

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	44	9	17	4		74	71.6%	28.4%
2) There is an atmosphere of open communication and trust in my school/worksite.	30	24	15	4	1	74	74.0%	26.0%
3) I personally feel successful in my work.	34	25	11	4		74	79.7%	20.3%
4) I feel involved in decision-making at my school/worksite.	30	28	11	4	1	74	79.5%	20.5%
5) I want to be involved in decision-making at my school/worksite.	36	32	3	1	2	74	94.4%	5.6%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	21	33	12	6	2	74	75.0%	25.0%
7) In my school/worksite, I am treated as a professional.	27	35	5	3	4	74	88.6%	11.4%
8) There is good teamwork among staff in my school/worksite.	37	24	9	3	1	74	83.6%	16.4%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	32	20	9	6	7	74	77.6%	22.4%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	18	8	30	17	1	74	35.6%	64.4%
11) My work performance is evaluated fairly.	35	28	6	2	3	74	88.7%	11.3%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	25	18	16	12	3	74	60.6%	39.4%
13) I am provided adequate work and storage space to prepare for and do my job.	17	19	16	18	4	74	51.4%	48.6%
14) My administrators/supervisors respect the negotiated contracts.	24	39	3	2	6	74	92.6%	7.4%
15) My planning time is respected by my school administrations/supervisors.	22	33	6	3	9	73	85.9%	14.1%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	31	26	9	4	3	73	81.4%	18.6%
17) In my school, student misbehavior interferes with learning.	29	31	5	3	6	74	88.2%	11.8%

2025-2026 HCEA Job Satisfaction Survey

Cradlerock ES

18) Too much instructional time is spent administering assessments.	23	26	11	3	11	74	77.8%	22.2%
19) HCPSS professional development experiences are meaningful and worthwhile.	24	5	24	19	2	74	40.3%	59.7%
20) Increased workload has contributed to a decline in my morale.	14	34	18	3	5	74	69.6%	30.4%
21) I am paid fairly.	19	6	23	26		74	33.8%	66.2%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	37	10	17	7	3	74	66.2%	33.8%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	19	5	32	16	2	74	33.3%	66.7%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	37	17	13	6	1	74	74.0%	26.0%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	37	13	11	9	4	74	71.4%	28.6%
26) In my position, I receive appropriate and adequate support and training.	40	13	13	6	2	74	73.6%	26.4%
27) During this current school year, I have experienced harassing behavior from colleagues.	3	8	31	30	1	73	15.3%	84.7%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	8	27	37	1	74	12.3%	87.7%
29) During this current school year, I have experienced harassing behavior from parents.	7	7	34	25	1	74	19.2%	80.8%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	15	5	29	10	15	74	33.9%	66.1%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	30	23	4	1	16	74	91.4%	8.6%
32) In my school/worksite, I spend too much time in meetings.	23	17	22	5	7	74	59.7%	40.3%
33) In my school, there is adequate support for special education students.	4	3	25	40	2	74	9.7%	90.3%