

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	31	15	7	2		55	83.6%	16.4%
2) There is an atmosphere of open communication and trust in my school/worksite.	29	17	6	3		55	83.6%	16.4%
3) I personally feel successful in my work.	22	27	3	1	2	55	92.5%	7.5%
4) I feel involved in decision-making at my school/worksite.	22	14	14	2	3	55	69.2%	30.8%
5) I want to be involved in decision-making at my school/worksite.	30	17	4	1	3	55	90.4%	9.6%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	24	18	8	4	1	55	77.8%	22.2%
7) In my school/worksite, I am treated as a professional.	22	26	3	1	3	55	92.3%	7.7%
8) There is good teamwork among staff in my school/worksite.	18	31	3	1	1	54	92.5%	7.5%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	21	10	10	6	8	55	66.0%	34.0%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	23	16	12	3	1	55	72.2%	27.8%
11) My work performance is evaluated fairly.	23	26	2	2	2	55	92.5%	7.5%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	15	8	16	13	3	55	44.2%	55.8%
13) I am provided adequate work and storage space to prepare for and do my job.	23	19	7	4	2	55	79.2%	20.8%
14) My administrators/supervisors respect the negotiated contracts.	25	25	2	2	1	55	92.6%	7.4%
15) My planning time is respected by my school administrations/supervisors.	21	20	5	1	8	55	87.2%	12.8%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	26	20	7		2	55	86.8%	13.2%
17) In my school, student misbehavior interferes with learning.	23	9	18	4	1	55	59.3%	40.7%

**2025-2026 HCEA Job Satisfaction Survey**

**Ellicott Mills MS**

18) Too much instructional time is spent administering assessments.	18	10	14	4	9	55	60.9%	39.1%
19) HCPSS professional development experiences are meaningful and worthwhile.	16	4	15	17	3	55	38.5%	61.5%
20) Increased workload has contributed to a decline in my morale.	16	18	15	2	4	55	66.7%	33.3%
21) I am paid fairly.	21	5	22	6	1	55	48.1%	51.9%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	32	7	10	3	2	54	75.0%	25.0%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	21	2	17	11	2	53	45.1%	54.9%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	27	20	4	2	2	55	88.7%	11.3%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	30	10	9	1	5	55	80.0%	20.0%
26) In my position, I receive appropriate and adequate support and training.	28	12	14	1		55	72.7%	27.3%
27) During this current school year, I have experienced harassing behavior from colleagues.	2	1	11	41		55	5.5%	94.5%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	2		14	39		55	3.6%	96.4%
29) During this current school year, I have experienced harassing behavior from parents.	10	2	19	23	1	55	22.2%	77.8%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	7	2	29	5	12	55	20.9%	79.1%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	28	12	1	1	13	55	95.2%	4.8%
32) In my school/worksites, I spend too much time in meetings.	14	7	23	2	9	55	45.7%	54.3%
33) In my school, there is adequate support for special education students.	16	6	19	14		55	40.0%	60.0%