

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	31	4	16	3		54	64.8%	35.2%
2) There is an atmosphere of open communication and trust in my school/worksite.	26	8	16	4		54	63.0%	37.0%
3) I personally feel successful in my work.	26	18	8	1	1	54	83.0%	17.0%
4) I feel involved in decision-making at my school/worksite.	27	9	14	4		54	66.7%	33.3%
5) I want to be involved in decision-making at my school/worksite.	33	16	4		1	54	92.5%	7.5%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	27	16	10		1	54	81.1%	18.9%
7) In my school/worksite, I am treated as a professional.	32	15	4	2	1	54	88.7%	11.3%
8) There is good teamwork among staff in my school/worksite.	30	7	12	4	1	54	69.8%	30.2%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	25	2	18	7	2	54	51.9%	48.1%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	30	9	13	1	1	54	73.6%	26.4%
11) My work performance is evaluated fairly.	29	19	5		1	54	90.6%	9.4%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	19	8	12	14	1	54	50.9%	49.1%
13) I am provided adequate work and storage space to prepare for and do my job.	24	17	7	6		54	75.9%	24.1%
14) My administrators/supervisors respect the negotiated contracts.	26	23	3		2	54	94.2%	5.8%
15) My planning time is respected by my school administrations/supervisors.	25	17	4	3	5	54	85.7%	14.3%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	22	10	14	3	5	54	65.3%	34.7%
17) In my school, student misbehavior interferes with learning.	15	31	3		5	54	93.9%	6.1%

2025-2026 HCEA Job Satisfaction Survey

Elkridge ES

18) Too much instructional time is spent administering assessments.	22	9	11	2	10	54	70.5%	29.5%
19) HCPSS professional development experiences are meaningful and worthwhile.	17	1	19	17		54	33.3%	66.7%
20) Increased workload has contributed to a decline in my morale.	14	21	13	2	4	54	70.0%	30.0%
21) I am paid fairly.	15	4	24	11		54	35.2%	64.8%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	24	2	25	3		54	48.1%	51.9%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	21		22	10	1	54	39.6%	60.4%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	30	13	9	1	1	54	81.1%	18.9%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	27	10	13	2	2	54	71.2%	28.8%
26) In my position, I receive appropriate and adequate support and training.	30	12	10	2		54	77.8%	22.2%
27) During this current school year, I have experienced harassing behavior from colleagues.	4	1	23	26		54	9.3%	90.7%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1		23	30		54	1.9%	98.1%
29) During this current school year, I have experienced harassing behavior from parents.	4	1	28	21		54	9.3%	90.7%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	13	3	24	6	8	54	34.8%	65.2%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	35	5	4	2	8	54	87.0%	13.0%
32) In my school/worksite, I spend too much time in meetings.	15	10	19	3	7	54	53.2%	46.8%
33) In my school, there is adequate support for special education students.	3	2	13	36		54	9.3%	90.7%