

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	18	8	3			29	89.7%	10.3%
2) There is an atmosphere of open communication and trust in my school/worksite.	15	5	10			30	66.7%	33.3%
3) I personally feel successful in my work.	16	13	1			30	96.7%	3.3%
4) I feel involved in decision-making at my school/worksite.	17	5	7		1	30	75.9%	24.1%
5) I want to be involved in decision-making at my school/worksite.	22	5	2	1		30	90.0%	10.0%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	16	10	4			30	86.7%	13.3%
7) In my school/worksite, I am treated as a professional.	13	16	1			30	96.7%	3.3%
8) There is good teamwork among staff in my school/worksite.	12	14	4			30	86.7%	13.3%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	16	9	4	1		30	83.3%	16.7%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	11	8	7	3		29	65.5%	34.5%
11) My work performance is evaluated fairly.	14	13	3			30	90.0%	10.0%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	11	8	7	2	2	30	67.9%	32.1%
13) I am provided adequate work and storage space to prepare for and do my job.	12	13	3	1		29	86.2%	13.8%
14) My administrators/supervisors respect the negotiated contracts.	14	15	1			30	96.7%	3.3%
15) My planning time is respected by my school administrations/supervisors.	12	12	2		4	30	92.3%	7.7%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	17	8	3		2	30	89.3%	10.7%
17) In my school, student misbehavior interferes with learning.	21	4	4			29	86.2%	13.8%

2024-2025 HCEA Job Satisfaction Survey**HARPER'S CHOICE MS**

18) Too much instructional time is spent administering assessments.	14	1	11	2	1	29	53.6%	46.4%
19) HCPSS professional development experiences are meaningful and worthwhile.	10	3	13	4		30	43.3%	56.7%
20) Increased workload has contributed to a decline in my morale.	8	4	16	2		30	40.0%	60.0%
21) I am paid fairly.	11	3	7	9		30	46.7%	53.3%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	22	3	4		1	30	86.2%	13.8%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	18	2	10			30	66.7%	33.3%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	25	5				30	100.0%	0.0%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	20	6	3	1		30	86.7%	13.3%
26) In my position, I receive appropriate and adequate support and training.	22	8				30	100.0%	0.0%
27) During this current school year, I have experienced harassing behavior from colleagues.			11	18	1	30	0.0%	100.0%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1		8	20	1	30	3.4%	96.6%
29) During this current school year, I have experienced harassing behavior from parents.	1		10	18	1	30	3.4%	96.6%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	4		15	4	7	30	17.4%	82.6%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	14	4	6		6	30	75.0%	25.0%
32) In my school/worksite, I spend too much time in meetings.	11	3	9	4	2	29	51.9%	48.1%
33) In my school, there is adequate support for special education students.	14	1	14	1		30	50.0%	50.0%