

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	25	29	8	1		63	85.7%	14.3%
2) There is an atmosphere of open communication and trust in my school/worksite.	23	35	4	1		63	92.1%	7.9%
3) I personally feel successful in my work.	25	35	1	2		63	95.2%	4.8%
4) I feel involved in decision-making at my school/worksite.	23	16	18	5	1	63	62.9%	37.1%
5) I want to be involved in decision-making at my school/worksite.	30	22	9		2	63	85.2%	14.8%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	31	26	3	2	1	63	91.9%	8.1%
7) In my school/worksite, I am treated as a professional.	18	40	3	2		63	92.1%	7.9%
8) There is good teamwork among staff in my school/worksite.	21	32	6	4		63	84.1%	15.9%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	17	28	2	3	13	63	90.0%	10.0%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	23	16	20	2	2	63	63.9%	36.1%
11) My work performance is evaluated fairly.	21	33	5	3	1	63	87.1%	12.9%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	13	21	12	16	1	63	54.8%	45.2%
13) I am provided adequate work and storage space to prepare for and do my job.	27	30	3	2	1	63	91.9%	8.1%
14) My administrators/supervisors respect the negotiated contracts.	18	43			2	63	100.0%	0.0%
15) My planning time is respected by my school administrations/supervisors.	12	37	1		13	63	98.0%	2.0%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	26	21	4	5	7	63	83.9%	16.1%
17) In my school, student misbehavior interferes with learning.	10	10	23	16	4	63	33.9%	66.1%

2025-2026 HCEA Job Satisfaction Survey

Glenelg HS

18) Too much instructional time is spent administering assessments.	24	15	12	1	11	63	75.0%	25.0%
19) HCPSS professional development experiences are meaningful and worthwhile.	11	4	18	29	1	63	24.2%	75.8%
20) Increased workload has contributed to a decline in my morale.	18	22	17	6		63	63.5%	36.5%
21) I am paid fairly.	24	8	19	12		63	50.8%	49.2%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	27	8	20	7	1	63	56.5%	43.5%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	15	5	20	23		63	31.7%	68.3%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	32	12	10	7	2	63	72.1%	27.9%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	30	18	10	4	1	63	77.4%	22.6%
26) In my position, I receive appropriate and adequate support and training.	5	4	10	43	1	63	14.5%	85.5%
27) During this current school year, I have experienced harassing behavior from colleagues.	2		8	52	1	63	3.2%	96.8%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	9	4	13	35	2	63	21.3%	78.7%
29) During this current school year, I have experienced harassing behavior from parents.	9	4	13	35	2	63	21.3%	78.7%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	7	2	18	18	18	63	20.0%	80.0%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	26	13	3	3	18	63	86.7%	13.3%
32) In my school/worksite, I spend too much time in meetings.	7	3	27	22	4	63	16.9%	83.1%
33) In my school, there is adequate support for special education students.	23	19	10	4	7	63	75.0%	25.0%