

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	31	7	30	7		75	50.7%	49.3%
2) There is an atmosphere of open communication and trust in my school/worksite.	28	10	31	6		75	50.7%	49.3%
3) I personally feel successful in my work.	39	29	6		1	75	91.9%	8.1%
4) I feel involved in decision-making at my school/worksite.	28	11	25	11		75	52.0%	48.0%
5) I want to be involved in decision-making at my school/worksite.	41	23	8	2	1	75	86.5%	13.5%
7) In my school/worksite, I am treated as a professional.	39	26	7	2	1	75	87.8%	12.2%
8) There is good teamwork among staff in my school/worksite.	30	19	17	5	4	75	69.0%	31.0%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	17	9	18	30	1	75	35.1%	64.9%
11) My work performance is evaluated fairly.	37	24	10	2	2	75	83.6%	16.4%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	26	9	19	17	4	75	49.3%	50.7%
13) I am provided adequate work and storage space to prepare for and do my job.	35	21	11	4	4	75	78.9%	21.1%
14) My administrators/supervisors respect the negotiated contracts.	35	28	4	2	6	75	91.3%	8.7%
15) My planning time is respected by my school administrations/supervisors.	34	23	6	3	9	75	86.4%	13.6%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	36	8	21	5	5	75	62.9%	37.1%
17) In my school, student misbehavior interferes with learning.	29	9	28	8	1	75	51.4%	48.6%
18) Too much instructional time is spent administering assessments.	29	14	26	4	2	75	58.9%	41.1%
19) HCPSS professional development experiences are meaningful and worthwhile.	9	1	25	38	2	75	13.7%	86.3%

**2025-2026 HCEA Job Satisfaction Survey**

**Marriotts Ridge HS**

20) Increased workload has contributed to a decline in my morale.	23	23	22	2	5	75	65.7%	34.3%
21) I am paid fairly.	27	4	31	13		75	41.3%	58.7%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	40	3	17	11	4	75	60.6%	39.4%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	20		29	25	1	75	27.0%	73.0%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	39	14	18	2	2	75	72.6%	27.4%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	43	5	16	6	5	75	68.6%	31.4%
26) In my position, I receive appropriate and adequate support and training.	42	5	24	2	2	75	64.4%	35.6%
27) During this current school year, I have experienced harassing behavior from colleagues.	4	3	26	40	2	75	9.6%	90.4%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	3	4	25	43		75	9.3%	90.7%
29) During this current school year, I have experienced harassing behavior from parents.	9	8	28	27	3	75	23.6%	76.4%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	18	9	30	9	9	75	40.9%	59.1%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	31	6	17	8	13	75	59.7%	40.3%
32) In my school/worksite, I spend too much time in meetings.	21	10	38	3	3	75	43.1%	56.9%
33) In my school, there is adequate support for special education students.	21	11	28	10	5	75	45.7%	54.3%