

2025-2026 HCEA Job Satisfaction Survey **Elkridge Landing MS**

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	37	13	9	2		61	82.0%	18.0%
2) There is an atmosphere of open communication and trust in my school/worksite.	34	16	8	3		61	82.0%	18.0%
3) I personally feel successful in my work.	26	22	11	2		61	78.7%	21.3%
4) I feel involved in decision-making at my school/worksite.	19	20	14	5	3	61	67.2%	32.8%
5) I want to be involved in decision-making at my school/worksite.	27	24	5		5	61	91.1%	8.9%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	21	30	6	3	1	61	85.0%	15.0%
7) In my school/worksite, I am treated as a professional.	22	31	5	2	1	61	88.3%	11.7%
8) There is good teamwork among staff in my school/worksite.	28	25	4	3	1	61	88.3%	11.7%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	31	17	10	1	2	61	81.4%	18.6%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	32	13	12	4		61	73.8%	26.2%
11) My work performance is evaluated fairly.	24	29	2	1	3	59	94.6%	5.4%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	17	7	17	18	1	60	40.7%	59.3%
13) I am provided adequate work and storage space to prepare for and do my job.	31	16	9	2	2	60	81.0%	19.0%
14) My administrators/supervisors respect the negotiated contracts.	25	29	3		3	60	94.7%	5.3%
15) My planning time is respected by my school administrations/supervisors.	25	21	5	2	6	59	86.8%	13.2%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	30	12	10	3	5	60	76.4%	23.6%
17) In my school, student misbehavior interferes with learning.	28	21	7	2	2	60	84.5%	15.5%

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18) Too much instructional time is spent administering assessments.	22	14	17		7	60	67.9%	32.1%
19) HCPSS professional development experiences are meaningful and worthwhile.	24	3	16	14	3	60	47.4%	52.6%
20) Increased workload has contributed to a decline in my morale.	20	21	15	1	3	60	71.9%	28.1%
21) I am paid fairly.	22	4	20	11	3	60	45.6%	54.4%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	32	8	14	5	1	60	67.8%	32.2%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	16	1	25	16	2	60	29.3%	70.7%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	33	11	7	8	1	60	74.6%	25.4%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	24	9	17	6	4	60	58.9%	41.1%
26) In my position, I receive appropriate and adequate support and training.	30	10	15	5		60	66.7%	33.3%
27) During this current school year, I have experienced harassing behavior from colleagues.	10	7	14	29		60	28.3%	71.7%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	3	4	15	37	1	60	11.9%	88.1%
29) During this current school year, I have experienced harassing behavior from parents.	9	6	22	23		60	25.0%	75.0%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	14	5	25	6	10	60	38.0%	62.0%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	27	15	8	1	9	60	82.4%	17.6%
32) In my school/worksite, I spend too much time in meetings.	19	18	13	6	4	60	66.1%	33.9%
33) In my school, there is adequate support for special education students.	19	2	22	16	1	60	35.6%	64.4%