

2024-2025 HCEA Job Satisfaction Survey
ELLCOTT MILLS MS

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	26	5	9	2		42	73.8%	26.2%
2) There is an atmosphere of open communication and trust in my school/worksite.	21	3	17	1		42	57.1%	42.9%
3) I personally feel successful in my work.	24	12	5	1		42	85.7%	14.3%
4) I feel involved in decision-making at my school/worksite.	21	7	8	5	1	42	68.3%	31.7%
5) I want to be involved in decision-making at my school/worksite.	33	5	2	1	1	42	92.7%	7.3%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	19	8	12	3		42	64.3%	35.7%
7) In my school/worksite, I am treated as a professional.	22	13	6	1		42	83.3%	16.7%
8) There is good teamwork among staff in my school/worksite.	26	11	4			41	90.2%	9.8%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	27	9	4	1	1	42	87.8%	12.2%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	23	12	7			42	83.3%	16.7%
11) My work performance is evaluated fairly.	21	12	8		1	42	80.5%	19.5%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	14	3	14	11		42	40.5%	59.5%
13) I am provided adequate work and storage space to prepare for and do my job.	25	12	3	2		42	88.1%	11.9%
14) My administrators/supervisors respect the negotiated contracts.	25	13	2		2	42	95.0%	5.0%
15) My planning time is respected by my school administrations/supervisors.	25	7	6		4	42	84.2%	15.8%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	24	7	6	3	2	42	77.5%	22.5%
17) In my school, student misbehavior interferes with learning.	22	5	12	1	1	41	67.5%	32.5%

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18) Too much instructional time is spent administering assessments.	11	7	16	1	7	42	51.4%	48.6%
19) HCPSS professional development experiences are meaningful and worthwhile.	15	2	9	15	1	42	41.5%	58.5%
20) Increased workload has contributed to a decline in my morale.	20	10	6	2	4	42	78.9%	21.1%
21) I am paid fairly.	7	2	21	12		42	21.4%	78.6%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	24	5	5	3	4	41	78.4%	21.6%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	18	1	10	7	5	41	52.8%	47.2%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	26	12	1	1	1	41	95.0%	5.0%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	25	7	7	1	2	42	80.0%	20.0%
26) In my position, I receive appropriate and adequate support and training.	21	8	10	3		42	69.0%	31.0%
27) During this current school year, I have experienced harassing behavior from colleagues.	4	1	14	21	2	42	12.5%	87.5%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	2	2	14	22	2	42	10.0%	90.0%
29) During this current school year, I have experienced harassing behavior from parents.	5	6	20	9	2	42	27.5%	72.5%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	7	1	20	4	10	42	25.0%	75.0%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	22	4	6	2	8	42	76.5%	23.5%
32) In my school/worksite, I spend too much time in meetings.	14	5	18		5	42	51.4%	48.6%
33) In my school, there is adequate support for special education students.	10	3	20	9		42	31.0%	69.0%