

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	33	26	8	7		74	79.7%	20.3%
2) There is an atmosphere of open communication and trust in my school/worksite.	26	33	9	5	1	74	80.8%	19.2%
3) I personally feel successful in my work.	38	29	4	2	1	74	91.8%	8.2%
4) I feel involved in decision-making at my school/worksite.	31	19	15	7	2	74	69.4%	30.6%
5) I want to be involved in decision-making at my school/worksite.	36	25	7		6	74	89.7%	10.3%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	29	27	11	6	1	74	76.7%	23.3%
7) In my school/worksite, I am treated as a professional.	28	40	3	1	2	74	94.4%	5.6%
8) There is good teamwork among staff in my school/worksite.	27	37	6	2	2	74	88.9%	11.1%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	34	30	5	2	3	74	90.1%	9.9%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	32	28	14			74	81.1%	18.9%
11) My work performance is evaluated fairly.	19	48	3	2	2	74	93.1%	6.9%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	19	19	27	9		74	51.4%	48.6%
13) I am provided adequate work and storage space to prepare for and do my job.	28	39	3	2	2	74	93.1%	6.9%
14) My administrators/supervisors respect the negotiated contracts.	28	42	2		2	74	97.2%	2.8%
15) My planning time is respected by my school administrations/supervisors.	19	36	9	3	7	74	82.1%	17.9%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	28	16	15	8	7	74	65.7%	34.3%
17) In my school, student misbehavior interferes with learning.	26	22	17	2	7	74	71.6%	28.4%

2025-2026 HCEA Job Satisfaction Survey

Guilford Park HS

18) Too much instructional time is spent administering assessments.	20	8	30	5	11	74	44.4%	55.6%
19) HCPSS professional development experiences are meaningful and worthwhile.	22	3	31	17	1	74	34.2%	65.8%
20) Increased workload has contributed to a decline in my morale.	23	18	24	2	7	74	61.2%	38.8%
21) I am paid fairly.	40	3	22	9		74	58.1%	41.9%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	40	11	16	6	1	74	69.9%	30.1%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	33	1	24	14	2	74	47.2%	52.8%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	43	16	9	5	1	74	80.8%	19.2%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	38	20	10	3	3	74	81.7%	18.3%
26) In my position, I receive appropriate and adequate support and training.	43	14	15	1	1	74	78.1%	21.9%
27) During this current school year, I have experienced harassing behavior from colleagues.	3	2	17	52		74	6.8%	93.2%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	3		18	53		74	4.1%	95.9%
29) During this current school year, I have experienced harassing behavior from parents.	13	2	19	38	2	74	20.8%	79.2%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	25	11	21	2	15	74	61.0%	39.0%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	22	5	27	10	10	74	42.2%	57.8%
32) In my school/worksites, I spend too much time in meetings.	18	16	33	3	3	73	48.6%	51.4%
33) In my school, there is adequate support for special education students.	23	9	31	4	7	74	47.8%	52.2%