

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	43	17	18			78	76.9%	23.1%
2) There is an atmosphere of open communication and trust in my school/worksite.	45	18	14	1		78	80.8%	19.2%
3) I personally feel successful in my work.	41	26	11			78	85.9%	14.1%
4) I feel involved in decision-making at my school/worksite.	33	13	27	1	4	78	62.2%	37.8%
5) I want to be involved in decision-making at my school/worksite.	51	12	8	2	5	78	86.3%	13.7%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	35	27	11	3	2	78	81.6%	18.4%
7) In my school/worksite, I am treated as a professional.	43	31	1	1	2	78	97.4%	2.6%
8) There is good teamwork among staff in my school/worksite.	35	35	6		2	78	92.1%	7.9%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	35	27	7	1	8	78	88.6%	11.4%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	41	27	3	2	4	77	93.2%	6.8%
11) My work performance is evaluated fairly.	38	33	5		2	78	93.4%	6.6%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	21	14	24	16	3	78	46.7%	53.3%
13) I am provided adequate work and storage space to prepare for and do my job.	38	31	2	3	4	78	93.2%	6.8%
14) My administrators/supervisors respect the negotiated contracts.	32	40	1		4	77	98.6%	1.4%
15) My planning time is respected by my school administrations/supervisors.	31	26	2	4	14	77	90.5%	9.5%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	42	10	20	3	3	78	69.3%	30.7%
17) In my school, student misbehavior interferes with learning.	30	22	19	1	5	77	72.2%	27.8%

2025-2026 HCEA Job Satisfaction Survey

Mount Hebron HS

18) Too much instructional time is spent administering assessments.	28	20	20	1	9	78	69.6%	30.4%
19) HCPSS professional development experiences are meaningful and worthwhile.	19		22	33	4	78	25.7%	74.3%
20) Increased workload has contributed to a decline in my morale.	21	27	16	4	10	78	70.6%	29.4%
21) I am paid fairly.	30	10	28	10		78	51.3%	48.7%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	37	10	21	10		78	60.3%	39.7%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	20	3	32	23		78	29.5%	70.5%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	46	16	10	5	1	78	80.5%	19.5%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	29	11	23	10	3	76	54.8%	45.2%
26) In my position, I receive appropriate and adequate support and training.	47	12	13	4	1	77	77.6%	22.4%
27) During this current school year, I have experienced harassing behavior from colleagues.	3	1	22	51	1	78	5.2%	94.8%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.		1	22	54	1	78	1.3%	98.7%
29) During this current school year, I have experienced harassing behavior from parents.	6	5	32	31	4	78	14.9%	85.1%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	15	5	33	7	17	77	33.3%	66.7%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	39	11	7	2	17	76	84.7%	15.3%
32) In my school/worksite, I spend too much time in meetings.	24	7	37	5	4	77	42.5%	57.5%
33) In my school, there is adequate support for special education students.	22	10	30	11	3	76	43.8%	56.2%