

## Central Office

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	41	24	13	5	1	84	78.3%	21.7%
2) There is an atmosphere of open communication and trust in my school/worksite.	40	27	12	4	1	84	80.7%	19.3%
3) I personally feel successful in my work.	39	36	5	3	1	84	90.4%	9.6%
4) I feel involved in decision-making at my school/worksite.	38	22	13	6	5	84	75.9%	24.1%
5) I want to be involved in decision-making at my school/worksite.	39	33	1	1	10	84	97.3%	2.7%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	36	32	12	3	1	84	81.9%	18.1%
7) In my school/worksite, I am treated as a professional.	37	39	6	1	1	84	91.6%	8.4%
8) There is good teamwork among staff in my school/worksite.	30	45	6	2	1	84	90.4%	9.6%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	20	14	5	5	40	84	77.3%	22.7%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	27	27	20	9	1	84	65.1%	34.9%
11) My work performance is evaluated fairly.	28	46	5	1	4	84	92.5%	7.5%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	33	30	10	3	8	84	82.9%	17.1%
13) I am provided adequate work and storage space to prepare for and do my job.	34	41	6	2	1	84	90.4%	9.6%
14) My administrators/supervisors respect the negotiated contracts.	30	45	5	2	2	84	91.5%	8.5%
15) My planning time is respected by my school administrations/supervisors.	7	9	2	1	65	84	84.2%	15.8%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	3	1			80	84	100.0%	0.0%
17) In my school, student misbehavior interferes with learning.					84	84	0.0%	0.0%

**2025-2026 HCEA Job Satisfaction Survey**

**Central Office**

18) Too much instructional time is spent administering assessments.	1	1	1	1	80	84	50.0%	50.0%
19) HCPSS professional development experiences are meaningful and worthwhile.	24	7	17	6	30	84	57.4%	42.6%
20) Increased workload has contributed to a decline in my morale.	21	15	24	14	10	84	48.6%	51.4%
21) I am paid fairly.	41	17	15	11		84	69.0%	31.0%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	49	29	3	2	1	84	94.0%	6.0%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	52	9	18	5		84	72.6%	27.4%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	46	22	8	4	4	84	85.0%	15.0%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	42	9	9	7	17	84	76.1%	23.9%
26) In my position, I receive appropriate and adequate support and training.	44	18	11	6	5	84	78.5%	21.5%
27) During this current school year, I have experienced harassing behavior from colleagues.	44	18	11	6	5	84	78.5%	21.5%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	7		15	50	12	84	9.7%	90.3%
29) During this current school year, I have experienced harassing behavior from parents.	4		17	50	13	84	5.6%	94.4%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	3		13	23	45	84	7.7%	92.3%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.				1	83	84	0.0%	100.0%
32) In my school/worksite, I spend too much time in meetings.					84	84	#DIV/0!	#DIV/0!
33) In my school, there is adequate support for special education students.	2		1		80	83	66.7%	33.3%