

2024-2025 HCEA Job Satisfaction Survey
HOWARD HS

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	38	2	38	13		91	44.0%	56.0%
2) There is an atmosphere of open communication and trust in my school/worksite.	35	6	37	13	1	92	45.1%	54.9%
3) I personally feel successful in my work.	60	22	9	1		92	89.1%	10.9%
4) I feel involved in decision-making at my school/worksite.	37	6	34	11	4	92	48.9%	51.1%
5) I want to be involved in decision-making at my school/worksite.	57	13	14	4	4	92	79.5%	20.5%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	43	14	27	6	1	91	63.3%	36.7%
7) In my school/worksite, I am treated as a professional.	63	16	9	2	1	91	87.8%	12.2%
8) There is good teamwork among staff in my school/worksite.	52	10	21	6	1	90	69.7%	30.3%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	65	8	3	4	12	92	91.3%	8.8%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	42	10	28	10	1	91	57.8%	42.2%
11) My work performance is evaluated fairly.	62	16	11	3		92	84.8%	15.2%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	36	8	29	18	1	92	48.4%	51.6%
13) I am provided adequate work and storage space to prepare for and do my job.	61	20	6	4	1	92	89.0%	11.0%
14) My administrators/supervisors respect the negotiated contracts.	64	17	8	1	2	92	90.0%	10.0%
15) My planning time is respected by my school administrations/supervisors.	56	13	6	2	14	91	89.6%	10.4%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	26	4	23	27	11	91	37.5%	62.5%
17) In my school, student misbehavior interferes with learning.	40	34	11	2	5	92	85.1%	14.9%

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18) Too much instructional time is spent administering assessments.	26	11	39	3	12	91	46.8%	53.2%
19) HCPSS professional development experiences are meaningful and worthwhile.	25	1	35	28	2	91	29.2%	70.8%
20) Increased workload has contributed to a decline in my morale.	36	33	12	4	5	90	81.2%	18.8%
21) I am paid fairly.	24	4	33	31		92	30.4%	69.6%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	49	10	21	9	1	90	66.3%	33.7%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	28	3	43	16		90	34.4%	65.6%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	63	19	5	4	1	92	90.1%	9.9%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	48	11	17	9	7	92	69.4%	30.6%
26) In my position, I receive appropriate and adequate support and training.	47	11	26	5	2	91	65.2%	34.8%
27) During this current school year, I have experienced harassing behavior from colleagues.	9	5	39	39		92	15.2%	84.8%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	4	1	46	41		92	5.4%	94.6%
29) During this current school year, I have experienced harassing behavior from parents.	10	5	53	21	3	92	16.9%	83.1%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	11	1	46	9	25	92	17.9%	82.1%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	48	4	13	6	21	92	73.2%	26.8%
32) In my school/worksite, I spend too much time in meetings.	31	8	38	6	8	91	47.0%	53.0%
33) In my school, there is adequate support for special education students.	23	7	40	16	5	91	34.9%	65.1%