

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	21	17	6			44	86.4%	13.6%
2) There is an atmosphere of open communication and trust in my school/worksite.	22	16	5	1		44	86.4%	13.6%
3) I personally feel successful in my work.	26	15	2	1		44	93.2%	6.8%
4) I feel involved in decision-making at my school/worksite.	20	11	9	1	3	44	75.6%	24.4%
5) I want to be involved in decision-making at my school/worksite.	25	11	4		4	44	90.0%	10.0%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	17	18	7	2		44	79.5%	20.5%
7) In my school/worksite, I am treated as a professional.	13	27	3		1	44	93.0%	7.0%
8) There is good teamwork among staff in my school/worksite.	20	20	2	1	1	44	93.0%	7.0%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	19	20	2	2	1	44	90.7%	9.3%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	20	15	7	2		44	79.5%	20.5%
11) My work performance is evaluated fairly.	15	25	3	1		44	90.9%	9.1%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	14	11	8	8	3	44	61.0%	39.0%
13) I am provided adequate work and storage space to prepare for and do my job.	21	17	4	2		44	86.4%	13.6%
14) My administrators/supervisors respect the negotiated contracts.	16	25	1		2	44	97.6%	2.4%
15) My planning time is respected by my school administrations/supervisors.	14	16	3	2	9	44	85.7%	14.3%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	13	22	6		3	44	85.4%	14.6%
17) In my school, student misbehavior interferes with learning.	15	6	15	3	5	44	53.8%	46.2%

**2025-2026 HCEA Job Satisfaction Survey**

**Hammond MS**

18) Too much instructional time is spent administering assessments.	14	6	13	3	8	44	55.6%	44.4%
19) HCPSS professional development experiences are meaningful and worthwhile.	16	3	14	8	2	43	46.3%	53.7%
20) Increased workload has contributed to a decline in my morale.	10	10	18	1	5	44	51.3%	48.7%
21) I am paid fairly.	16	2	18	8		44	40.9%	59.1%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	26	5	6	5	1	43	73.8%	26.2%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	17	3	16	7	1	44	46.5%	53.5%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	26	10	6	1	1	44	83.7%	16.3%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	29	7	7	1		44	81.8%	18.2%
26) In my position, I receive appropriate and adequate support and training.	18	11	14	1		44	65.9%	34.1%
27) During this current school year, I have experienced harassing behavior from colleagues.	3		14	26	1	44	7.0%	93.0%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	4		11	28	1	44	9.3%	90.7%
29) During this current school year, I have experienced harassing behavior from parents.	5	3	13	20	3	44	19.5%	80.5%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	7		20	7	9	43	20.6%	79.4%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	17	8	6	1	11	43	78.1%	21.9%
32) In my school/worksite, I spend too much time in meetings.	13	2	20	4	4	43	38.5%	61.5%
33) In my school, there is adequate support for special education students.	12	5	15	9	3	44	41.5%	58.5%