

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	16	16	1			33	97.0%	3.0%
2) There is an atmosphere of open communication and trust in my school/worksite.	14	16	2	1		33	90.9%	9.1%
3) I personally feel successful in my work.	20	10	1	1	1	33	93.8%	6.3%
4) I feel involved in decision-making at my school/worksite.	15	10	6	1	1	33	78.1%	21.9%
5) I want to be involved in decision-making at my school/worksite.	14	12	5		2	33	83.9%	16.1%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	13	15	4	1		33	84.8%	15.2%
7) In my school/worksite, I am treated as a professional.	10	20	1	1	1	33	93.8%	6.3%
8) There is good teamwork among staff in my school/worksite.	12	16	3	1	1	33	87.5%	12.5%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	13	6	6	4	4	33	65.5%	34.5%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	14	10	7	1	1	33	75.0%	25.0%
11) My work performance is evaluated fairly.	13	18	2			33	93.9%	6.1%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	16	6	7	4		33	66.7%	33.3%
13) I am provided adequate work and storage space to prepare for and do my job.	9	17	3	3	1	33	81.3%	18.8%
14) My administrators/supervisors respect the negotiated contracts.	9	21	2		1	33	93.8%	6.3%
15) My planning time is respected by my school administrations/supervisors.	12	13	1		7	33	96.2%	3.8%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	16	6	6	2	3	33	73.3%	26.7%
17) In my school, student misbehavior interferes with learning.	11	9	11	1	1	33	62.5%	37.5%

**2025-2026 HCEA Job Satisfaction Survey**

**Glenwood MS**

18) Too much instructional time is spent administering assessments.	7	14	6	2	4	33	72.4%	27.6%
19) HCPSS professional development experiences are meaningful and worthwhile.	8	3	10	11	1	33	34.4%	65.6%
20) Increased workload has contributed to a decline in my morale.	11	10	8	1	3	33	70.0%	30.0%
21) I am paid fairly.	19		8	5	1	33	59.4%	40.6%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	25	5	2	1		33	90.9%	9.1%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	18	1	10	4		33	57.6%	42.4%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	23	5	4		1	33	87.5%	12.5%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	23	4	3	1	2	33	87.1%	12.9%
26) In my position, I receive appropriate and adequate support and training.	24	5	3	1		33	87.9%	12.1%
27) During this current school year, I have experienced harassing behavior from colleagues.	1	1	12	18	1	33	6.3%	93.8%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.			7	25	1	33	0.0%	100.0%
29) During this current school year, I have experienced harassing behavior from parents.	3	3	13	13	1	33	18.8%	81.3%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	7	4	9	4	9	33	45.8%	54.2%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	17	3	4	2	7	33	76.9%	23.1%
32) In my school/worksites, I spend too much time in meetings.	9	6	11	2	5	33	53.6%	46.4%
33) In my school, there is adequate support for special education students.	13	4	8	6	2	33	54.8%	45.2%