

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	40	20	16	2		78	76.9%	23.1%
2) There is an atmosphere of open communication and trust in my school/worksite.	38	18	14	7	1	78	72.7%	27.3%
3) I personally feel successful in my work.	39	28	9	1	1	78	87.0%	13.0%
4) I feel involved in decision-making at my school/worksite.	36	13	21	5	3	78	65.3%	34.7%
5) I want to be involved in decision-making at my school/worksite.	40	26	8		4	78	89.2%	10.8%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	42	20	13	3		78	79.5%	20.5%
7) In my school/worksite, I am treated as a professional.	34	32	9	2	1	78	85.7%	14.3%
8) There is good teamwork among staff in my school/worksite.	26	36	9	3	4	78	83.8%	16.2%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	46	13	11	2	6	78	81.9%	18.1%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	33	16	25	4		78	62.8%	37.2%
11) My work performance is evaluated fairly.	40	31	3	2	2	78	93.4%	6.6%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	34	10	16	16	1	77	57.9%	42.1%
13) I am provided adequate work and storage space to prepare for and do my job.	43	23	7	4	1	78	85.7%	14.3%
14) My administrators/supervisors respect the negotiated contracts.	43	29	2		3	77	97.3%	2.7%
15) My planning time is respected by my school administrations/supervisors.	45	17	6	1	9	78	89.9%	10.1%
17) In my school, student misbehavior interferes with learning.	33	26	10	1	8	78	84.3%	15.7%
18) Too much instructional time is spent administering assessments.	33	17	13	6	9	78	72.5%	27.5%

**2025-2026 HCEA Job Satisfaction Survey**

**Fulton ES**

19) HCPSS professional development experiences are meaningful and worthwhile.	23	23	15	3	14	78	71.9%	28.1%
20) Increased workload has contributed to a decline in my morale.	19	5	27	25	2	78	31.6%	68.4%
21) I am paid fairly.	29	23	16	4	6	78	72.2%	27.8%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	29	3	21	25		78	41.0%	59.0%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	47	10	14	3	4	78	77.0%	23.0%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	29	4	27	15	3	78	44.0%	56.0%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	40	22	10	1	5	78	84.9%	15.1%
26) In my position, I receive appropriate and adequate support and training.	47	10	15	4	2	78	75.0%	25.0%
27) During this current school year, I have experienced harassing behavior from colleagues.	41	11	24	2		78	66.7%	33.3%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	4	2	33	37	2	78	7.9%	92.1%
29) During this current school year, I have experienced harassing behavior from parents.	1	2	33	41	1	78	3.9%	96.1%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	16	7	27	26	2	78	30.3%	69.7%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	42	10	5	3	17	77	86.7%	13.3%
32) In my school/worksite, I spend too much time in meetings.	42	10	5	3	17	77	86.7%	13.3%
33) In my school, there is adequate support for special education students.	22	20	20	6	10	78	61.8%	38.2%