

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	27	13	6			46	87.0%	13.0%
2) There is an atmosphere of open communication and trust in my school/worksite.	21	17	8			46	82.6%	17.4%
3) I personally feel successful in my work.	21	21	2	2		46	91.3%	8.7%
4) I feel involved in decision-making at my school/worksite.	20	13	12	1		46	71.7%	28.3%
5) I want to be involved in decision-making at my school/worksite.	25	10	8	2	1	46	77.8%	22.2%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	22	16	7	1		46	82.6%	17.4%
7) In my school/worksite, I am treated as a professional.	21	21		1	3	46	97.7%	2.3%
8) There is good teamwork among staff in my school/worksite.	24	15	6		1	46	86.7%	13.3%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	22	15	5	1	3	46	86.0%	14.0%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	19	22	3	2		46	89.1%	10.9%
11) My work performance is evaluated fairly.	19	25	1		1	46	97.8%	2.2%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	18	11	12	4	1	46	64.4%	35.6%
13) I am provided adequate work and storage space to prepare for and do my job.	19	20	4	1	2	46	88.6%	11.4%
14) My administrators/supervisors respect the negotiated contracts.	15	25	2	1	3	46	93.0%	7.0%
15) My planning time is respected by my school administrations/supervisors.	13	21	3		8	45	91.9%	8.1%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	23	18	2		3	46	95.3%	4.7%
17) In my school, student misbehavior interferes with learning.	14	4	21	5	1	45	40.9%	59.1%

2025-2026 HCEA Job Satisfaction Survey

Folly Quarter MS

18) Too much instructional time is spent administering assessments.	12	19	7		7	45	81.6%	18.4%
19) HCPSS professional development experiences are meaningful and worthwhile.	22	15	5	1	3	46	86.0%	14.0%
20) Increased workload has contributed to a decline in my morale.	25	13	6	1		45	84.4%	15.6%
21) I am paid fairly.	24	5	9	7		45	64.4%	35.6%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	27	7	7	2	2	45	79.1%	20.9%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	12	2	23	6	1	44	32.6%	67.4%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	23	12	7	2	1	45	79.5%	20.5%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	26	8	6	4	1	45	77.3%	22.7%
26) In my position, I receive appropriate and adequate support and training.	28	5	9	2	1	45	75.0%	25.0%
27) During this current school year, I have experienced harassing behavior from colleagues.	4		10	31		45	8.9%	91.1%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	4		10	31		45	8.9%	91.1%
29) During this current school year, I have experienced harassing behavior from parents.	6	5	17	17		45	24.4%	75.6%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	8	1	25	4	6	44	23.7%	76.3%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	23	13		1	7	44	97.3%	2.7%
32) In my school/worksites, I spend too much time in meetings.	18	4	14	6	2	44	52.4%	47.6%
33) In my school, there is adequate support for special education students.	14	7	16	6	2	45	48.8%	51.2%