

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	10	3	11	45		69	18.8%	81.2%
2) There is an atmosphere of open communication and trust in my school/worksite.	10	2	21	36		69	17.4%	82.6%
3) I personally feel successful in my work.	34	23	9	3		69	82.6%	17.4%
4) I feel involved in decision-making at my school/worksite.	13	2	29	22	3	69	22.7%	77.3%
5) I want to be involved in decision-making at my school/worksite.	36	25	4	1	2	68	92.4%	7.6%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	11	2	21	34	1	69	19.1%	80.9%
7) In my school/worksite, I am treated as a professional.	22	10	20	16	1	69	47.1%	52.9%
8) There is good teamwork among staff in my school/worksite.	38	17	11	2	1	69	80.9%	19.1%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	36	8	15	5	4	68	68.8%	31.3%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	37	21	9		1	68	86.6%	13.4%
11) My work performance is evaluated fairly.	34	16	10	3	5	68	79.4%	20.6%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	26	6	20	15	1	68	47.8%	52.2%
13) I am provided adequate work and storage space to prepare for and do my job.	36	15	9	5	3	68	78.5%	21.5%
14) My administrators/supervisors respect the negotiated contracts.	32	7	23	5		67	58.2%	41.8%
15) My planning time is respected by my school administrations/supervisors.	34	9	7	4	13	67	79.6%	20.4%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	33	5	16	8	5	67	61.3%	38.7%
17) In my school, student misbehavior interferes with learning.	33	19	10	2	3	67	81.3%	18.8%

**2025-2026 HCEA Job Satisfaction Survey**

**Murray Hill MS**

18) Too much instructional time is spent administering assessments.	29	17	12	2	7	67	76.7%	23.3%
19) HCPSS professional development experiences are meaningful and worthwhile.	18	3	23	21	2	67	32.3%	67.7%
20) Increased workload has contributed to a decline in my morale.	20	19	18	4	6	67	63.9%	36.1%
21) I am paid fairly.	23	5	22	16	1	67	42.4%	57.6%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	25	5	21	13	3	67	46.9%	53.1%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	23	2	21	20	1	67	37.9%	62.1%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	36	20	6	2	3	67	87.5%	12.5%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	32	10	17	4	4	67	66.7%	33.3%
26) In my position, I receive appropriate and adequate support and training.	36	13	15	3		67	73.1%	26.9%
27) During this current school year, I have experienced harassing behavior from colleagues.	5	6	28	27	1	67	16.7%	83.3%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	7	17	25	16	2	67	36.9%	63.1%
29) During this current school year, I have experienced harassing behavior from parents.	8	6	29	21	3	67	21.9%	78.1%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	17	7	15	4	22	65	55.8%	44.2%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	25	4	13	7	17	66	59.2%	40.8%
32) In my school/worksite, I spend too much time in meetings.	20	10	29	1	6	66	50.0%	50.0%
33) In my school, there is adequate support for special education students.	22	3	24	15	1	65	39.1%	60.9%