

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	18	1	19	9		47	40.4%	59.6%
2) There is an atmosphere of open communication and trust in my school/worksite.	19	1	16	11		47	42.6%	57.4%
3) I personally feel successful in my work.	22	19	6			47	87.2%	12.8%
4) I feel involved in decision-making at my school/worksite.	20		20	7		47	42.6%	57.4%
5) I want to be involved in decision-making at my school/worksite.	28	15	2		2	47	95.6%	4.4%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	23	6	13	5		47	61.7%	38.3%
7) In my school/worksite, I am treated as a professional.	29	10	7	1		47	83.0%	17.0%
8) There is good teamwork among staff in my school/worksite.	24	14	6	2	1	47	82.6%	17.4%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	16	7	15	3	5	46	56.1%	43.9%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	10	6	11	19		46	34.8%	65.2%
11) My work performance is evaluated fairly.	26	20				46	100.0%	0.0%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	14	11	10	10	1	46	55.6%	44.4%
13) I am provided adequate work and storage space to prepare for and do my job.	23	9	8	6		46	69.6%	30.4%
14) My administrators/supervisors respect the negotiated contracts.	21	17	5	1	2	46	86.4%	13.6%
15) My planning time is respected by my school administrations/supervisors.	22	13	6	1	3	45	83.3%	16.7%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	18	4	13	7	4	46	52.4%	47.6%
17) In my school, student misbehavior interferes with learning.	20	13	6	3	4	46	78.6%	21.4%

2025-2026 HCEA Job Satisfaction Survey

Atholton ES

18) Too much instructional time is spent administering assessments.	16	11	10	2	7	46	69.2%	30.8%
19) HCPSS professional development experiences are meaningful and worthwhile.	6	5	16	17	1	45	25.0%	75.0%
20) Increased workload has contributed to a decline in my morale.	13	22	6	1	4	46	83.3%	16.7%
21) I am paid fairly.	11	2	13	20		46	28.3%	71.7%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	25	2	15	3		45	60.0%	40.0%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	13		19	13	1	46	28.9%	71.1%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	23	10	9	2	2	46	75.0%	25.0%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	27	5	8	4	2	46	72.7%	27.3%
26) In my position, I receive appropriate and adequate support and training.	27	4	14	1		46	67.4%	32.6%
27) During this current school year, I have experienced harassing behavior from colleagues.	27	4	14	1		46	67.4%	32.6%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	8		9	28	1	46	17.8%	82.2%
29) During this current school year, I have experienced harassing behavior from parents.	2		13	29	1	45	4.5%	95.5%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	11	7	14	4	10	46	50.0%	50.0%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	22	2	8	1	13	46	72.7%	27.3%
32) In my school/worksite, I spend too much time in meetings.	12	11	15	4	4	46	54.8%	45.2%
33) In my school, there is adequate support for special education students.	6	2	14	22	2	46	18.2%	81.8%