

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	20	10	11	6		47	63.8%	36.2%
2) There is an atmosphere of open communication and trust in my school/worksite.	21	12	8	6		47	70.2%	29.8%
3) I personally feel successful in my work.	17	20	7	3		47	78.7%	21.3%
4) I feel involved in decision-making at my school/worksite.	22	7	13	5		47	61.7%	38.3%
5) I want to be involved in decision-making at my school/worksite.	28	11	8			47	83.0%	17.0%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	18	16	7	6		47	72.3%	27.7%
7) In my school/worksite, I am treated as a professional.	21	18	2	5	1	47	84.8%	15.2%
8) There is good teamwork among staff in my school/worksite.	22	15	8	2		47	78.7%	21.3%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	23	7	6	4	7	47	75.0%	25.0%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	20	10	10	7		47	63.8%	36.2%
11) My work performance is evaluated fairly.	22	20	1	3		46	91.3%	8.7%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	14	11	10	11	1	47	54.3%	45.7%
13) I am provided adequate work and storage space to prepare for and do my job.	18	18	6	3	2	47	80.0%	20.0%
14) My administrators/supervisors respect the negotiated contracts.	19	24		3	1	47	93.5%	6.5%
15) My planning time is respected by my school administrations/supervisors.	16	18	4	2	7	47	85.0%	15.0%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	18	11	6	5	7	47	72.5%	27.5%
17) In my school, student misbehavior interferes with learning.	12	24	4	3	4	47	83.7%	16.3%

2025-2026 HCEA Job Satisfaction Survey

Forest Ridge ES

18) Too much instructional time is spent administering assessments.	11	18	10		8	47	74.4%	25.6%
19) HCPSS professional development experiences are meaningful and worthwhile.	16	3	19	9		47	40.4%	59.6%
20) Increased workload has contributed to a decline in my morale.	13	15	14	3	2	47	62.2%	37.8%
21) I am paid fairly.	15	6	15	11		47	44.7%	55.3%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	25	4	12	3	3	47	65.9%	34.1%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	14	3	22	6	2	47	37.8%	62.2%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	26	16	5			47	89.4%	10.6%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	22	13	8	3	1	47	76.1%	23.9%
26) In my position, I receive appropriate and adequate support and training.	27	11	4	4	1	47	82.6%	17.4%
27) During this current school year, I have experienced harassing behavior from colleagues.	5	4	17	21		47	19.1%	80.9%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	1	17	27	1	47	4.3%	95.7%
29) During this current school year, I have experienced harassing behavior from parents.	4		21	21	1	47	8.7%	91.3%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	9	2	17	4	14	46	34.4%	65.6%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	18	5	6	2	15	46	74.2%	25.8%
32) In my school/worksite, I spend too much time in meetings.	7	7	26	3	3	46	32.6%	67.4%
33) In my school, there is adequate support for special education students.	6	1	12	23	4	46	16.7%	83.3%