

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	32	9	34	15		90	45.6%	54.4%
2) There is an atmosphere of open communication and trust in my school/worksite.	39	5	36	8		88	50.0%	50.0%
3) I personally feel successful in my work.	39	33	14	2		88	81.8%	18.2%
4) I feel involved in decision-making at my school/worksite.	35	10	33	9	1	88	51.7%	48.3%
5) I want to be involved in decision-making at my school/worksite.	43	23	16	3	3	88	77.6%	22.4%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	50	15	19	4		88	73.9%	26.1%
7) In my school/worksite, I am treated as a professional.	54	20	10	2	1	87	86.0%	14.0%
8) There is good teamwork among staff in my school/worksite.	38	31	16	3		88	78.4%	21.6%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	50	17	13	1	7	88	82.7%	17.3%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	41	17	19	11		88	65.9%	34.1%
11) My work performance is evaluated fairly.	51	22	10	3	2	88	84.9%	15.1%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	30	13	30	14	1	88	49.4%	50.6%
13) I am provided adequate work and storage space to prepare for and do my job.	49	30	6	3		88	89.8%	10.2%
14) My administrators/supervisors respect the negotiated contracts.	59	24	2	1	2	88	96.5%	3.5%
15) My planning time is respected by my school administrations/supervisors.	53	18	7	3	7	88	87.7%	12.3%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	24	7	24	27	6	88	37.8%	62.2%
17) In my school, student misbehavior interferes with learning.	28	42	8	4	6	88	85.4%	14.6%

**2025-2026 HCEA Job Satisfaction Survey**

**Atholton HS**

18) Too much instructional time is spent administering assessments.	30	15	31	4	8	88	56.3%	43.8%
19) HCPSS professional development experiences are meaningful and worthwhile.	18	3	31	35	1	88	24.1%	75.9%
20) Increased workload has contributed to a decline in my morale.	30	33	11	8	5	87	76.8%	23.2%
21) I am paid fairly.	34	7	32	13	1	87	47.7%	52.3%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	38	6	29	11	3	87	52.4%	47.6%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	22	4	31	27	3	87	31.0%	69.0%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	44	30	7	2	4	87	89.2%	10.8%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	48	12	15	7	5	87	73.2%	26.8%
26) In my position, I receive appropriate and adequate support and training.	48	12	20	6	1	87	69.8%	30.2%
27) During this current school year, I have experienced harassing behavior from colleagues.	8	3	27	47	1	86	12.9%	87.1%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	5	4	35	42	1	87	10.5%	89.5%
29) During this current school year, I have experienced harassing behavior from parents.	18	8	36	21	3	86	31.3%	68.7%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	36	8	19	3	20	86	66.7%	33.3%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	45	7	12	6	16	86	74.3%	25.7%
32) In my school/worksite, I spend too much time in meetings.	35	19	25	1	6	86	67.5%	32.5%
33) In my school, there is adequate support for special education students.	39	10	25	8	4	86	59.8%	40.2%