

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	22	48	17	5		92	76.1%	23.9%
2) There is an atmosphere of open communication and trust in my school/worksite.	25	51	14	3		93	81.7%	18.3%
3) I personally feel successful in my work.	24	57	11	1		93	87.1%	12.9%
4) I feel involved in decision-making at my school/worksite.	58	6	22	6	1	93	69.6%	30.4%
5) I want to be involved in decision-making at my school/worksite.	74	12	4	2	1	93	93.5%	6.5%
7) In my school/worksite, I am treated as a professional.	26	60	6	1		93	92.5%	7.5%
8) There is good teamwork among staff in my school/worksite.	31	57	3	2		93	94.6%	5.4%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	23	13	52	5		93	38.7%	61.3%
11) My work performance is evaluated fairly.	31	58	3		1	93	96.7%	3.3%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	59	7	10	15	2	93	72.5%	27.5%
13) I am provided adequate work and storage space to prepare for and do my job.	68	13	10	1	1	93	88.0%	12.0%
14) My administrators/supervisors respect the negotiated contracts.	26	61	3	1	2	93	95.6%	4.4%
15) My planning time is respected by my school administrations/supervisors.	25	14	6	3	45	93	81.3%	18.8%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	24	52	8	4	5	93	86.4%	13.6%
17) In my school, student misbehavior interferes with learning.	15	67	6	2	3	93	91.1%	8.9%
18) Too much instructional time is spent administering assessments.	54	16	9		14	93	88.6%	11.4%
19) HCPSS professional development experiences are meaningful and worthwhile.	51	5	16	17	4	93	62.9%	37.1%
20) Increased workload has contributed to a decline in my morale.	55	22	7	1	8	93	90.6%	9.4%

2025-2026 HCEA Job Satisfaction Survey

Bellows Spring ES

21) I am paid fairly.	53	3	20	17		93	60.2%	39.8%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	69	5	13	6		93	79.6%	20.4%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	13	2	60	18		93	16.1%	83.9%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	28	56	7	1	1	93	91.3%	8.7%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	32	43	11	4	2	92	83.3%	16.7%
26) In my position, I receive appropriate and adequate support and training.	65	7	13	6		91	79.1%	20.9%
27) During this current school year, I have experienced harassing behavior from colleagues.	4		11	75	1	91	4.4%	95.6%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	3		8	80	1	92	3.3%	96.7%
29) During this current school year, I have experienced harassing behavior from parents.	5	2	20	64	1	92	7.7%	92.3%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	15	6	21	2	48	92	47.7%	52.3%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	19	6	12	4	50	91	61.0%	39.0%
32) In my school/worksite, I spend too much time in meetings.	59	15	10	1	7	92	87.1%	12.9%
33) In my school, there is adequate support for special education students.	7		8	75	2	92	7.8%	92.2%