

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	18	5	19	30		72	31.9%	68.1%
2) There is an atmosphere of open communication and trust in my school/worksite.	17	5	24	26		72	30.6%	69.4%
3) I personally feel successful in my work.	30	21	13	7	1	72	71.8%	28.2%
4) I feel involved in decision-making at my school/worksite.	16	6	25	23	2	72	31.4%	68.6%
5) I want to be involved in decision-making at my school/worksite.	27	33	5	1	5	71	90.9%	9.1%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	19	8	25	18	1	71	38.6%	61.4%
7) In my school/worksite, I am treated as a professional.	25	20	13	13		71	63.4%	36.6%
8) There is good teamwork among staff in my school/worksite.	41	13	13	3	1	71	77.1%	22.9%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	25	11	19	11	4	70	54.5%	45.5%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	28	19	14	9	1	71	67.1%	32.9%
11) My work performance is evaluated fairly.	30	15	10	6	9	70	73.8%	26.2%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	20	10	19	16	6	71	46.2%	53.8%
13) I am provided adequate work and storage space to prepare for and do my job.	30	18	15	7	1	71	68.6%	31.4%
14) My administrators/supervisors respect the negotiated contracts.	34	10	10	15	2	71	63.8%	36.2%
15) My planning time is respected by my school administrations/supervisors.	24	7	16	11	12	70	53.4%	46.6%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	24	8	15	14	9	70	52.5%	47.5%
17) In my school, student misbehavior interferes with learning.	22	38	1	4	6	71	92.3%	7.7%

2025-2026 HCEA Job Satisfaction Survey

Laurel Woods ES

18) Too much instructional time is spent administering assessments.	28	22	9	2	10	71	82.0%	18.0%
19) HCPSS professional development experiences are meaningful and worthwhile.	26	8	17	18	2	71	49.3%	50.7%
20) Increased workload has contributed to a decline in my morale.	24	30	7	7	3	71	79.4%	20.6%
21) I am paid fairly.	19	4	21	27		71	32.4%	67.6%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	36	9	19	3	3	70	67.2%	32.8%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	22	3	30	12	3	70	37.3%	62.7%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	34	24	5	2	5	70	89.2%	10.8%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	44	14	6	3	3	70	86.6%	13.4%
26) In my position, I receive appropriate and adequate support and training.	35	16	11	8		70	72.9%	27.1%
27) During this current school year, I have experienced harassing behavior from colleagues.	6	3	18	40	3	70	13.4%	86.6%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	4	6	24	30	5	69	15.6%	84.4%
29) During this current school year, I have experienced harassing behavior from parents.	9	4	26	27	4	70	19.7%	80.3%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	12	6	26	6	19	69	36.0%	64.0%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	29	7	8	6	20	70	72.0%	28.0%
32) In my school/worksite, I spend too much time in meetings.	20	19	24	2	5	70	60.0%	40.0%
33) In my school, there is adequate support for special education students.	3		13	54		70	4.3%	95.7%