

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	33	8	13	3		57	71.9%	28.1%
2) There is an atmosphere of open communication and trust in my school/worksite.	28	12	11	6		57	70.2%	29.8%
3) I personally feel successful in my work.	31	16	9	1		57	82.5%	17.5%
4) I feel involved in decision-making at my school/worksite.	19	10	18	8	1	56	52.7%	47.3%
5) I want to be involved in decision-making at my school/worksite.	31	14	10	1		56	80.4%	19.6%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	26	16	9	5		56	75.0%	25.0%
7) In my school/worksite, I am treated as a professional.	28	17	6	4	1	56	81.8%	18.2%
8) There is good teamwork among staff in my school/worksite.	30	12	8	4	2	56	77.8%	22.2%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	33	7	6	7	3	56	75.5%	24.5%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	31	7	10	6	1	55	70.4%	29.6%
11) My work performance is evaluated fairly.	34	14	3	4	1	56	87.3%	12.7%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	26	9	8	12	1	56	63.6%	36.4%
13) I am provided adequate work and storage space to prepare for and do my job.	22	13	13	7	1	56	63.6%	36.4%
14) My administrators/supervisors respect the negotiated contracts.	24	25	3	2	2	56	90.7%	9.3%
15) My planning time is respected by my school administrations/supervisors.	23	21	4	4	4	56	84.6%	15.4%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	33	10	6	3	4	56	82.7%	17.3%
17) In my school, student misbehavior interferes with learning.	17	21	13	4	1	56	69.1%	30.9%

2025-2026 HCEA Job Satisfaction Survey

Hammond ES

18) Too much instructional time is spent administering assessments.	12	18	18		8	56	62.5%	37.5%
19) HCPSS professional development experiences are meaningful and worthwhile.	12	2	21	21		56	25.0%	75.0%
20) Increased workload has contributed to a decline in my morale.	17	14	19	1	5	56	60.8%	39.2%
21) I am paid fairly.	23	5	13	15		56	50.0%	50.0%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	27	5	19	3	2	56	59.3%	40.7%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	15	2	26	13		56	30.4%	69.6%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	34	9	9	3	1	56	78.2%	21.8%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	25	12	14	4	1	56	67.3%	32.7%
26) In my position, I receive appropriate and adequate support and training.	27	11	11	7		56	67.9%	32.1%
27) During this current school year, I have experienced harassing behavior from colleagues.	6	3	16	30	1	56	16.4%	83.6%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	3	2	15	35	1	56	9.1%	90.9%
29) During this current school year, I have experienced harassing behavior from parents.	6	4	22	23	1	56	18.2%	81.8%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	12	1	25	6	12	56	29.5%	70.5%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	32	3	8	2	11	56	77.8%	22.2%
32) In my school/worksites, I spend too much time in meetings.	15	4	31	3	3	56	35.8%	64.2%
33) In my school, there is adequate support for special education students.	16	1	19	20		56	30.4%	69.6%