

| Questions | Agree | Strongly agree | Disagree | Strongly disagree | Does not apply | Grand Total | % Agree | % Disagree |
|---|-------|----------------|----------|-------------------|----------------|-------------|---------|------------|
| 1) Overall, morale at my worksite is good | 19 | 37 | 1 | | | 57 | 98.2% | 1.8% |
| 2) There is an atmosphere of open communication and trust in my school/worksite. | 22 | 33 | 1 | | 1 | 57 | 98.2% | 1.8% |
| 3) I personally feel successful in my work. | 20 | 37 | | | | 57 | 100.0% | 0.0% |
| 4) I feel involved in decision-making at my school/worksite. | 20 | 29 | 6 | | 2 | 57 | 89.1% | 10.9% |
| 5) I want to be involved in decision-making at my school/worksite. | 25 | 26 | 2 | 1 | 3 | 57 | 94.4% | 5.6% |
| 7) In my school/worksite, I am treated as a professional. | 16 | 38 | 1 | | 2 | 57 | 98.2% | 1.8% |
| 8) There is good teamwork among staff in my school/worksite. | 18 | 37 | | | 2 | 57 | 100.0% | 0.0% |
| 10) My working environment (i.e. safety, cleanliness) is conducive to success. | 21 | 26 | 8 | 2 | | 57 | 82.5% | 17.5% |
| 11) My work performance is evaluated fairly. | 19 | 35 | 3 | | | 57 | 94.7% | 5.3% |
| 12) I am provided adequate time during the workday to plan, prepare for and do my job. | 24 | 20 | 10 | 1 | 2 | 57 | 80.0% | 20.0% |
| 13) I am provided adequate work and storage space to prepare for and do my job. | 25 | 25 | 2 | 3 | 2 | 57 | 90.9% | 9.1% |
| 14) My administrators/supervisors respect the negotiated contracts. | 16 | 36 | 1 | | 4 | 57 | 98.1% | 1.9% |
| 15) My planning time is respected by my school administrations/supervisors. | 14 | 38 | 1 | | 4 | 57 | 98.1% | 1.9% |
| 16) In my school/worksite, administrators/supervisors support me in enforcing discipline. | 16 | 34 | 3 | | 4 | 57 | 94.3% | 5.7% |
| 17) In my school, student misbehavior interferes with learning. | 11 | 4 | 30 | 12 | | 57 | 26.3% | 73.7% |
| 18) Too much instructional time is spent administering assessments. | 20 | 13 | 16 | 1 | 6 | 56 | 66.0% | 34.0% |
| 19) HCPSS professional development experiences are meaningful and worthwhile. | 16 | 1 | 16 | 21 | 3 | 57 | 31.5% | 68.5% |

2025-2026 HCEA Job Satisfaction Survey

Mount View MS

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|---|----|----|----|----|---|----|-------|--------|
| 20) Increased workload has contributed to a decline in my morale. | 15 | 13 | 21 | 6 | 2 | 57 | 50.9% | 49.1% |
| 21) I am paid fairly. | 23 | 4 | 16 | 14 | | 57 | 47.4% | 52.6% |
| 22) I have confidence in the leadership exhibited by the HCPSS Superintendent. | 40 | 8 | 6 | 1 | 2 | 57 | 87.3% | 12.7% |
| 23) I have confidence in the leadership exhibited by the Howard County Board of Education. | 28 | 1 | 21 | 4 | 3 | 57 | 53.7% | 46.3% |
| 24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA). | 39 | 13 | 3 | 1 | 1 | 57 | 92.9% | 7.1% |
| 25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education. | 29 | 15 | 9 | | 4 | 57 | 83.0% | 17.0% |
| 26) In my position, I receive appropriate and adequate support and training. | 27 | 13 | 13 | 3 | 1 | 57 | 71.4% | 28.6% |
| 27) During this current school year, I have experienced harassing behavior from colleagues. | 3 | | 17 | 37 | | 57 | 5.3% | 94.7% |
| 28) During this current school year, I have experienced harassing behavior from administrators/supervisors. | | | 16 | 41 | | 57 | 0.0% | 100.0% |
| 29) During this current school year, I have experienced harassing behavior from parents. | 10 | 7 | 17 | 23 | | 57 | 29.8% | 70.2% |
| 30) At my school I spend most of my PIP time doing non-instructional duties/assignments. | 10 | 4 | 31 | 3 | 9 | 57 | 29.2% | 70.8% |
| 31) At my school our administrator includes time during PIP for teacher-initiated collaboration. | 25 | 17 | 4 | 2 | 9 | 57 | 87.5% | 12.5% |
| 32) In my school/worksite, I spend too much time in meetings. | 19 | | 29 | 8 | 1 | 57 | 33.9% | 66.1% |
| 33) In my school, there is adequate support for special education students. | 26 | 12 | 12 | 5 | 2 | 57 | 69.1% | 30.9% |