

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	20	12	5	2		39	82.1%	17.9%
2) There is an atmosphere of open communication and trust in my school/worksite.	19	12	8			39	79.5%	20.5%
3) I personally feel successful in my work.	20	12	6	1		39	82.1%	17.9%
4) I feel involved in decision-making at my school/worksite.	13	13	11	2		39	66.7%	33.3%
5) I want to be involved in decision-making at my school/worksite.	21	13	5			39	87.2%	12.8%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	19	12	6	2		39	79.5%	20.5%
7) In my school/worksite, I am treated as a professional.	24	14	1			39	97.4%	2.6%
8) There is good teamwork among staff in my school/worksite.	17	15	5	1	1	39	84.2%	15.8%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	20	12	5	1	1	39	84.2%	15.8%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	18	16	4		1	39	89.5%	10.5%
11) My work performance is evaluated fairly.	18	18	2	1		39	92.3%	7.7%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	15	6	12	3	3	39	58.3%	41.7%
13) I am provided adequate work and storage space to prepare for and do my job.	20	13	3	1	2	39	89.2%	10.8%
14) My administrators/supervisors respect the negotiated contracts.	18	18	2		1	39	94.7%	5.3%
15) My planning time is respected by my school administrations/supervisors.	20	13			6	39	100.0%	0.0%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	22	11	2	1	3	39	91.7%	8.3%
17) In my school, student misbehavior interferes with learning.	14	12	10		3	39	72.2%	27.8%

2025-2026 HCEA Job Satisfaction Survey

Lisbon ES

18) Too much instructional time is spent administering assessments.	16	9	8		6	39	75.8%	24.2%
19) HCPSS professional development experiences are meaningful and worthwhile.	14	1	13	10	1	39	39.5%	60.5%
20) Increased workload has contributed to a decline in my morale.	17	9	7	4	2	39	70.3%	29.7%
21) I am paid fairly.	17	2	11	9		39	48.7%	51.3%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	22	4	8	4	1	39	68.4%	31.6%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	14	1	20	3	1	39	39.5%	60.5%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	25	6	8			39	79.5%	20.5%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	25	6	6	2		39	79.5%	20.5%
26) In my position, I receive appropriate and adequate support and training.	22	4	12	1		39	66.7%	33.3%
27) During this current school year, I have experienced harassing behavior from colleagues.	2	1	14	22		39	7.7%	92.3%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.			11	27	1	39	0.0%	100.0%
29) During this current school year, I have experienced harassing behavior from parents.	2	1	12	23	1	39	7.9%	92.1%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	7	1	18	5	8	39	25.8%	74.2%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	19	5	2	1	11	38	88.9%	11.1%
32) In my school/worksite, I spend too much time in meetings.	8	4	22	1	3	38	34.3%	65.7%
33) In my school, there is adequate support for special education students.	1		9	27	1	38	2.7%	97.3%