

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	22	19	2	5		48	85.4%	14.6%
2) There is an atmosphere of open communication and trust in my school/worksite.	18	22	4	4		48	83.3%	16.7%
3) I personally feel successful in my work.	18	26	2	2		48	91.7%	8.3%
4) I feel involved in decision-making at my school/worksite.	17	18	7	6		48	72.9%	27.1%
5) I want to be involved in decision-making at my school/worksite.	17	19	4		8	48	90.0%	10.0%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	17	19	7	5		48	75.0%	25.0%
7) In my school/worksite, I am treated as a professional.	18	22	3	3	2	48	87.0%	13.0%
8) There is good teamwork among staff in my school/worksite.	21	24	1	1	1	48	95.7%	4.3%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	21	10	9	2	6	48	73.8%	26.2%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	22	13	9	3	1	48	74.5%	25.5%
11) My work performance is evaluated fairly.	20	21	4	2	1	48	87.2%	12.8%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	16	12	8	10	2	48	60.9%	39.1%
13) I am provided adequate work and storage space to prepare for and do my job.	23	21	1	1	1	47	95.7%	4.3%
14) My administrators/supervisors respect the negotiated contracts.	23	20	2		2	47	95.6%	4.4%
15) My planning time is respected by my school administrations/supervisors.	18	15	4	1	9	47	86.8%	13.2%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	19	17	3	3	5	47	85.7%	14.3%
17) In my school, student misbehavior interferes with learning.	14	10	13	5	5	47	57.1%	42.9%

2025-2026 HCEA Job Satisfaction Survey

Hollifield Station ES

18) Too much instructional time is spent administering assessments.	10	15	10	3	9	47	65.8%	34.2%
19) HCPSS professional development experiences are meaningful and worthwhile.	15	2	11	18	1	47	37.0%	63.0%
20) Increased workload has contributed to a decline in my morale.	17	13	7	3	7	47	75.0%	25.0%
21) I am paid fairly.	16	6	20	5		47	46.8%	53.2%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	27	9	10			46	78.3%	21.7%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	15	4	17	9	1	46	42.2%	57.8%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	23	11	9	1	2	46	77.3%	22.7%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	22	7	6	5	6	46	72.5%	27.5%
26) In my position, I receive appropriate and adequate support and training.	23	11	9	1	2	46	77.3%	22.7%
27) During this current school year, I have experienced harassing behavior from colleagues.	1	2	9	33	1	46	6.7%	93.3%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	2		11	33		46	4.3%	95.7%
29) During this current school year, I have experienced harassing behavior from parents.	11	1	19	4	11	46	34.3%	65.7%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	11	1	19	4	11	46	34.3%	65.7%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	23	7	3	1	12	46	88.2%	11.8%
32) In my school/worksite, I spend too much time in meetings.	10	11	16	4	4	45	51.2%	48.8%
33) In my school, there is adequate support for special education students.	9	2	14	19	1	45	25.0%	75.0%