

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	64	21	13	1		99	85.9%	14.1%
2) There is an atmosphere of open communication and trust in my school/worksite.	66	20	11	2		99	86.9%	13.1%
3) I personally feel successful in my work.	43	48	5	2	1	99	92.9%	7.1%
4) I feel involved in decision-making at my school/worksite.	38	19	34	5	2	98	59.4%	40.6%
5) I want to be involved in decision-making at my school/worksite.	48	29	13	2	6	98	83.7%	16.3%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	42	36	15	3	2	98	81.3%	18.8%
7) In my school/worksite, I am treated as a professional.	47	40	8		2	97	91.6%	8.4%
8) There is good teamwork among staff in my school/worksite.	39	39	13	4	2	97	82.1%	17.9%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	55	21	8	4	9	97	86.4%	13.6%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	48	12	32	5		97	61.9%	38.1%
11) My work performance is evaluated fairly.	52	33	7	2	3	97	90.4%	9.6%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	35	14	27	15	6	97	53.8%	46.2%
13) I am provided adequate work and storage space to prepare for and do my job.	50	30	11	4	2	97	84.2%	15.8%
14) My administrators/supervisors respect the negotiated contracts.	52	40	2		3	97	97.9%	2.1%
15) My planning time is respected by my school administrations/supervisors.	50	28	5		14	97	94.0%	6.0%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	47	13	22	9	6	97	65.9%	34.1%
17) In my school, student misbehavior interferes with learning.	41	23	25	2	6	97	70.3%	29.7%

**2025-2026 HCEA Job Satisfaction Survey**

**Howard HS**

18) Too much instructional time is spent administering assessments.	27	23	30	7	10	97	57.5%	42.5%
19) HCPSS professional development experiences are meaningful and worthwhile.	12	4	39	37	5	97	17.4%	82.6%
20) Increased workload has contributed to a decline in my morale.	33	30	22	7	5	97	68.5%	31.5%
21) I am paid fairly.	40	8	27	22		97	49.5%	50.5%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	55	15	19	4	4	97	75.3%	24.7%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	33	5	41	14	3	96	40.9%	59.1%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	55	23	8	5	5	96	85.7%	14.3%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	50	8	27	7	5	97	63.0%	37.0%
26) In my position, I receive appropriate and adequate support and training.	42	13	35	4	3	97	58.5%	41.5%
27) During this current school year, I have experienced harassing behavior from colleagues.	10	4	32	49	1	96	14.7%	85.3%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	7	2	28	58	1	96	9.5%	90.5%
29) During this current school year, I have experienced harassing behavior from parents.	15	8	27	44	3	97	24.5%	75.5%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	21	8	35	11	22	97	38.7%	61.3%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	38	11	16	11	21	97	64.5%	35.5%
32) In my school/worksite, I spend too much time in meetings.	22	17	39	7	12	97	45.9%	54.1%
33) In my school, there is adequate support for special education students.	42	9	30	11	5	97	55.4%	44.6%