

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	6	38				44	100.0%	0.0%
2) There is an atmosphere of open communication and trust in my school/worksite.	9	34	1			44	97.7%	2.3%
3) I personally feel successful in my work.	13	29	1	1		44	95.5%	4.5%
4) I feel involved in decision-making at my school/worksite.	16	18	7	1	2	44	81.0%	19.0%
5) I want to be involved in decision-making at my school/worksite.	17	18	7		2	44	83.3%	16.7%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	15	27	2			44	95.5%	4.5%
7) In my school/worksite, I am treated as a professional.	10	32	1		1	44	97.7%	2.3%
8) There is good teamwork among staff in my school/worksite.	9	30	4		1	44	90.7%	9.3%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	21	17	4		2	44	90.5%	9.5%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	11	25	7	1		44	81.8%	18.2%
11) My work performance is evaluated fairly.	12	28	1	2	1	44	93.0%	7.0%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	13	20	7	3	1	44	76.7%	23.3%
13) I am provided adequate work and storage space to prepare for and do my job.	12	25	4	2	1	44	86.0%	14.0%
14) My administrators/supervisors respect the negotiated contracts.	8	34			2	44	100.0%	0.0%
15) My planning time is respected by my school administrations/supervisors.	10	27			7	44	100.0%	0.0%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	9	27	3		5	44	92.3%	7.7%
17) In my school, student misbehavior interferes with learning.	4	2	23	15		44	13.6%	86.4%

2025-2026 HCEA Job Satisfaction Survey

Lime Kiln MS

18) Too much instructional time is spent administering assessments.	11	15	14	1	3	44	63.4%	36.6%
19) HCPSS professional development experiences are meaningful and worthwhile.	15		12	15	2	44	35.7%	64.3%
20) Increased workload has contributed to a decline in my morale.	13	11	16	3	1	44	55.8%	44.2%
21) I am paid fairly.	15	6	15	8		44	47.7%	52.3%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	24	8	9	2	1	44	74.4%	25.6%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	15	3	20	5	1	44	41.9%	58.1%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	24	12	6	1	1	44	83.7%	16.3%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	23	13	5	3		44	81.8%	18.2%
26) In my position, I receive appropriate and adequate support and training.	24	11	7	2		44	79.5%	20.5%
27) During this current school year, I have experienced harassing behavior from colleagues.	2		13	29		44	4.5%	95.5%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1		12	31		44	2.3%	97.7%
29) During this current school year, I have experienced harassing behavior from parents.	3		17	24		44	6.8%	93.2%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	5	1	21	7	10	44	17.6%	82.4%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	16	14	4		10	44	88.2%	11.8%
32) In my school/worksite, I spend too much time in meetings.	4	1	32	3	4	44	12.5%	87.5%
33) In my school, there is adequate support for special education students.	18	5	12	9		44	52.3%	47.7%