

2025-2026 HCEA Job Satisfaction Survey Cedar Lane- Fulton Campus

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	18	4	23	9	1	55	40.7%	59.3%
2) There is an atmosphere of open communication and trust in my school/worksite.	24	7	18	5	1	55	57.4%	42.6%
3) I personally feel successful in my work.	26	21	6	2		55	85.5%	14.5%
4) I feel involved in decision-making at my school/worksite.	25	4	18	6	2	55	54.7%	45.3%
5) I want to be involved in decision-making at my school/worksite.	36	12	3	1	3	55	92.3%	7.7%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	25	10	14	5	1	55	64.8%	35.2%
7) In my school/worksite, I am treated as a professional.	26	16	9	4		55	76.4%	23.6%
8) There is good teamwork among staff in my school/worksite.	16	18	18	3		55	61.8%	38.2%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	18	9	11	4	12	54	64.3%	35.7%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	23	10	11	11		55	60.0%	40.0%
11) My work performance is evaluated fairly.	29	18	5	2	1	55	87.0%	13.0%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	21	15	7	4	8	55	76.6%	23.4%
13) I am provided adequate work and storage space to prepare for and do my job.	29	18	4	2	2	55	88.7%	11.3%
14) My administrators/supervisors respect the negotiated contracts.	30	19	5		1	55	90.7%	9.3%
15) My planning time is respected by my school administrations/supervisors.	18	14	4	1	18	55	86.5%	13.5%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	23	16	8		8	55	83.0%	17.0%
17) In my school, student misbehavior interferes with learning.	16	27	6	2	4	55	84.3%	15.7%

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18) Too much instructional time is spent administering assessments.	12	4	14	7	18	55	43.2%	56.8%
19) HCPSS professional development experiences are meaningful and worthwhile.	17	7	14	16	1	55	44.4%	55.6%
20) Increased workload has contributed to a decline in my morale.	14	11	19	5	6	55	51.0%	49.0%
21) I am paid fairly.	19	4	14	16	2	55	43.4%	56.6%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	29	6	12	2	6	55	71.4%	28.6%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	20	4	13	12	6	55	49.0%	51.0%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	33	12	3	3	3	54	88.2%	11.8%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	25	7	9	3	11	55	72.7%	27.3%
26) In my position, I receive appropriate and adequate support and training.	27	13	10	4		54	74.1%	25.9%
27) During this current school year, I have experienced harassing behavior from colleagues.	6	5	19	24	1	55	20.4%	79.6%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	5	21	27	1	55	11.1%	88.9%
29) During this current school year, I have experienced harassing behavior from parents.		2	23	25	5	55	4.0%	96.0%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	8	3	13	6	25	55	36.7%	63.3%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	13	4	4	6	27	54	63.0%	37.0%
32) In my school/worksite, I spend too much time in meetings.	13	11	21	6	4	55	47.1%	52.9%
33) In my school, there is adequate support for special education students.	13	8	20	12	2	55	39.6%	60.4%