

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	21	4	18	3		46	54.3%	45.7%
2) There is an atmosphere of open communication and trust in my school/worksite.	22	11	13			46	71.7%	28.3%
3) I personally feel successful in my work.	20	15	10		1	46	77.8%	22.2%
4) I feel involved in decision-making at my school/worksite.	25	6	11	2	1	45	70.5%	29.5%
5) I want to be involved in decision-making at my school/worksite.	18	11	8	1	5	43	76.3%	23.7%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	18	16	7	2	1	44	79.1%	20.9%
7) In my school/worksite, I am treated as a professional.	18	19	5		2	44	88.1%	11.9%
8) There is good teamwork among staff in my school/worksite.	20	11	11	2		44	70.5%	29.5%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	20	15	4	2	1	42	85.4%	14.6%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	17	24			2	43	100.0%	0.0%
11) My work performance is evaluated fairly.	17	23			2	42	100.0%	0.0%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	17	8	8	7	2	42	62.5%	37.5%
13) I am provided adequate work and storage space to prepare for and do my job.	21	12	3	3	3	42	84.6%	15.4%
14) My administrators/supervisors respect the negotiated contracts.	13	24			5	42	100.0%	0.0%
15) My planning time is respected by my school administrations/supervisors.	13	18	4		7	42	88.6%	11.4%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	21	3	13	3	1	41	60.0%	40.0%
17) In my school, student misbehavior interferes with learning.	13	16	8	1	4	42	76.3%	23.7%

**2025-2026 HCEA Job Satisfaction Survey**

**Ilchester ES**

18) Too much instructional time is spent administering assessments.	14	10	9	1	8	42	70.6%	29.4%
19) HCPSS professional development experiences are meaningful and worthwhile.	9		13	20		42	21.4%	78.6%
20) Increased workload has contributed to a decline in my morale.	10	18	7	3	4	42	73.7%	26.3%
21) I am paid fairly.	13	3	16	10		42	38.1%	61.9%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	20	2	14	4	1	41	55.0%	45.0%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	11		16	14	1	42	26.8%	73.2%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	22	9	2	5	4	42	81.6%	18.4%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	20	10	7	4	1	42	73.2%	26.8%
26) In my position, I receive appropriate and adequate support and training.	21	9	7	3	2	42	75.0%	25.0%
27) During this current school year, I have experienced harassing behavior from colleagues.	7	2	12	21		42	21.4%	78.6%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.			12	30		42	0.0%	100.0%
29) During this current school year, I have experienced harassing behavior from parents.	2	3	16	21		42	11.9%	88.1%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	13	3	11	5	10	42	50.0%	50.0%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	23	4	4		11	42	87.1%	12.9%
32) In my school/worksite, I spend too much time in meetings.	14	7	15	4	2	42	52.5%	47.5%
33) In my school, there is adequate support for special education students.	7		7	27	1	42	17.1%	82.9%