

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	27	7	23	4		61	55.7%	44.3%
2) There is an atmosphere of open communication and trust in my school/worksite.	31	7	21	2		61	62.3%	37.7%
3) I personally feel successful in my work.	29	24	7	1		61	86.9%	13.1%
4) I feel involved in decision-making at my school/worksite.	24	11	20	3	3	61	60.3%	39.7%
5) I want to be involved in decision-making at my school/worksite.	33	19	5	3	1	61	86.7%	13.3%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	25	12	20	4		61	60.7%	39.3%
7) In my school/worksite, I am treated as a professional.	32	17	9	2	1	61	81.7%	18.3%
8) There is good teamwork among staff in my school/worksite.	35	20	4	1	1	61	91.7%	8.3%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	30	10	12	4	5	61	71.4%	28.6%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	30	23	5	1	2	61	89.8%	10.2%
11) My work performance is evaluated fairly.	29	20	8	2	2	61	83.1%	16.9%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	20	11	12	17	1	61	51.7%	48.3%
13) I am provided adequate work and storage space to prepare for and do my job.	30	24	3	1	3	61	93.1%	6.9%
14) My administrators/supervisors respect the negotiated contracts.	32	21	3	1	4	61	93.0%	7.0%
15) My planning time is respected by my school administrations/supervisors.	30	18	4	1	8	61	90.6%	9.4%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	27	18	5	1	10	61	88.2%	11.8%
17) In my school, student misbehavior interferes with learning.	13	5	26	12	5	61	32.1%	67.9%

**2025-2026 HCEA Job Satisfaction Survey**

**Bushy Park ES**

18) Too much instructional time is spent administering assessments.	24	16	7	1	13	61	83.3%	16.7%
19) HCPSS professional development experiences are meaningful and worthwhile.	15	2	22	20	2	61	28.8%	71.2%
20) Increased workload has contributed to a decline in my morale.	13	26	13	2	7	61	72.2%	27.8%
21) I am paid fairly.	18	8	19	15	1	61	43.3%	56.7%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	35	2	15	7	2	61	62.7%	37.3%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	20	1	27	11	2	61	35.6%	64.4%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	43	10	3	1	4	61	93.0%	7.0%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	32	9	14	2	4	61	71.9%	28.1%
26) In my position, I receive appropriate and adequate support and training.	33	6	17	5		61	63.9%	36.1%
27) During this current school year, I have experienced harassing behavior from colleagues.	2	1	24	33	1	61	5.0%	95.0%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	2	2	23	34		61	6.6%	93.4%
29) During this current school year, I have experienced harassing behavior from parents.	5	3	24	28	1	61	13.3%	86.7%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	7	6	21	6	20	60	32.5%	67.5%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	29	7	4		20	60	90.0%	10.0%
32) In my school/worksite, I spend too much time in meetings.	17	9	24	4	7	61	48.1%	51.9%
33) In my school, there is adequate support for special education students.	13	7	22	19		61	32.8%	67.2%