

Deep Run ES

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	32	9	18	16		75	54.7%	45.3%
2) There is an atmosphere of open communication and trust in my school/worksite.	31	12	20	12		75	57.3%	42.7%
3) I personally feel successful in my work.	33	29	10	3		75	82.7%	17.3%
4) I feel involved in decision-making at my school/worksite.	28	12	24	7	4	75	56.3%	43.7%
5) I want to be involved in decision-making at my school/worksite.	37	25	7	1	5	75	88.6%	11.4%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	34	27	7	6	1	75	82.4%	17.6%
7) In my school/worksite, I am treated as a professional.	34	27	7	6	1	75	82.4%	17.6%
8) There is good teamwork among staff in my school/worksite.	42	14	11	6	1	74	76.7%	23.3%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	29	10	18	10	7	74	58.2%	41.8%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	38	23	10	1	2	74	84.7%	15.3%
11) My work performance is evaluated fairly.	35	28	8	2	1	74	86.3%	13.7%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	22	10	21	17	4	74	45.7%	54.3%
13) I am provided adequate work and storage space to prepare for and do my job.	38	20	11	3	2	74	80.6%	19.4%
14) My administrators/supervisors respect the negotiated contracts.	29	31	7	3	2	72	85.7%	14.3%
15) My planning time is respected by my school administrations/supervisors.	33	19	9	5	7	73	78.8%	21.2%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	33	15	13	7	6	74	70.6%	29.4%
17) In my school, student misbehavior interferes with learning.	26	19	14	5	10	74	70.3%	29.7%

2025-2026 HCEA Job Satisfaction Survey

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18) Too much instructional time is spent administering assessments.	32	15	12	1	13	73	78.3%	21.7%
19) HCPSS professional development experiences are meaningful and worthwhile.	22	4	28	19		73	35.6%	64.4%
20) Increased workload has contributed to a decline in my morale.	28	22	9	1	10	70	83.3%	16.7%
21) I am paid fairly.	16	4	30	22	2	74	27.8%	72.2%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	43	4	16	8	2	73	66.2%	33.8%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	30	1	25	16	1	73	43.1%	56.9%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	47	18	3	2	3	73	92.9%	7.1%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	37	13	13	5	5	73	73.5%	26.5%
26) In my position, I receive appropriate and adequate support and training.	37	10	15	9	3	74	66.2%	33.8%
27) During this current school year, I have experienced harassing behavior from colleagues.	8	7	24	33	2	74	20.8%	79.2%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	4	4	23	43		74	10.8%	89.2%
29) During this current school year, I have experienced harassing behavior from parents.	6	4	21	42	1	74	13.7%	86.3%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	20	4	21	10	18	73	43.6%	56.4%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	33	9	12	1	18	73	76.4%	23.6%
32) In my school/worksite, I spend too much time in meetings.	17	17	23	2	14	73	57.6%	42.4%
33) In my school, there is adequate support for special education students.	7	2	23	40		72	12.5%	87.5%