

| Questions | Agree | Strongly agree | Disagree | Strongly disagree | Does not apply | Grand Total | % Agree | % Disagree |
|--|-------|----------------|----------|-------------------|----------------|-------------|---------|------------|
| 1) Overall, morale at my worksite is good | 20 | 6 | 21 | 17 | | 64 | 40.6% | 59.4% |
| 2) There is an atmosphere of open communication and trust in my school/worksite. | 21 | 6 | 22 | 15 | | 64 | 42.2% | 57.8% |
| 3) I personally feel successful in my work. | 29 | 22 | 8 | 5 | | 64 | 79.7% | 20.3% |
| 4) I feel involved in decision-making at my school/worksite. | 13 | 10 | 26 | 14 | 1 | 64 | 36.5% | 63.5% |
| 5) I want to be involved in decision-making at my school/worksite. | 33 | 25 | 5 | | 1 | 64 | 92.1% | 7.9% |
| 6) In my school/worksite, I can speak openly about important issues without fear of repercussions. | 24 | 12 | 19 | 9 | | 64 | 56.3% | 43.8% |
| 7) In my school/worksite, I am treated as a professional. | 31 | 18 | 10 | 5 | | 64 | 76.6% | 23.4% |
| 8) There is good teamwork among staff in my school/worksite. | 27 | 14 | 15 | 7 | | 63 | 65.1% | 34.9% |
| 9) Non-instructional duties are assigned on an equitable basis in my school/worksite. | 37 | 11 | 9 | 3 | 3 | 63 | 80.0% | 20.0% |
| 10) My working environment (i.e. safety, cleanliness) is conducive to success. | 8 | 5 | 13 | 37 | | 63 | 20.6% | 79.4% |
| 11) My work performance is evaluated fairly. | 26 | 21 | 8 | 6 | 2 | 63 | 77.0% | 23.0% |
| 12) I am provided adequate time during the workday to plan, prepare for and do my job. | 20 | 9 | 19 | 13 | 2 | 63 | 47.5% | 52.5% |
| 13) I am provided adequate work and storage space to prepare for and do my job. | 21 | 11 | 16 | 13 | 2 | 63 | 52.5% | 47.5% |
| 14) My administrators/supervisors respect the negotiated contracts. | 34 | 22 | 4 | 2 | 1 | 63 | 90.3% | 9.7% |
| 15) My planning time is respected by my school administrations/supervisors. | 33 | 15 | 6 | 3 | 5 | 62 | 84.2% | 15.8% |
| 16) In my school/worksite, administrators/supervisors support me in enforcing discipline. | 21 | 10 | 21 | 8 | 3 | 63 | 51.7% | 48.3% |
| 17) In my school, student misbehavior interferes with learning. | 15 | 36 | 3 | 2 | 6 | 62 | 91.1% | 8.9% |

2025-2026 HCEA Job Satisfaction Survey

Lake Elkhorn MS

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|---|----|----|----|----|----|----|-------|-------|
| 18) Too much instructional time is spent administering assessments. | 22 | 16 | 17 | | 7 | 62 | 69.1% | 30.9% |
| 19) HCPSS professional development experiences are meaningful and worthwhile. | 19 | 5 | 18 | 17 | 3 | 62 | 40.7% | 59.3% |
| 20) Increased workload has contributed to a decline in my morale. | 19 | 22 | 11 | 2 | 7 | 61 | 75.9% | 24.1% |
| 21) I am paid fairly. | 18 | 3 | 31 | 10 | | 62 | 33.9% | 66.1% |
| 22) I have confidence in the leadership exhibited by the HCPSS Superintendent. | 35 | 7 | 14 | 4 | 2 | 62 | 70.0% | 30.0% |
| 23) I have confidence in the leadership exhibited by the Howard County Board of Education. | 20 | 3 | 26 | 11 | 2 | 62 | 38.3% | 61.7% |
| 24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA). | 26 | 25 | 7 | 2 | 2 | 62 | 85.0% | 15.0% |
| 25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education. | 39 | 10 | 6 | 3 | 4 | 62 | 84.5% | 15.5% |
| 26) In my position, I receive appropriate and adequate support and training. | 29 | 10 | 19 | 3 | 1 | 62 | 63.9% | 36.1% |
| 27) During this current school year, I have experienced harassing behavior from colleagues. | 3 | 6 | 15 | 33 | 5 | 62 | 15.8% | 84.2% |
| 28) During this current school year, I have experienced harassing behavior from administrators/supervisors. | 1 | 8 | 17 | 32 | 4 | 62 | 15.5% | 84.5% |
| 29) During this current school year, I have experienced harassing behavior from parents. | 8 | 8 | 18 | 24 | 3 | 61 | 27.6% | 72.4% |
| 30) At my school I spend most of my PIP time doing non-instructional duties/assignments. | 17 | 7 | 17 | 6 | 14 | 61 | 51.1% | 48.9% |
| 31) At my school our administrator includes time during PIP for teacher-initiated collaboration. | 21 | 12 | 9 | 3 | 15 | 60 | 73.3% | 26.7% |
| 32) In my school/worksites, I spend too much time in meetings. | 16 | 11 | 24 | 1 | 8 | 60 | 51.9% | 48.1% |
| 33) In my school, there is adequate support for special education students. | 13 | 8 | 19 | 20 | 2 | 62 | 35.0% | 65.0% |