

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	17	3	13	8		41	48.8%	51.2%
2) There is an atmosphere of open communication and trust in my school/worksite.	14	3	17	7		41	41.5%	58.5%
3) I personally feel successful in my work.	20	12	6	3		41	78.0%	22.0%
4) I feel involved in decision-making at my school/worksite.	14	8	14	3	2	41	56.4%	43.6%
5) I want to be involved in decision-making at my school/worksite.	21	14	5		1	41	87.5%	12.5%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	11	9	12	9		41	48.8%	51.2%
7) In my school/worksite, I am treated as a professional.	20	11	8	2		41	75.6%	24.4%
8) There is good teamwork among staff in my school/worksite.	21	10	8	2		41	75.6%	24.4%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	20	6	8	6	1	41	65.0%	35.0%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	29	6	4	2		41	85.4%	14.6%
11) My work performance is evaluated fairly.	20	12	6	3		41	78.0%	22.0%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	22	3	8	7	1	41	62.5%	37.5%
13) I am provided adequate work and storage space to prepare for and do my job.	30	7	2	2		41	90.2%	9.8%
14) My administrators/supervisors respect the negotiated contracts.	24	9	4	2	2	41	84.6%	15.4%
15) My planning time is respected by my school administrations/supervisors.	17	4	8	4	8	41	63.6%	36.4%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	14	8	9	6	4	41	59.5%	40.5%
17) In my school, student misbehavior interferes with learning.	9	23	3	1	5	41	88.9%	11.1%

2025-2026 HCEA Job Satisfaction Survey

Guilford ES

18) Too much instructional time is spent administering assessments.	14	11	8		8	41	75.8%	24.2%
19) HCPSS professional development experiences are meaningful and worthwhile.	17	1	16	7		41	43.9%	56.1%
20) Increased workload has contributed to a decline in my morale.	12	12	10	2	5	41	66.7%	33.3%
21) I am paid fairly.	17	3	12	9		41	48.8%	51.2%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	24	1	10	4	2	41	64.1%	35.9%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	18	1	15	5	2	41	48.7%	51.3%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	26	4	7	2	2	41	76.9%	23.1%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	21	5	10	5		41	63.4%	36.6%
26) In my position, I receive appropriate and adequate support and training.	28	6	5	2		41	82.9%	17.1%
27) During this current school year, I have experienced harassing behavior from colleagues.	3	3	15	18	2	41	15.4%	84.6%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.		5	15	20	1	41	12.5%	87.5%
29) During this current school year, I have experienced harassing behavior from parents.	4	1	20	16		41	12.2%	87.8%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	12	4	13	3	9	41	50.0%	50.0%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	18	7	6	1	9	41	78.1%	21.9%
32) In my school/worksite, I spend too much time in meetings.	8	14	12	3	4	41	59.5%	40.5%
33) In my school, there is adequate support for special education students.	7	2	12	20		41	22.0%	78.0%