

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	26	5	19	14		64	48.4%	51.6%
2) There is an atmosphere of open communication and trust in my school/worksite.	28	10	16	10		64	59.4%	40.6%
3) I personally feel successful in my work.	29	14	17	3	1	64	68.3%	31.7%
4) I feel involved in decision-making at my school/worksite.	27	6	22	7	2	64	53.2%	46.8%
5) I want to be involved in decision-making at my school/worksite.	31	26	3	2	2	64	91.9%	8.1%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	36	12	12	4		64	75.0%	25.0%
7) In my school/worksite, I am treated as a professional.	34	19	7	4		64	82.8%	17.2%
8) There is good teamwork among staff in my school/worksite.	29	13	17	5		64	65.6%	34.4%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	34	8	11	5	6	64	72.4%	27.6%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	31	9	19	5		64	62.5%	37.5%
11) My work performance is evaluated fairly.	37	14	8	4	1	64	81.0%	19.0%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	26	4	17	14	3	64	49.2%	50.8%
13) I am provided adequate work and storage space to prepare for and do my job.	33	16	9	5	1	64	77.8%	22.2%
14) My administrators/supervisors respect the negotiated contracts.	34	18	6	4	2	64	83.9%	16.1%
15) My planning time is respected by my school administrations/supervisors.	27	16	4	6	11	64	81.1%	18.9%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	28	9	12	10	5	64	62.7%	37.3%
17) In my school, student misbehavior interferes with learning.	17	26	9	3	9	64	78.2%	21.8%

2025-2026 HCEA Job Satisfaction Survey

Hanover Hills ES

18) Too much instructional time is spent administering assessments.	18	16	14	3	13	64	66.7%	33.3%
19) HCPSS professional development experiences are meaningful and worthwhile.	18	3	24	18	1	64	33.3%	66.7%
20) Increased workload has contributed to a decline in my morale.	21	18	15	4	6	64	67.2%	32.8%
21) I am paid fairly.	23	6	12	23		64	45.3%	54.7%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	33	7	15	8	1	64	63.5%	36.5%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	25	4	21	14		64	45.3%	54.7%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	32	19	4	7	2	64	82.3%	17.7%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	34	9	16	4	1	64	68.3%	31.7%
26) In my position, I receive appropriate and adequate support and training.	32	10	14	8		64	65.6%	34.4%
27) During this current school year, I have experienced harassing behavior from colleagues.	9	4	21	28	2	64	21.0%	79.0%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	2	2	24	36		64	6.3%	93.8%
29) During this current school year, I have experienced harassing behavior from parents.	8	6	24	24	2	64	22.6%	77.4%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	8	4	27	7	18	64	26.1%	73.9%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	30	9	5	3	17	64	83.0%	17.0%
32) In my school/worksite, I spend too much time in meetings.	21	8	25	4	6	64	50.0%	50.0%
33) In my school, there is adequate support for special education students.	5	3	19	35	2	64	12.9%	87.1%