

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	27	18	4	1	1	51	90.0%	10.0%
2) There is an atmosphere of open communication and trust in my school/worksite.	28	17	4	2		51	88.2%	11.8%
3) I personally feel successful in my work.	23	26	2			51	96.1%	3.9%
4) I feel involved in decision-making at my school/worksite.	19	15	12	2	3	51	70.8%	29.2%
5) I want to be involved in decision-making at my school/worksite.	25	13	8	1	4	51	80.9%	19.1%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	22	18	6	3	2	51	81.6%	18.4%
7) In my school/worksite, I am treated as a professional.	20	25	2	1	3	51	93.8%	6.3%
8) There is good teamwork among staff in my school/worksite.	26	19	5	1		51	88.2%	11.8%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	26	9	5	4	7	51	79.5%	20.5%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	18	15	11	5	2	51	67.3%	32.7%
11) My work performance is evaluated fairly.	25	23		1	2	51	98.0%	2.0%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	18	8	11	12	2	51	53.1%	46.9%
13) I am provided adequate work and storage space to prepare for and do my job.	18	12	12	8	1	51	60.0%	40.0%
14) My administrators/supervisors respect the negotiated contracts.	18	26	2		5	51	95.7%	4.3%
15) My planning time is respected by my school administrations/supervisors.	17	19	2		13	51	94.7%	5.3%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	21	22	2	1	5	51	93.5%	6.5%
17) In my school, student misbehavior interferes with learning.	17	7	20	3	4	51	51.1%	48.9%

2025-2026 HCEA Job Satisfaction Survey

Dunloggin MS

18) Too much instructional time is spent administering assessments.	16	15	10	1	9	51	73.8%	26.2%
19) HCPSS professional development experiences are meaningful and worthwhile.	13	4	15	18	1	51	34.0%	66.0%
20) Increased workload has contributed to a decline in my morale.	18	10	13	5	5	51	60.9%	39.1%
21) I am paid fairly.	21	8	11	11		51	56.9%	43.1%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	31	10	5	5		51	80.4%	19.6%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	17	4	19	11		51	41.2%	58.8%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	28	16	3	3	1	51	88.0%	12.0%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	25	14	8		4	51	83.0%	17.0%
26) In my position, I receive appropriate and adequate support and training.	28	13	4	5	1	51	82.0%	18.0%
27) During this current school year, I have experienced harassing behavior from colleagues.	1		17	32	1	51	2.0%	98.0%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.		1	11	38	1	51	2.0%	98.0%
29) During this current school year, I have experienced harassing behavior from parents.	13	3	14	19	2	51	32.7%	67.3%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	15	5	14	4	13	51	52.6%	47.4%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	21	10	6	1	13	51	81.6%	18.4%
32) In my school/worksites, I spend too much time in meetings.	19	12	11	2	7	51	70.5%	29.5%
33) In my school, there is adequate support for special education students.	15	5	21	5	4	50	43.5%	56.5%