

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	47	17	21	5		90	71.1%	28.9%
2) There is an atmosphere of open communication and trust in my school/worksite.	46	19	21	4		90	72.2%	27.8%
3) I personally feel successful in my work.	49	34	6	1		90	92.2%	7.8%
4) I feel involved in decision-making at my school/worksite.	45	12	26	5	2	90	64.8%	35.2%
5) I want to be involved in decision-making at my school/worksite.	64	13	6	2	3	88	90.6%	9.4%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	40	25	20	5		90	72.2%	27.8%
7) In my school/worksite, I am treated as a professional.	40	32	14	4		90	80.0%	20.0%
8) There is good teamwork among staff in my school/worksite.	43	29	15	2		89	80.9%	19.1%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	39	26	10	3	9	87	83.3%	16.7%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	43	25	11	10	1	90	76.4%	23.6%
11) My work performance is evaluated fairly.	54	30	5	1		90	93.3%	6.7%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	31	14	26	17	2	90	51.1%	48.9%
13) I am provided adequate work and storage space to prepare for and do my job.	45	33	7	4	1	90	87.6%	12.4%
14) My administrators/supervisors respect the negotiated contracts.	42	31	11	2	4	90	84.9%	15.1%
15) My planning time is respected by my school administrations/supervisors.	34	23	13	4	15	89	77.0%	23.0%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	37	18	16	12	7	90	66.3%	33.7%
17) In my school, student misbehavior interferes with learning.	26	25	24	4	11	90	64.6%	35.4%

2025-2026 HCEA Job Satisfaction Survey

Long Reach HS

18) Too much instructional time is spent administering assessments.	25	33	17	4	8	87	73.4%	26.6%
19) HCPSS professional development experiences are meaningful and worthwhile.	16	4	33	32	4	89	23.5%	76.5%
20) Increased workload has contributed to a decline in my morale.	24	32	23	4	6	89	67.5%	32.5%
21) I am paid fairly.	34	6	27	21	1	89	45.5%	54.5%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	48	7	19	12	2	88	64.0%	36.0%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	26	2	35	25	1	89	31.8%	68.2%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	51	16	12	5	4	88	79.8%	20.2%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	45	16	17	10	1	89	69.3%	30.7%
26) In my position, I receive appropriate and adequate support and training.	48	14	21	5		88	70.5%	29.5%
27) During this current school year, I have experienced harassing behavior from colleagues.	7	4	26	49	3	89	12.8%	87.2%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	3	4	25	55	2	89	8.0%	92.0%
29) During this current school year, I have experienced harassing behavior from parents.	13	9	29	34	4	89	25.9%	74.1%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	20	10	33	3	23	89	45.5%	54.5%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	36	8	19	5	20	88	64.7%	35.3%
32) In my school/worksite, I spend too much time in meetings.	26	18	29	2	13	88	58.7%	41.3%
33) In my school, there is adequate support for special education students.	49	12	16	7	5	89	72.6%	27.4%