.5%	15.5%	34.0%	1.9%		
19) HCPSS professional development experiences are meaningful and worthwhile.	30	2	51	41	1	125
	24.2%	1.6%	41.1%	33.1%		
20) Increased workload has contributed to a decline in my morale.	54	42	23	2	3	124
	44.6%	34.7%	19.0%	1.7%		
21) I am paid fairly.	45	4	54	22		125
	36.0%	3.2%	43.2%	17.6%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	26	5	49	27	16	123
	24.3%	4.7%	45.8%	25.2%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	16	2	52	45	7	122
	13.9%	1.7%	45.2%	39.1%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	76	19	15	3	7	120
	67.3%	16.8%	13.3%	2.7%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	84	10	24	4	2	124
	68.9%	8.2%	19.7%	3.3%		
26) In my position, I receive appropriate and adequate support and training.	73	10	35	6	1	125
	58.9%	8.1%	28.2%	4.8%		
27) During this current school year, I have experienced harassing behavior from colleagues.	6	7	51	58	3	125
	4.9%	5.7%	41.8%	47.5%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	4	2	52	64	3	125
	3.3%	1.6%	42.6%	52.5%		
29) During this current school year, I have experienced harassing behavior from parents.	29	9	55	31	1	125
	23.4%	7.3%	44.4%	25.0%		
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	46	6	45	10	17	124
	43.0%	5.6%	42.1%	9.3%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	59	6	31	11	16	123
	55.1%	5.6%	29.0%	10.3%		
32) In my school/worksite, I spend too much time in meetings.	46	11	60	1	6	124
	39.0%	9.3%	50.8%	0.8%		
33) In my school, there is adequate support for special education students.	36	7	52	29	1	125
	29.0%	5.6%	41.9%	23.4%		

2023-2024 HCEA Job Satisfaction Survey

Level	Elementary
Worksite	(All)
Unit	ESP
Work In Special Ed	Yes

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good	137	40	42	19	2	240
	57.6%	16.8%	17.6%	8.0%		
2) There is an atmosphere of open communication and trust in my school/worksite.	139	39	47	15		240
	57.9%	16.3%	19.6%	6.3%		
3) I personally feel successful in my work.	154	55	25	4	1	239
	64.7%	23.1%	10.5%	1.7%		
4) I feel involved in decision-making at my school/worksite.	108	19	60	21	30	238
	51.9%	9.1%	28.8%	10.1%		
5) I want to be involved in decision-making at my school/worksite.	141	42	18	4	34	239
	68.8%	20.5%	8.8%	2.0%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	135	33	47	19	5	239
	57.7%	14.1%	20.1%	8.1%		
7) In my school/worksite, I am treated as a professional.	157	56	21	4	2	240
	66.0%	23.5%	8.8%	1.7%		
8) There is good teamwork among staff in my school/worksite.	138	52	40	8		238
	58.0%	21.8%	16.8%	3.4%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	134	21	53	11	18	237
	61.2%	9.6%	24.2%	5.0%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	132	42	55	8	2	239
	55.7%	17.7%	23.2%	3.4%		
11) My work performance is evaluated fairly.	148	54	20	7	11	240
	64.6%	23.6%	8.7%	3.1%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	100	24	63	18	30	235
	48.8%	11.7%	30.7%	8.8%		
13) I am provided adequate work and storage space to prepare for and do my job.	156	41	23	8	11	239
	68.4%	18.0%	10.1%	3.5%		
14) My administrators/supervisors respect the negotiated contracts.	127	69	25	5	11	237
	56.2%	30.5%	11.1%	2.2%		
15) My planning time is respected by my school administrations/supervisors.	89	24	9	7	109	238
	69.0%	18.6%	7.0%	5.4%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	127	35	34	9	32	237
	62.0%	17.1%	16.6%	4.4%		

2023-2024 HCEA Job Satisfaction Survey

17) In my school, student misbehavior interferes with learning.	85	91	44	7	10	237
	37.4%	40.1%	19.4%	3.1%		
18) Too much instructional time is spent administering assessments.	57	24	70	5	81	237
	36.5%	15.4%	44.9%	3.2%		
19) HCPSS professional development experiences are meaningful and worthwhile.	119	19	61	23	12	234
	53.6%	8.6%	27.5%	10.4%		
20) Increased workload has contributed to a decline in my morale.	70	45	85	6	31	237
	34.0%	21.8%	41.3%	2.9%		
21) I am paid fairly.	57	5	84	87	4	237
	24.5%	2.1%	36.1%	37.3%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	83	8	75	32	37	235
	41.9%	4.0%	37.9%	16.2%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	90	5	74	50	18	237
	41.1%	2.3%	33.8%	22.8%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	157	42	17	8	10	234
	70.1%	18.8%	7.6%	3.6%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	155	28	26	9	19	237
	71.1%	12.8%	11.9%	4.1%		
26) In my position, I receive appropriate and adequate support and training.	142	18	59	17	2	238
	60.2%	7.6%	25.0%	7.2%		
27) During this current school year, I have experienced harassing behavior from colleagues.	23	5	90	114	7	239
	9.9%	2.2%	38.8%	49.1%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	13	3	96	122	6	240
	5.6%	1.3%	41.0%	52.1%		
29) During this current school year, I have experienced harassing behavior from parents.	10	3	94	109	22	238
	4.6%	1.4%	43.5%	50.5%		
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	17	4	44	7	162	234
	23.6%	5.6%	61.1%	9.7%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	40	2	11	5	177	235
	69.0%	3.4%	19.0%	8.6%		
32) In my school/worksite, I spend too much time in meetings.	29	10	115	26	59	239
	16.1%	5.6%	63.9%	14.4%		
33) In my school, there is adequate support for special education students.	55	17	69	91	5	237
	23.7%	7.3%	29.7%	39.2%		

2023-2024 HCEA Job Satisfaction Survey

Level	Middle
Worksite	(All)
Unit	ESP
Work In Special Ed	Yes

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good	39	16	18	6		79
	49.4%	20.3%	22.8%	7.6%		
2) There is an atmosphere of open communication and trust in my school/worksite.	38	18	17	6		79
	48.1%	22.8%	21.5%	7.6%		
3) I personally feel successful in my work.	51	18	10			79
	64.6%	22.8%	12.7%	0.0%		
4) I feel involved in decision-making at my school/worksite.	26	8	29	4	11	78
	38.8%	11.9%	43.3%	6.0%		
5) I want to be involved in decision-making at my school/worksite.	51	11	3		14	79
	78.5%	16.9%	4.6%	0.0%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	43	13	14	5	4	79
	57.3%	17.3%	18.7%	6.7%		
7) In my school/worksite, I am treated as a professional.	49	18	9	2	1	79
	62.8%	23.1%	11.5%	2.6%		
8) There is good teamwork among staff in my school/worksite.	46	22	9	1		78
	59.0%	28.2%	11.5%	1.3%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	39	6	16	6	12	79
	58.2%	9.0%	23.9%	9.0%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	49	14	9	6	1	79
	62.8%	17.9%	11.5%	7.7%		
11) My work performance is evaluated fairly.	49	16	7	1	5	78
	67.1%	21.9%	9.6%	1.4%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	25	4	25	14	10	78
	36.8%	5.9%	36.8%	20.6%		
13) I am provided adequate work and storage space to prepare for and do my job.	42	17	15	1	4	79
	56.0%	22.7%	20.0%	1.3%		
14) My administrators/supervisors respect the negotiated contracts.	42	23	10	1	2	78
	55.3%	30.3%	13.2%	1.3%		
15) My planning time is respected by my school administrations/supervisors.	23	8	8	4	35	78
	53.5%	18.6%	18.6%	9.3%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	36	15	9	10	8	78
	51.4%	21.4%	12.9%	14.3%		

2023-2024 HCEA Job Satisfaction Survey

17) In my school, student misbehavior interferes with learning.	27	30	14	3	4	78
	36.5%	40.5%	18.9%	4.1%		
18) Too much instructional time is spent administering assessments.	20	2	29	3	24	78
	37.0%	3.7%	53.7%	5.6%		
19) HCPSS professional development experiences are meaningful and worthwhile.	38	7	22	8	3	78
	50.7%	9.3%	29.3%	10.7%		
20) Increased workload has contributed to a decline in my morale.	26	5	34	1	10	76
	39.4%	7.6%	51.5%	1.5%		
21) I am paid fairly.	19	1	27	30	2	79
	24.7%	1.3%	35.1%	39.0%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	25	3	26	10	14	78
	39.1%	4.7%	40.6%	15.6%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	30	3	28	12	5	78
	41.1%	4.1%	38.4%	16.4%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	53	12	7	1	3	76
	72.6%	16.4%	9.6%	1.4%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	46	12	9	3	9	79
	65.7%	17.1%	12.9%	4.3%		
26) In my position, I receive appropriate and adequate support and training.	43	5	23	8		79
	54.4%	6.3%	29.1%	10.1%		
27) During this current school year, I have experienced harassing behavior from colleagues.	8	2	28	38	2	78
	10.5%	2.6%	36.8%	50.0%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	4	1	29	43	1	78
	5.2%	1.3%	37.7%	55.8%		
29) During this current school year, I have experienced harassing behavior from parents.	9		27	26	16	78
	14.5%	0.0%	43.5%	41.9%		
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	4	1	13	2	58	78
	20.0%	5.0%	65.0%	10.0%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	15	2	5		56	78
	68.2%	9.1%	22.7%	0.0%		
32) In my school/worksites, I spend too much time in meetings.	6		35	9	28	78
	12.0%	0.0%	70.0%	18.0%		
33) In my school, there is adequate support for special education students.	27	10	22	19	1	79
	34.6%	12.8%	28.2%	24.4%		

2023-2024 HCEA Job Satisfaction Survey

Level	High
Worksite	(All)
Unit	ESP
Work In Special Ed	Yes

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good	32	11	12	3		58
	55.2%	19.0%	20.7%	5.2%		
2) There is an atmosphere of open communication and trust in my school/worksite.	29	12	13	4		58
	50.0%	20.7%	22.4%	6.9%		
3) I personally feel successful in my work.	37	9	10	1	1	58
4) I feel involved in decision-making at my school/worksite.	20	3	23	7	5	58
	64.9%	15.8%	17.5%	1.8%		
5) I want to be involved in decision-making at my school/worksite.	28	9	14	3	4	58
	51.9%	16.7%	25.9%	5.6%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	31	9	12	5	1	58
	54.4%	15.8%	21.1%	8.8%		
7) In my school/worksite, I am treated as a professional.	36	10	8	2	1	57
	64.3%	17.9%	14.3%	3.6%		
8) There is good teamwork among staff in my school/worksite.	38	12	5	2		57
	66.7%	21.1%	8.8%	3.5%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	28	4	5	3	18	58
	70.0%	10.0%	12.5%	7.5%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	34	13	7	3	1	58
	59.6%	22.8%	12.3%	5.3%		
11) My work performance is evaluated fairly.	32	12	5	4	4	57
	60.4%	22.6%	9.4%	7.5%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	18	6	17	5	11	57
	60.4%	22.6%	9.4%	7.5%		
13) I am provided adequate work and storage space to prepare for and do my job.	32	11	9	2	4	58
	59.3%	20.4%	16.7%	3.7%		
14) My administrators/supervisors respect the negotiated contracts.	33	9	3	3	10	58
	68.8%	18.8%	6.3%	6.3%		
15) My planning time is respected by my school administrations/supervisors.	8	3	3	1	43	58
	53.3%	20.0%	20.0%	6.7%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	24	3	9	7	15	58
	55.8%	7.0%	20.9%	16.3%		

2023-2024 HCEA Job Satisfaction Survey

17) In my school, student misbehavior interferes with learning.	30	17	6	1	3	57
	55.6%	31.5%	11.1%	1.9%		
18) Too much instructional time is spent administering assessments.	14	4	19	2	19	58
	35.9%	10.3%	48.7%	5.1%		
19) HCPSS professional development experiences are meaningful and worthwhile.	21	4	22	6	5	58
	35.9%	10.3%	48.7%	5.1%		
20) Increased workload has contributed to a decline in my morale.	19	5	18	1	13	56
	44.2%	11.6%	41.9%	2.3%		
21) I am paid fairly.	10	2	21	25		58
	17.2%	3.4%	36.2%	43.1%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	14	1	24	10	8	57
	28.6%	2.0%	49.0%	20.4%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	10		28	16	4	58
	18.5%	0.0%	51.9%	29.6%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	42	9	4	1	2	58
	75.0%	16.1%	7.1%	1.8%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	37	5	8	5	3	58
	67.3%	9.1%	14.5%	9.1%		
26) In my position, I receive appropriate and adequate support and training.	32	5	11	9	1	58
	56.1%	8.8%	19.3%	15.8%		
27) During this current school year, I have experienced harassing behavior from colleagues.	6	2	21	29		58
	10.3%	3.4%	36.2%	50.0%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	1	21	32	3	58
	1.8%	1.8%	38.2%	58.2%		
29) During this current school year, I have experienced harassing behavior from parents.	4	3	20	23	8	58
	8.0%	6.0%	40.0%	46.0%		
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.			2	2	53	57
	0.0%	0.0%	50.0%	50.0%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	3	3	1	1	50	58
	37.5%	37.5%	12.5%	12.5%		
32) In my school/worksite, I spend too much time in meetings.	4	4	29	3	18	58
	10.0%	10.0%	72.5%	7.5%		
33) In my school, there is adequate support for special education students.	15	11	15	15	1	57
	26.8%	19.6%	26.8%	26.8%		