

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	33	9	14	2		58	72.4%	27.6%
2) There is an atmosphere of open communication and trust in my school/worksite.	33	11	8	7		59	74.6%	25.4%
3) I personally feel successful in my work.	33	19	5	2		59	88.1%	11.9%
4) I feel involved in decision-making at my school/worksite.	27	8	18	5	1	59	60.3%	39.7%
5) I want to be involved in decision-making at my school/worksite.	33	17	6	3		59	84.7%	15.3%
7) In my school/worksite, I am treated as a professional.	26	25	6	2		59	86.4%	13.6%
8) There is good teamwork among staff in my school/worksite.	21	33	2		3	59	96.4%	3.6%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	25	18	13	3		59	72.9%	27.1%
11) My work performance is evaluated fairly.	30	20	5	3	1	59	86.2%	13.8%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	21	14	10	13	1	59	60.3%	39.7%
13) I am provided adequate work and storage space to prepare for and do my job.	34	16	5	4		59	84.7%	15.3%
14) My administrators/supervisors respect the negotiated contracts.	30	23	5		1	59	91.4%	8.6%
15) My planning time is respected by my school administrations/supervisors.	28	18	7	2	4	59	83.6%	16.4%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	16	14	20	7	2	59	52.6%	47.4%
17) In my school, student misbehavior interferes with learning.	21	19	11	3	4	58	74.1%	25.9%
18) Too much instructional time is spent administering assessments.	15	14	16	3	10	58	60.4%	39.6%
19) HCPSS professional development experiences are meaningful and worthwhile.	12	7	19	18	2	58	33.9%	66.1%

2025-2026 HCEA Job Satisfaction Survey

Mayfield Woods MS

20) Increased workload has contributed to a decline in my morale.	18	12	14	8	6	58	57.7%	42.3%
21) I am paid fairly.	30	3	14	11		58	56.9%	43.1%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	31	8	7	11	1	58	68.4%	31.6%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	17	7	14	18	2	58	42.9%	57.1%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	30	17	7	2	2	58	83.9%	16.1%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	25	12	14	5	2	58	66.1%	33.9%
26) In my position, I receive appropriate and adequate support and training.	26	15	14	3		58	70.7%	29.3%
27) During this current school year, I have experienced harassing behavior from colleagues.	2		14	39	3	58	3.6%	96.4%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	3	1	16	36	2	58	7.1%	92.9%
29) During this current school year, I have experienced harassing behavior from parents.	7	3	16	30	2	58	17.9%	82.1%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	11	6	21	10	10	58	35.4%	64.6%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	28	14	5	5	5	57	80.8%	19.2%
32) In my school/worksites, I spend too much time in meetings.	8	8	28	9	4	57	30.2%	69.8%
33) In my school, there is adequate support for special education students.	27	5	16	7	2	57	58.2%	41.8%