

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	28	8	11	7		54	66.7%	33.3%
2) There is an atmosphere of open communication and trust in my school/worksite.	24	11	17	2		54	64.8%	35.2%
3) I personally feel successful in my work.	25	14	10	3	1	53	75.0%	25.0%
4) I feel involved in decision-making at my school/worksite.	25	7	15	3	2	52	64.0%	36.0%
5) I want to be involved in decision-making at my school/worksite.	30	20	1		3	54	98.0%	2.0%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	17	14	17	6		54	57.4%	42.6%
7) In my school/worksite, I am treated as a professional.	24	22	5	2	1	54	86.8%	13.2%
8) There is good teamwork among staff in my school/worksite.	23	20	7	3	1	54	81.1%	18.9%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	27	11	8	5	3	54	74.5%	25.5%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	18	13	13	10		54	57.4%	42.6%
11) My work performance is evaluated fairly.	23	22	5	1	3	54	88.2%	11.8%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	26	7	13	7	1	54	62.3%	37.7%
13) I am provided adequate work and storage space to prepare for and do my job.	28	20	5		1	54	90.6%	9.4%
14) My administrators/supervisors respect the negotiated contracts.	26	18	7	1	2	54	84.6%	15.4%
15) My planning time is respected by my school administrations/supervisors.	21	16	4	3	10	54	84.1%	15.9%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	24	17	6	3	4	54	82.0%	18.0%
17) In my school, student misbehavior interferes with learning.	17	26	5	2	4	54	86.0%	14.0%

2025-2026 HCEA Job Satisfaction Survey

Longfellow ES

18) Too much instructional time is spent administering assessments.	20	11	13		10	54	70.5%	29.5%
19) HCPSS professional development experiences are meaningful and worthwhile.	17	6	14	16	1	54	43.4%	56.6%
20) Increased workload has contributed to a decline in my morale.	15	19	14	3	3	54	66.7%	33.3%
21) I am paid fairly.	23	3	15	13		54	48.1%	51.9%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	28	5	12	6	3	54	64.7%	35.3%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	22	1	16	11	3	53	46.0%	54.0%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	25	11	7	5	5	53	75.0%	25.0%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	26	8	8	7	5	54	69.4%	30.6%
26) In my position, I receive appropriate and adequate support and training.	26	9	13	6		54	64.8%	35.2%
27) During this current school year, I have experienced harassing behavior from colleagues.	5	2	15	31	1	54	13.2%	86.8%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	5	2	14	33		54	13.0%	87.0%
29) During this current school year, I have experienced harassing behavior from parents.	10	4	18	21	1	54	26.4%	73.6%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	9	4	18	6	16	53	35.1%	64.9%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	25	4	5	2	16	52	80.6%	19.4%
32) In my school/worksite, I spend too much time in meetings.	12	9	25	3	5	54	42.9%	57.1%
33) In my school, there is adequate support for special education students.	5	3	17	28	1	54	15.1%	84.9%