

2025-2026 HCEA Job Satisfaction Survey

ARL

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	21	12	8	1		42	78.6%	21.4%
2) There is an atmosphere of open communication and trust in my school/worksite.	15	16	8	3		42	73.8%	26.2%
3) I personally feel successful in my work.	20	10	6	4	1	41	75.0%	25.0%
4) I feel involved in decision-making at my school/worksite.	22	13	3	2	1	41	87.5%	12.5%
5) I want to be involved in decision-making at my school/worksite.	21	13	7	1		42	81.0%	19.0%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	20	18	2	1	1	42	92.7%	7.3%
7) In my school/worksite, I am treated as a professional.	16	21	5			42	88.1%	11.9%
8) There is good teamwork among staff in my school/worksite.	16	9	6	2	9	42	75.8%	24.2%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	15	4	11	11	1	42	46.3%	53.7%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	14	22	2	2	2	42	90.0%	10.0%
11) My work performance is evaluated fairly.	13	20	3	4	2	42	82.5%	17.5%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	19	13	7	1	2	42	80.0%	20.0%
13) I am provided adequate work and storage space to prepare for and do my job.	19	13	7	1	2	42	80.0%	20.0%
14) My administrators/supervisors respect the negotiated contracts.	13	25	3		1	42	92.7%	7.3%
15) My planning time is respected by my school administrations/supervisors.	11	19		1	11	42	96.8%	3.2%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	9	15	1		17	42	96.0%	4.0%
17) In my school, student misbehavior interferes with learning.	7		15	5	15	42	25.9%	74.1%
18) Too much instructional time is spent administering assessments.	2	3	19	3	15	42	18.5%	81.5%

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19) HCPSS professional development experiences are meaningful and worthwhile.	10	4	17	10	1	42	34.1%	65.9%
20) Increased workload has contributed to a decline in my morale.	8	9	18	4	3	42	43.6%	56.4%
21) I am paid fairly.	17	8	11	6		42	59.5%	40.5%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	17	10	7	7	1	42	65.9%	34.1%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	11	5	13	13		42	38.1%	61.9%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	18	5	13	5	1	42	56.1%	43.9%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	23	4	8	5	2	42	67.5%	32.5%
26) In my position, I receive appropriate and adequate support and training.	26	6	4	5	1	42	78.0%	22.0%
27) During this current school year, I have experienced harassing behavior from colleagues.	2	2	12	24	2	42	10.0%	90.0%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	3		13	25	1	42	7.3%	92.7%
29) During this current school year, I have experienced harassing behavior from parents.	3	3	13	21	2	42	15.0%	85.0%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	4		17	4	17	42	16.0%	84.0%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	15	8		1	18	42	95.8%	4.2%
32) In my school/worksite, I spend too much time in meetings.	5	4	17	4	12	42	30.0%	70.0%
33) In my school, there is adequate support for special education students.	9	2	3	17	11	42	35.5%	64.5%