

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	10	4	16	14		44	31.8%	68.2%
2) There is an atmosphere of open communication and trust in my school/worksite.	8	3	16	17		44	25.0%	75.0%
3) I personally feel successful in my work.	25	8	7	4		44	75.0%	25.0%
4) I feel involved in decision-making at my school/worksite.	13	4	13	11	1	42	41.5%	58.5%
5) I want to be involved in decision-making at my school/worksite.	22	14	5		2	43	87.8%	12.2%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	5	11	20	1	43	26.2%	73.8%
7) In my school/worksite, I am treated as a professional.	12	10	15	5		42	52.4%	47.6%
8) There is good teamwork among staff in my school/worksite.	20	10	12	1		43	69.8%	30.2%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	19	7	5	7	4	42	68.4%	31.6%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	18	11	7	7		43	67.4%	32.6%
11) My work performance is evaluated fairly.	17	9	10	4	2	42	65.0%	35.0%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	16	4	11	11	1	43	47.6%	52.4%
13) I am provided adequate work and storage space to prepare for and do my job.	19	7	10	6		42	61.9%	38.1%
14) My administrators/supervisors respect the negotiated contracts.	24	7	7	4	1	43	73.8%	26.2%
15) My planning time is respected by my school administrations/supervisors.	21	6	5	8	2	42	67.5%	32.5%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	15	7	6	9	6	43	59.5%	40.5%
17) In my school, student misbehavior interferes with learning.	12	16	9	1	4	42	73.7%	26.3%

2025-2026 HCEA Job Satisfaction Survey

Jeffers Hill ES

18) Too much instructional time is spent administering assessments.	12	14	12		4	42	68.4%	31.6%
19) HCPSS professional development experiences are meaningful and worthwhile.	17	8	7	10		42	59.5%	40.5%
20) Increased workload has contributed to a decline in my morale.	14	13	11	2	3	43	67.5%	32.5%
21) I am paid fairly.	11	3	16	12		42	33.3%	66.7%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	22	3	9	6	1	41	62.5%	37.5%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	15	3	13	10		41	43.9%	56.1%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	17	9	7	6	2	41	66.7%	33.3%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	27	5	4	5	1	42	78.0%	22.0%
26) In my position, I receive appropriate and adequate support and training.	18	6	14	5		43	55.8%	44.2%
27) During this current school year, I have experienced harassing behavior from colleagues.	3	5	13	21		42	19.0%	81.0%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	7	6	11	18		42	31.0%	69.0%
29) During this current school year, I have experienced harassing behavior from parents.		5	14	22	1	42	12.2%	87.8%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	8	6	16	5	7	42	40.0%	60.0%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	24	3	5	6	5	43	71.1%	28.9%
32) In my school/worksite, I spend too much time in meetings.	15	11	13	1	2	42	65.0%	35.0%
33) In my school, there is adequate support for special education students.	6	1	8	26	1	42	17.1%	82.9%