

## 2025-2026 HCEA Job Satisfaction Survey

Level	(All)
Unit	(All)
Work In Special Ed	(All)

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good.	2112	1139	1004	483	8	4746
	44.6%	24.0%	21.2%	10.2%		
2) There is an atmosphere of open communication and trust in my school/worksite.	2065	1263	1028	414	18	4788
	43.3%	26.5%	21.6%	8.7%		
3) I personally feel successful in my work.	2173	1906	518	154	33	4784
	45.7%	40.1%	10.9%	3.2%		
4) I feel involved in decision-making at my school/worksite.	1925	982	1296	434	138	4775
	41.5%	21.2%	27.9%	9.4%		
5) I want to be involved in decision-making at my school/worksite.	2450	1541	459	96	223	4769
	53.9%	33.9%	10.1%	2.1%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	1971	1508	851	385	55	4770
	41.8%	32.0%	18.0%	8.2%		
7) In my school/worksite, I am treated as a professional.	2020	1989	467	213	81	4770
	43.1%	42.4%	10.0%	4.5%		
8) There is good teamwork among staff in my school/worksite.	2073	1815	604	173	99	4764
	44.4%	38.9%	12.9%	3.7%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	2181	1117	697	290	466	4751
	50.9%	26.1%	16.3%	6.8%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	1938		952	456	78	4760
	41.4%	28.5%	20.3%	9.7%		
11) My work performance is evaluated fairly.	2074	2018	348	148	165	4753
	45.2%	44.0%	7.6%	3.2%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	1711	963	1124	779	177	4754
	37.4%	21.0%	24.6%	17.0%		
13) I am provided adequate work and storage space to prepare for and do my job.	2219	1587	544	279	128	4757
	47.9%	34.3%	11.8%	6.0%		
14) My administrators/supervisors respect the negotiated contracts.	2037	2100	287	112	221	4757
	44.9%	46.3%	6.3%	2.5%		
15) My planning time is respected by my school administrations/supervisors.	1829	1549	371	162	820	4731
	46.8%	39.6%	9.5%	4.1%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	1805	1155	759	398	548	4665
	43.8%	28.1%	18.4%	9.7%		

## 2025-2026 HCEA Job Satisfaction Survey

17) In my school, student misbehavior interferes with learning.	1465	1516	952	295	515	4743
	34.6%	35.9%	22.5%	7.0%		
18) Too much instructional time is spent administering assessments.	1509	1114	1122	157	834	4736
	38.7%	28.5%	28.8%	4.0%		
19) HCPSS professional development experiences are meaningful and worthwhile.	1352	304	1576	1341	165	4738
	29.6%	6.6%	34.5%	29.3%		
20) Increased workload has contributed to a decline in my morale.	1546	1400	1147	291	349	4733
	35.3%	31.9%	26.2%	6.6%		
21) I am paid fairly.	1760	411	1484	1044	38	4737
	37.5%	8.7%	31.6%	22.2%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	2568	562	1038	421	133	4722
	56.0%	12.2%	22.6%	9.2%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	1603	215	1771	1011	120	4720
	34.8%	4.7%	38.5%	22.0%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	2559	1211	560	229	166	4725
	56.1%	26.6%	12.3%	5.0%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2472	843	867	304	240	4726
	55.1%	18.8%	19.3%	6.8%		
26) In my position, I receive appropriate and adequate support and training.	2431	874	983	373	66	4727
	52.2%	18.8%	21.1%	8.0%		
27) During this current school year, I have experienced harassing behavior from colleagues.	415	218	1380	2621	91	4725
	9.0%	4.7%	29.8%	56.6%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	223	171	1377	2867	88	4726
	4.8%	3.7%	29.7%	61.8%		
29) During this current school year, I have experienced harassing behavior from parents.	555	297	1588	2089	180	4709
	12.3%	6.6%	35.1%	46.1%		
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	1005	327	1613	510	1241	4696
	29.1%	9.5%	46.7%	14.8%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	2006	642	589	223	1233	4693
	58.0%	18.6%	17.0%	6.4%		
32) In my school/worksites, I spend too much time in meetings.	1248	716	1775	388	570	4697
	30.2%	17.3%	43.0%	9.4%		
33) In my school, there is adequate support for special education students.	1086	374	1294	1625	315	4694
	24.8%	8.5%	29.6%	37.1%		

## 2025-2026 HCEA Job Satisfaction Survey

Level	Elementary
Unit	(All)
Work In Special Ed	(All)

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good.	1013	555	540	256	5	2369
	42.9%	23.5%	22.8%	10.8%		
2) There is an atmosphere of open communication and trust in my school/worksite.	992	611	543	213	12	2371
	42.1%	25.9%	23.0%	9.0%		
3) I personally feel successful in my work.	1054	901	305	91	20	2371
	44.8%	38.3%	13.0%	3.9%		
4) I feel involved in decision-making at my school/worksite.	967	479	632	218	67	2363
	42.1%	20.9%	27.5%	9.5%		
5) I want to be involved in decision-making at my school/worksite.	1186	805	200	55	114	2360
	52.8%	35.8%	8.9%	2.4%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	949	745	438	203	27	2362
	40.6%	31.9%	18.8%	8.7%		
7) In my school/worksite, I am treated as a professional.	998	966	238	115	45	2362
	43.1%	41.7%	10.3%	5.0%		
8) There is good teamwork among staff in my school/worksite.	1039	892	303	84	40	2358
	44.8%	38.5%	13.1%	3.6%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	1111	511	370	156	201	2349
	51.7%	23.8%	17.2%	7.3%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	957	630	501	228	39	2355
	41.3%	27.2%	21.6%	9.8%		
11) My work performance is evaluated fairly.	1020	994	166	77	91	2348
	45.2%	44.0%	7.4%	3.4%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	903	435	548	384	79	2349
	39.8%	19.2%	24.1%	16.9%		
13) I am provided adequate work and storage space to prepare for and do my job.	1116	718	309	153	54	2350
	48.6%	31.3%	13.5%	6.7%		
14) My administrators/supervisors respect the negotiated contracts.	994	1034	138	70	112	2348
	44.5%	46.2%	6.2%	3.1%		
15) My planning time is respected by my school administrations/supervisors.	922	755	197	101	368	2343
	46.7%	38.2%	10.0%	5.1%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	908	590	352	195	219	2264
	44.4%	28.9%	17.2%	9.5%		

## 2025-2026 HCEA Job Satisfaction Survey

17) In my school, student misbehavior interferes with learning.	740	890	401	122	193	2346
	34.4%	41.3%	18.6%	5.7%		
18) Too much instructional time is spent administering assessments.	775	621	474	69	402	2341
	40.0%	32.0%	24.4%	3.6%		
19) HCPSS professional development experiences are meaningful and worthwhile.	737	145	787	626	46	2341
	32.1%	6.3%	34.3%	27.3%		
20) Increased workload has contributed to a decline in my morale.	769	742	511	146	170	2338
	35.5%	34.2%	23.6%	6.7%		
21) I am paid fairly.	806	189	736	595	16	2342
	34.7%	8.1%	31.6%	25.6%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	1288	224	551	205	66	2334
	56.8%	9.9%	24.3%	9.0%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	808	110	882	469	63	2332
	35.6%	4.8%	38.9%	20.7%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	1249	621	261	124	83	2338
	55.4%	27.5%	11.6%	5.5%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	1228	453	405	143	106	2335
	55.1%	20.3%	18.2%	6.4%		
26) In my position, I receive appropriate and adequate support and training.	1216	425	482	185	29	2337
	52.7%	18.4%	20.9%	8.0%		
27) During this current school year, I have experienced harassing behavior from colleagues.	216	123	685	1268	42	2334
	9.4%	5.4%	29.9%	55.3%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	109	78	675	1439	33	2334
	4.7%	3.4%	29.3%	62.5%		
29) During this current school year, I have experienced harassing behavior from parents.	241	129	807	1067	79	2323
	10.7%	5.7%	36.0%	47.5%		
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	503	149	798	261	611	2322
	29.4%	8.7%	46.6%	15.3%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	1068	316	256	80	599	2319
	62.1%	18.4%	14.9%	4.7%		
32) In my school/worksite, I spend too much time in meetings.	663	393	823	201	243	2323
	31.9%	18.9%	39.6%	9.7%		
33) In my school, there is adequate support for special education students.	331	115	608	1208	59	2321
	14.6%	5.1%	26.9%	53.4%		

## 2025-2026 HCEA Job Satisfaction Survey

Level	Middle
Unit	(All)
Work In Special Ed	(All)

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good.	463	273	164	120	1	1021
	45.4%	26.8%	16.1%	11.8%		
2) There is an atmosphere of open communication and trust in my school/worksite.	438	282	193	108	1	1022
	42.9%	27.6%	18.9%	10.6%		
3) I personally feel successful in my work.	468	428	93	28	4	1021
	46.0%	42.1%	9.1%	2.8%		
4) I feel involved in decision-making at my school/worksite.	382	238	269	96	36	1021
	38.8%	24.2%	27.3%	9.7%		
5) I want to be involved in decision-making at my school/worksite.	507	336	111	20	46	1020
	52.1%	34.5%	11.4%	2.1%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	405	331	179	92	12	1019
	40.2%	32.9%	17.8%	9.1%		
7) In my school/worksite, I am treated as a professional.	402	449	98	50	22	1021
	40.2%	44.9%	9.8%	5.0%		
8) There is good teamwork among staff in my school/worksite.	446	404	106	41	22	1019
	44.7%	40.5%	10.6%	4.1%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.					74	1018
	49.0%	26.9%	16.6%	7.4%		
	49.0%	26.9%	16.6%	7.4%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	412	307	198	88	13	1018
	41.0%	30.5%	19.7%	8.8%		
11) My work performance is evaluated fairly.	446	426	72	36	37	1017
	45.5%	43.5%	7.3%	3.7%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	361	213	236	174	34	1018
	36.7%	21.6%	24.0%	17.7%		
13) I am provided adequate work and storage space to prepare for and do my job.	448	341	124	69	36	1018
	45.6%	34.7%	12.6%	7.0%		
14) My administrators/supervisors respect the negotiated contracts.	432	450	73	18	43	1016
	44.4%	46.2%	7.5%	1.8%		
15) My planning time is respected by my school administrations/supervisors.	411	362	79	23	139	1014
	47.0%	41.4%	9.0%	2.6%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	407	288	170	80	71	1016
	43.1%	30.5%	18.0%	8.5%		

## 2025-2026 HCEA Job Satisfaction Survey

17) In my school, student misbehavior interferes with learning.	314	299	250	84	66	1013
	33.2%	31.6%	26.4%	8.9%		
18) Too much instructional time is spent administering assessments.	335	255	261	29	134	1014
	38.1%	29.0%	29.7%	3.3%		
19) HCPSS professional development experiences are meaningful and worthwhile.	314	81	313	264	41	1013
	32.3%	8.3%	32.2%	27.2%		
20) Increased workload has contributed to a decline in my morale.	336	276	278	52	70	1012
	35.7%	29.3%	29.5%	5.5%		
21) I am paid fairly.	401	84	331	187	9	1012
	40.0%	8.4%	33.0%	18.6%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	570	134	176	99	29	1008
	58.2%	13.7%	18.0%	10.1%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	363	48	364	204	29	1008
	37.1%	4.9%	37.2%	20.8%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	549	276	112	39	36	1012
	56.3%	28.3%	11.5%	4.0%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	549	178	174	57	53	1011
	57.3%	18.6%	18.2%	5.9%		
26) In my position, I receive appropriate and adequate support and training.	520	217	201	62	11	1011
	52.0%	21.7%	20.1%	6.2%		
27) During this current school year, I have experienced harassing behavior from colleagues.	69	40	320	564	18	1011
	6.9%	4.0%	32.2%	56.8%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	45	50	307	589	21	1012
	4.5%	5.0%	31.0%	59.4%		
29) During this current school year, I have experienced harassing behavior from parents.	146	73	350	412	26	1007
	14.9%	7.4%	35.7%	42.0%		
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	223	71	393	110	205	1002
	28.0%	8.9%	49.3%	13.8%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	445	191	125	44	199	1004
	55.3%	23.7%	15.5%	5.5%		
32) In my school/worksites, I spend too much time in meetings.	283	134	415	80	91	1003
	31.0%	14.7%	45.5%	8.8%		
33) In my school, there is adequate support for special education students.	315	94	322	234	38	1003
	32.6%	9.7%	33.4%	24.2%		

## 2025-2026 HCEA Job Satisfaction Survey

Level	High
Unit	(All)
Work In Special Ed	(All)

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good.	497	251	244	87		1079
	46.1%	23.3%	22.6%	8.1%		
2) There is an atmosphere of open communication and trust in my school/worksite.	489	277	232	76	3	1077
	45.5%	25.8%	21.6%	7.1%		
3) I personally feel successful in my work.	504	456	86	24	7	1077
	47.1%	42.6%	8.0%	2.2%		
4) I feel involved in decision-making at my school/worksite.	434	199	322	96	25	1076
	41.3%	18.9%	30.6%	9.1%		
5) I want to be involved in decision-making at my school/worksite.	582	301	128	18	44	1073
	56.6%	29.3%	12.4%	1.7%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	478	325	185	75	11	1074
	45.0%	30.6%	17.4%	7.1%		
7) In my school/worksite, I am treated as a professional.	489	429	102	40	12	1072
	46.1%	40.5%	9.6%	3.8%		
8) There is good teamwork among staff in my school/worksite.	463	408	146	37	18	1072
	43.9%	38.7%	13.9%	3.5%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	508	292	130	39	101	1070
	52.4%	30.1%	13.4%	4.0%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	448	297	199	109	19	1072
	42.5%	28.2%	18.9%	10.4%		
11) My work performance is evaluated fairly.	485	450	87	26	24	1072
	46.3%	42.9%	8.3%	2.5%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	323	205	303	202	38	1071
	31.3%	19.8%	29.3%	19.6%		
13) I am provided adequate work and storage space to prepare for and do my job.	513	397	85	49	29	1073
	49.1%	38.0%	8.1%	4.7%		
14) My administrators/supervisors respect the negotiated contracts.	493	461	59	19	46	1078
	47.8%	44.7%	5.7%	1.8%		
15) My planning time is respected by my school administrations/supervisors.	431	356	83	33	156	1059
	47.7%	39.4%	9.2%	3.7%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	425	232	217	118	79	1071
	42.8%	23.4%	21.9%	11.9%		

## 2025-2026 HCEA Job Satisfaction Survey

17) In my school, student misbehavior interferes with learning.	370	274	272	79	75	1070
	37.2%	27.5%	27.3%	7.9%		
18) Too much instructional time is spent administering assessments.	347	221	325	44	130	1067
	37.0%	23.6%	34.7%	4.7%		
19) HCPSS professional development experiences are meaningful and worthwhile.	213	46	374	404	31	1068
	20.5%	4.4%	36.1%	39.0%		
20) Increased workload has contributed to a decline in my morale.	367	323	244	60	73	1067
	36.9%	32.5%	24.5%	6.0%		
21) I am paid fairly.	417	87	346	208	9	1067
	39.4%	8.2%	32.7%	19.7%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	537	131	274	99	24	1065
	51.6%	12.6%	26.3%	9.5%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	299	32	428	289	17	1065
	28.5%	3.1%	40.8%	27.6%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	584	251	145	51	31	1062
	56.6%	24.3%	14.1%	4.9%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	541	173	231	79	40	1064
	52.8%	16.9%	22.6%	7.7%		
26) In my position, I receive appropriate and adequate support and training.	534	164	246	104	16	1064
	51.0%	15.6%	23.5%	9.9%		
27) During this current school year, I have experienced harassing behavior from colleagues.	66	26	300	654	18	1064
	6.3%	2.5%	28.7%	62.5%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	54	32	311	650	17	1064
	5.2%	3.1%	29.7%	62.1%		
29) During this current school year, I have experienced harassing behavior from parents.	152	77	338	456	40	1063
	14.9%	7.5%	33.0%	44.6%		
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	251	98	365	102	242	1058
	30.8%	12.0%	44.7%	12.5%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	448	114	194	89	212	1057
	53.0%	13.5%	23.0%	10.5%		
32) In my school/worksite, I spend too much time in meetings.	255	162	470	88	83	1058
	26.2%	16.6%	48.2%	9.0%		
33) In my school, there is adequate support for special education students.	389	140	321	143	65	1058
	39.2%	14.1%	32.3%	14.4%		

## 2025-2026 HCEA Job Satisfaction Survey

Level	(All)
Unit	Certificated
Work In Special Ed	(All)

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good.	1547	780	806	378	3	3514
	44.1%	22.2%	23.0%	10.8%		
2) There is an atmosphere of open communication and trust in my school/worksite.	1498	901	815	314	11	3539
	42.5%	25.5%	23.1%	8.9%		
1) Overall, morale at my worksite is good.	14	7	6	1		28
	50.0%	25.0%	21.4%	3.6%		
3) I personally feel successful in my work.	1642	1372	403	100	22	3539
	46.7%	39.0%	11.5%	2.8%		
4) I feel involved in decision-making at my school/worksite.	1436	764	976	306	53	3535
	41.2%	21.9%	28.0%	8.8%		
5) I want to be involved in decision-making at my school/worksite.	1772	1221	353	66	114	3526
	51.9%	35.8%	10.3%	1.9%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	1416	1131	652	287	42	3528
	40.6%	32.4%	18.7%	8.2%		
7) In my school/worksite, I am treated as a professional.	1464	1496	353	148	67	3528
	42.3%	43.2%	10.2%	4.3%		
8) There is good teamwork among staff in my school/worksite.	1520	1348	466	116	75	3525
	44.1%	39.1%	13.5%	3.4%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	1656	893	516	208	244	3517
	50.6%	27.3%	15.8%	6.4%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	1376	968	780	336	62	3522
	39.8%	28.0%	22.5%	9.7%		
11) My work performance is evaluated fairly.	1534	1506	256	103	118	3517
	45.1%	44.3%	7.5%	3.0%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	1204	669	933	656	59	3521
	34.8%	19.3%	26.9%	18.9%		
13) I am provided adequate work and storage space to prepare for and do my job.	1617	1170	434	214	87	3522
	47.1%	34.1%	12.6%	6.2%		
14) My administrators/supervisors respect the negotiated contracts.	1474	1619	204	71	153	3521
	43.8%	48.1%	6.1%	2.1%		
15) My planning time is respected by my school administrations/supervisors.	1495	1346	308	118	236	3503
	45.8%	41.2%	9.4%	3.6%		

## 2025-2026 HCEA Job Satisfaction Survey

16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	1379	884	612	318	260	3453
	43.2%	27.7%	19.2%	10.0%		
17) In my school, student misbehavior interferes with learning.	1153	1140	765	216	236	3510
	35.2%	34.8%	23.4%	6.6%		
18) Too much instructional time is spent administering assessments.	1232	917	879	103	378	3509
	39.3%	29.3%	28.1%	3.3%		
19) HCPSS professional development experiences are meaningful and worthwhile.	915	181	1265	1110	37	3508
	26.4%	5.2%	36.4%	32.0%		
20) Increased workload has contributed to a decline in my morale.	1192	1170	762	165	214	3503
	36.2%	35.6%	23.2%	5.0%		
21) I am paid fairly.	1439	301	1086	656	24	3506
	41.3%	8.6%	31.2%	18.8%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	1941	395	788	287	86	3497
	56.9%	11.6%	23.1%	8.4%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	1114	129	1396	779	78	3496
	32.6%	3.8%	40.8%	22.8%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	1893	929	417	151	108	3498
	55.8%	27.4%	12.3%	4.5%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	1832	634	703	216	112	3497
	54.1%	18.7%	20.8%	6.4%		
26) In my position, I receive appropriate and adequate support and training.	1839	655	717	241	48	3500
	53.3%	19.0%	20.8%	7.0%		
27) During this current school year, I have experienced harassing behavior from colleagues.	280	150	1045	1973	51	3499
	8.1%	4.4%	30.3%	57.2%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	161	121	1049	2131	38	3500
	4.7%	3.5%	30.3%	61.6%		
29) During this current school year, I have experienced harassing behavior from parents.	458	244	1252	1484	63	3501
	13.3%	7.1%	36.4%	43.2%		
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	884	297	1450	399	449	3479
	29.2%	9.8%	47.9%	13.2%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	1760	561	522	185	451	3479
	58.1%	18.5%	17.2%	6.1%		
32) In my school/worksite, I spend too much time in meetings.	1047	641	1339	243	211	3481
	32.0%	19.6%	40.9%	7.4%		
33) In my school, there is adequate support for special education students.	803	240	1046	1281	110	3480
	23.8%	7.1%	31.0%	38.0%		

## 2025-2026 HCEA Job Satisfaction Survey

Level	Elementary
Unit	Certificated
Work In Special Ed	(All)

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good.	723	367	429	187	2	1708
	42.4%	21.5%	25.1%	11.0%		
2) There is an atmosphere of open communication and trust in my school/worksite.	695	425	429	153	7	1709
	40.8%	25.0%	25.2%	9.0%		
3) I personally feel successful in my work.	772	633	230	60	14	1709
	45.5%	37.3%	13.6%	3.5%		
4) I feel involved in decision-making at my school/worksite.	700	372	467	141	24	1704
	41.7%	22.1%	27.8%	8.4%		
5) I want to be involved in decision-making at my school/worksite.	832	635	139	32	61	1699
	50.8%	38.8%	8.5%	2.0%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	656	553	329	142	21	1701
	39.0%	32.9%	19.6%	8.5%		
7) In my school/worksite, I am treated as a professional.	695	723	174	72	36	1700
	41.8%	43.4%	10.5%	4.3%		
8) There is good teamwork among staff in my school/worksite.	729	662	224	51	32	1698
	43.8%	39.7%	13.4%	3.1%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	799	406	259	103	126	1693
	51.0%	25.9%	16.5%	6.6%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	648	451	403	163	31	1696
	38.9%	27.1%	24.2%	9.8%		
11) My work performance is evaluated fairly.	722	734	124	47	64	1691
	44.4%	45.1%	7.6%	2.9%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	612	310	435	312	24	1693
	36.7%	18.6%	26.1%	18.7%		
13) I am provided adequate work and storage space to prepare for and do my job.	779	535	237	112	31	1694
	46.8%	32.2%	14.3%	6.7%		
14) My administrators/supervisors respect the negotiated contracts.	674	808	96	41	72	1691
	41.6%	49.9%	5.9%	2.5%		
15) My planning time is respected by my school administrations/supervisors.	707	652	164	69	96	1688
	44.4%	41.0%	10.3%	4.3%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	654	438	273	148	117	1630
	43.2%	28.9%	18.0%	9.8%		

## 2025-2026 HCEA Job Satisfaction Survey

17) In my school, student misbehavior interferes with learning.	565	647	297	70	112	1691
	35.8%	41.0%	18.8%	4.4%		
18) Too much instructional time is spent administering assessments.	603	496	342	42	206	1689
	40.7%	33.4%	23.1%	2.8%		
19) HCPSS professional development experiences are meaningful and worthwhile.	475	82	623	497	11	1688
	28.3%	4.9%	37.1%	29.6%		
20) Increased workload has contributed to a decline in my morale.	564	601	318	87	116	1686
	35.9%	38.3%	20.3%	5.5%		
21) I am paid fairly.	646	140	516	376	11	1689
	38.5%	8.3%	30.8%	22.4%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	959	158	402	123	42	1684
	58.4%	9.6%	24.5%	7.5%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	561	65	672	343	41	1682
	34.2%	4.0%	41.0%	20.9%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	891	477	180	81	57	1686
	54.7%	29.3%	11.0%	5.0%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	870	338	324	98	53	1683
	53.4%	20.7%	19.9%	6.0%		
26) In my position, I receive appropriate and adequate support and training.	891	329	332	113	22	1687
	53.5%	19.8%	19.9%	6.8%		
27) During this current school year, I have experienced harassing behavior from colleagues.	159	90	494	923	19	1685
	9.5%	5.4%	29.7%	55.4%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	83	47	486	1059	11	1686
	5.0%	2.8%	29.0%	63.2%		
29) During this current school year, I have experienced harassing behavior from parents.	194	99	619	757	22	1691
	11.6%	5.9%	37.1%	45.4%		
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	426	129	699	210	213	1677
	29.1%	8.8%	47.7%	14.3%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	911	273	206	57	229	1676
	63.0%	18.9%	14.2%	3.9%		
32) In my school/worksite, I spend too much time in meetings.	533	345	561	124	115	1678
	34.1%	22.1%	35.9%	7.9%		
33) In my school, there is adequate support for special education students.	205	65	453	930	25	1678
	12.4%	3.9%	27.4%	56.3%		

## 2025-2026 HCEA Job Satisfaction Survey

Level	Middle
Unit	Certificated
Work In Special Ed	(All)

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good.	360	205	139	107		811
	44.4%	25.3%	17.1%	13.2%		
2) There is an atmosphere of open communication and trust in my school/worksite.	338	215	162	93	1	809
	41.8%	26.6%	20.0%	11.5%		
3) I personally feel successful in my work.	375	333	81	19	2	810
	46.4%	41.2%	10.0%	2.4%		
4) I feel involved in decision-making at my school/worksite.	299	198	219	80	14	810
	37.6%	24.9%	27.5%	10.1%		
5) I want to be involved in decision-making at my school/worksite.	386	285	97	18	23	809
	49.1%	36.3%	12.3%	2.3%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	312	262	147	78	9	808
	39.0%	32.8%	18.4%	9.8%		
7) In my school/worksite, I am treated as a professional.	317	351	81	43	18	810
	40.0%	44.3%	10.2%	5.4%		
8) There is good teamwork among staff in my school/worksite.	359	309	91	31	19	809
	45.4%	39.1%	11.5%	3.9%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	367	198	131	66	46	808
	48.2%	26.0%	17.2%	8.7%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	316	235	178	69	10	808
	39.6%	29.4%	22.3%	8.6%		
11) My work performance is evaluated fairly.	361	334	55	28	30	808
	46.4%	42.9%	7.1%	3.6%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	281	160	204	151	13	809
	35.3%	20.1%	25.6%	19.0%		
13) I am provided adequate work and storage space to prepare for and do my job.	358	256	114	55	26	809
	45.7%	32.7%	14.6%	7.0%		
14) My administrators/supervisors respect the negotiated contracts.	349	354	54	15	35	807
	45.2%	45.9%	7.0%	1.9%		
15) My planning time is respected by my school administrations/supervisors.	359	315	67	19	45	805
	47.2%	41.4%	8.8%	2.5%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	332	225	142	69	39	807
	43.2%	29.3%	18.5%	9.0%		

## 2025-2026 HCEA Job Satisfaction Survey

17) In my school, student misbehavior interferes with learning.	251	232	218	69	34	804
	32.6%	30.1%	28.3%	9.0%		
18) Too much instructional time is spent administering assessments.	282	220	215	21	68	806
	38.2%	29.8%	29.1%	2.8%		
19) HCPSS professional development experiences are meaningful and worthwhile.	243	55	266	231	10	805
	30.6%	6.9%	33.5%	29.1%		
20) Increased workload has contributed to a decline in my morale.	277	251	210	29	37	804
	36.1%	32.7%	27.4%	3.8%		
21) I am paid fairly.	342	69	263	124	5	803
	42.9%	8.6%	33.0%	15.5%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	460	105	141	74	20	800
	59.0%	13.5%	18.1%	9.5%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	275	31	305	169	21	801
	35.3%	4.0%	39.1%	21.7%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	443	217	92	26	25	803
	56.9%	27.9%	11.8%	3.3%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	448	137	152	41	25	803
	57.6%	17.6%	19.5%	5.3%		
26) In my position, I receive appropriate and adequate support and training.	423	165	165	41	9	803
	53.3%	20.8%	20.8%	5.2%		
27) During this current school year, I have experienced harassing behavior from colleagues.	55	27	263	444	13	802
	7.0%	3.4%	33.3%	56.3%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	28	38	254	469	14	803
	3.5%	4.8%	32.2%	59.4%		
29) During this current school year, I have experienced harassing behavior from parents.	123	62	295	306	13	799
	15.6%	7.9%	37.5%	38.9%		
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	205	64	364	88	74	795
	28.4%	8.9%	50.5%	12.2%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	405	164	120	38	71	798
	55.7%	22.6%	16.5%	5.2%		
32) In my school/worksite, I spend too much time in meetings.	249	123	349	50	27	798
	32.3%	16.0%	45.3%	6.5%		
33) In my school, there is adequate support for special education students.	238	59	279	204	16	796
	30.5%	7.6%	35.8%	26.2%		

## 2025-2026 HCEA Job Satisfaction Survey

Level	High
Unit	Certificated
Work In Special Ed	(All)

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good.	404	186	216	75		881
	45.9%	21.1%	24.5%	8.5%		
2) There is an atmosphere of open communication and trust in my school/worksite.	406	214	194	63	2	879
	46.3%	24.4%	22.1%	7.2%		
3) I personally feel successful in my work.	425	355	74	20	5	879
	48.6%	40.6%	8.5%	2.3%		
4) I feel involved in decision-making at my school/worksite.	365	166	260	76	13	880
	42.1%	19.1%	30.0%	8.8%		
5) I want to be involved in decision-making at my school/worksite.	479	253	105	16	24	877
	56.2%	29.7%	12.3%	1.9%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	390	264	155	61	8	878
	44.8%	30.3%	17.8%	7.0%		
7) In my school/worksite, I am treated as a professional.	398	351	86	31	11	877
	46.0%	40.5%	9.9%	3.6%		
8) There is good teamwork among staff in my school/worksite.	374	331	125	33	14	877
	43.3%	38.4%	14.5%	3.8%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	442	259	107	27	41	876
	52.9%	31.0%	12.8%	3.2%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	357	233	176	95	16	877
	41.5%	27.1%	20.4%	11.0%		
11) My work performance is evaluated fairly.	399	365	70	22	21	877
	46.6%	42.6%	8.2%	2.6%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	258	151	270	182	17	878
	30.0%	17.5%	31.4%	21.1%		
13) I am provided adequate work and storage space to prepare for and do my job.	420	317	70	45	26	878
	49.3%	37.2%	8.2%	5.3%		
14) My administrators/supervisors respect the negotiated contracts.	405	380	49	14	34	882
	47.8%	44.8%	5.8%	1.7%		
15) My planning time is respected by my school administrations/supervisors.	389	327	72	26	55	869
	47.8%	40.2%	8.8%	3.2%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	357	190	189	98	42	876
	42.8%	22.8%	22.7%	11.8%		

## 2025-2026 HCEA Job Satisfaction Survey

17) In my school, student misbehavior interferes with learning.	315	226	230	67	37	875
	37.6%	27.0%	27.4%	8.0%		
18) Too much instructional time is spent administering assessments.	309	193	278	34	60	874
	38.0%	23.7%	34.2%	4.2%		
19) HCPSS professional development experiences are meaningful and worthwhile.	160	28	316	358	12	874
	18.6%	3.2%	36.7%	41.5%		
20) Increased workload has contributed to a decline in my morale.	313	286	181	41	52	873
	38.1%	34.8%	22.0%	5.0%		
21) I am paid fairly.	379	72	276	140	6	873
	43.7%	8.3%	31.8%	16.1%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	442	107	224	81	18	872
	51.8%	12.5%	26.2%	9.5%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	232	24	367	239	10	872
	26.9%	2.8%	42.6%	27.7%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	477	209	125	38	21	870
	56.2%	24.6%	14.7%	4.5%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	443	141	196	68	22	870
	52.2%	16.6%	23.1%	8.0%		
26) In my position, I receive appropriate and adequate support and training.	448	131	201	78	12	870
	52.2%	15.3%	23.4%	9.1%		
27) During this current school year, I have experienced harassing behavior from colleagues.	52	24	252	532	11	871
	6.0%	2.8%	29.3%	61.9%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	43	29	267	521	10	870
	5.0%	3.4%	31.0%	60.6%		
29) During this current school year, I have experienced harassing behavior from parents.	131	71	288	356	24	870
	15.5%	8.4%	34.0%	42.1%		
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	233	96	349	86	103	867
	30.5%	12.6%	45.7%	11.3%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	409	106	184	84	83	866
	52.2%	13.5%	23.5%	10.7%		
32) In my school/worksite, I spend too much time in meetings.	232	150	388	59	37	866
	28.0%	18.1%	46.8%	7.1%		
33) In my school, there is adequate support for special education students.	328	102	287	120	28	865
	39.2%	12.2%	34.3%	14.3%		

## 2025-2026 HCEA Job Satisfaction Survey

Level	(All)
Unit	ESP
Work In Special Ed	(All)

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good.	565	359	198	105	5	1232
	46.0%	29.3%	16.1%	8.6%		
2) There is an atmosphere of open communication and trust in my school/worksite.	567	362	213	100	7	1249
	45.7%	29.1%	17.1%	8.1%		
1) Overall, morale at my worksite is good.	7	5	2			14
	50.0%	35.7%	14.3%	0.0%		
3) I personally feel successful in my work.	531	534	115	54	11	1245
	43.0%	43.3%	9.3%	4.4%		
4) I feel involved in decision-making at my school/worksite.	489	218	320	128	85	1240
	42.3%	18.9%	27.7%	11.1%		
5) I want to be involved in decision-making at my school/worksite.	678	320	106	30	109	1243
	59.8%	28.2%	9.3%	2.6%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	555	377	199	98	13	1242
	45.2%	30.7%	16.2%	8.0%		
7) In my school/worksite, I am treated as a professional.	556	493	114	65	14	1242
	45.3%	40.1%	9.3%	5.3%		
8) There is good teamwork among staff in my school/worksite.	553	467	138	57	24	1239
	45.5%	38.4%	11.4%	4.7%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	525	224	181	82	222	1234
	51.9%	22.1%	17.9%	8.1%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	562	368	172	120	16	1238
	46.0%	30.1%	14.1%	9.8%		
11) My work performance is evaluated fairly.	540	512	92	45	47	1236
	45.4%	43.1%	7.7%	3.8%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	507	294	191	123	118	1233
	45.5%	26.4%	17.1%	11.0%		
13) I am provided adequate work and storage space to prepare for and do my job.	602	417	110	65	41	1235
	50.4%	34.9%	9.2%	5.4%		
14) My administrators/supervisors respect the negotiated contracts.	563	481	83	41	68	1236
	48.2%	41.2%	7.1%	3.5%		
15) My planning time is respected by my school administrations/supervisors.	334	203	63	44	584	1228
	51.9%	31.5%	9.8%	6.8%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	426	271	147	80	288	1212
	46.1%	29.3%	15.9%	8.7%		

## 2025-2026 HCEA Job Satisfaction Survey

17) In my school, student misbehavior interferes with learning.	312	376	187	79	279	1233
	32.7%	39.4%	19.6%	8.3%		
18) Too much instructional time is spent administering assessments.	277	197	243	54	456	1227
	35.9%	25.6%	31.5%	7.0%		
19) HCPSS professional development experiences are meaningful and worthwhile.	437	123	311	231	128	1230
	39.7%	11.2%	28.2%	21.0%		
20) Increased workload has contributed to a decline in my morale.	354	230	385	126	135	1230
	32.3%	21.0%	35.2%	11.5%		
21) I am paid fairly.	321	110	398	388	14	1231
	26.4%	9.0%	32.7%	31.9%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	627	167	250	134	47	1225
	53.2%	14.2%	21.2%	11.4%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	489	86	375	232	42	1224
	41.4%	7.3%	31.7%	19.6%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	666	282	143	78	58	1227
	57.0%	24.1%	12.2%	6.7%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	640	209	164	88	128	1229
	58.1%	19.0%	14.9%	8.0%		
26) In my position, I receive appropriate and adequate support and training.	592	219	266	132	18	1227
	49.0%	18.1%	22.0%	10.9%		
27) During this current school year, I have experienced harassing behavior from colleagues.	135	68	335	648	40	1226
	11.4%	5.7%	28.2%	54.6%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	62	50	328	736	50	1226
	5.3%	4.3%	27.9%	62.6%		
29) During this current school year, I have experienced harassing behavior from parents.	97	53	336	605	117	1208
	8.9%	4.9%	30.8%	55.5%		
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	121	30	163	109	792	1215
	28.6%	7.1%	38.5%	25.8%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	246	79	67	38	782	1212
	57.2%	18.4%	15.6%	8.8%		
32) In my school/worksites, I spend too much time in meetings.	201	75	434	145	359	1214
	23.5%	8.8%	50.8%	17.0%		
33) In my school, there is adequate support for special education students.	283	134	247	343	205	1212
	28.1%	13.3%	24.5%	34.1%		

## 2025-2026 HCEA Job Satisfaction Survey

Level	Elementary
Unit	ESP
Work In Special Ed	(All)

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good.	290	188	111	69	3	661
	44.1%	28.6%	16.9%	10.5%		
2) There is an atmosphere of open communication and trust in my school/worksite.	297	186	114	60	5	662
	45.2%	28.3%	17.4%	9.1%		
3) I personally feel successful in my work.	282	268	75	31	6	662
	43.0%	40.9%	11.4%	4.7%		
4) I feel involved in decision-making at my school/worksite.	267	107	165	77	43	659
	43.3%	17.4%	26.8%	12.5%		
5) I want to be involved in decision-making at my school/worksite.	354	170	61	23	53	661
	58.2%	28.0%	10.0%	3.8%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	293	192	109	61	6	661
	44.7%	29.3%	16.6%	9.3%		
7) In my school/worksite, I am treated as a professional.	303	243	64	43	9	662
	46.4%	37.2%	9.8%	6.6%		
8) There is good teamwork among staff in my school/worksite.	310	230	79	33	8	660
	47.5%	35.3%	12.1%	5.1%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	312	105	111	53	75	656
	53.7%	18.1%	19.1%	9.1%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	309	179	98	65	8	659
	47.5%	27.5%	15.1%	10.0%		
11) My work performance is evaluated fairly.	298	260	42	30	27	657
	47.3%	41.3%	6.7%	4.8%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	291	125	113	72	55	656
	48.4%	20.8%	18.8%	12.0%		
13) I am provided adequate work and storage space to prepare for and do my job.	337	183	72	41	23	656
	53.2%	28.9%	11.4%	6.5%		
14) My administrators/supervisors respect the negotiated contracts.	320	226	42	29	40	657
	51.9%	36.6%	6.8%	4.7%		
15) My planning time is respected by my school administrations/supervisors.	215	103	33	32	272	655
	56.1%	26.9%	8.6%	8.4%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	254	152	79	47	102	634
	47.7%	28.6%	14.8%	8.8%		

## 2025-2026 HCEA Job Satisfaction Survey

17) In my school, student misbehavior interferes with learning.	175	243	104	52	81	655
	30.5%	42.3%	18.1%	9.1%		
18) Too much instructional time is spent administering assessments.	172	125	132	27	196	652
	37.7%	27.4%	28.9%	5.9%		
19) HCPSS professional development experiences are meaningful and worthwhile.	262	63	164	129	35	653
	42.4%	10.2%	26.5%	20.9%		
20) Increased workload has contributed to a decline in my morale.	205	141	193	59	54	652
	34.3%	23.6%	32.3%	9.9%		
21) I am paid fairly.	160	49	220	219	5	653
	24.7%	7.6%	34.0%	33.8%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	329	66	149	82	24	650
	52.6%	10.5%	23.8%	13.1%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	247	45	210	126	22	650
	39.3%	7.2%	33.4%	20.1%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	358	144	81	43	26	652
	57.2%	23.0%	12.9%	6.9%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	358	115	81	45	53	652
	59.8%	19.2%	13.5%	7.5%		
26) In my position, I receive appropriate and adequate support and training.	325	96	150	72	7	650
	50.5%	14.9%	23.3%	11.2%		
27) During this current school year, I have experienced harassing behavior from colleagues.	57	33	191	345	23	649
	9.1%	5.3%	30.5%	55.1%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	26	31	189	380	22	648
	4.2%	5.0%	30.2%	60.7%		
29) During this current school year, I have experienced harassing behavior from parents.	47	30	188	310	57	632
	8.2%	5.2%	32.7%	53.9%		
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	77	20	99	49	398	643
	31.4%	8.2%	40.4%	20.0%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	157	41	50	23	370	641
	57.9%	15.1%	18.5%	8.5%		
32) In my school/worksites, I spend too much time in meetings.	130	48	260	77	128	643
	25.2%	9.3%	50.5%	15.0%		
33) In my school, there is adequate support for special education students.	126	50	154	277	34	641
	20.8%	8.2%	25.4%	45.6%		

## 2025-2026 HCEA Job Satisfaction Survey

Level	Middle
Unit	ESP
Work In Special Ed	(All)

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good.	103	68	25	13	1	210
	49.3%	32.5%	12.0%	6.2%		
2) There is an atmosphere of open communication and trust in my school/worksite.	100	67	31	15		213
	46.9%	31.5%	14.6%	7.0%		
3) I personally feel successful in my work.	93	95	12	9	2	211
	44.5%	45.5%	5.7%	4.3%		
4) I feel involved in decision-making at my school/worksite.	83	40	50	16	22	211
	43.9%	21.2%	26.5%	8.5%		
5) I want to be involved in decision-making at my school/worksite.	121	51	14	2	23	211
	64.4%	27.1%	7.4%	1.1%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	93	69	32	14	3	211
	44.7%	33.2%	15.4%	6.7%		
7) In my school/worksite, I am treated as a professional.	85	98	17	7	4	211
	41.1%	47.3%	8.2%	3.4%		
8) There is good teamwork among staff in my school/worksite.	87	95	15	10	3	210
	42.0%	45.9%	7.2%	4.8%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	96	56	26	4	28	210
	52.7%	30.8%	14.3%	2.2%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	96	72	20	19	3	210
	46.4%	34.8%	9.7%	9.2%		
11) My work performance is evaluated fairly.	85	92	17	8	7	209
	42.1%	45.5%	8.4%	4.0%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	80	53	32	23	21	209
	42.6%	28.2%	17.0%	12.2%		
13) I am provided adequate work and storage space to prepare for and do my job.	90	85	10	14	10	209
	45.2%	42.7%	5.0%	7.0%		
14) My administrators/supervisors respect the negotiated contracts.	83	96	19	3	8	209
	41.3%	47.8%	9.5%	1.5%		
15) My planning time is respected by my school administrations/supervisors.	52	47	12	4	94	209
	45.2%	40.9%	10.4%	3.5%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	75	63	28	11	32	209
	42.4%	35.6%	15.8%	6.2%		

## 2025-2026 HCEA Job Satisfaction Survey

17) In my school, student misbehavior interferes with learning.	63	67	32	15	32	209
	35.6%	37.9%	18.1%	8.5%		
18) Too much instructional time is spent administering assessments.	53	35	46	8	66	208
	37.3%	24.6%	32.4%	5.6%		
19) HCPSS professional development experiences are meaningful and worthwhile.	71	26	47	33	31	208
	40.1%	14.7%	26.6%	18.6%		
20) Increased workload has contributed to a decline in my morale.	59	25	68	23	33	208
	33.7%	14.3%	38.9%	13.1%		
21) I am paid fairly.	59	15	68	63	4	209
	28.8%	7.3%	33.2%	30.7%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	110	29	35	25	9	208
	55.3%	14.6%	17.6%	12.6%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	88	17	59	35	8	207
	44.2%	8.5%	29.6%	17.6%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	106	59	20	13	11	209
	53.5%	29.8%	10.1%	6.6%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	101	41	22	16	28	208
	56.1%	22.8%	12.2%	8.9%		
26) In my position, I receive appropriate and adequate support and training.	97	52	36	21	2	208
	47.1%	25.2%	17.5%	10.2%		
27) During this current school year, I have experienced harassing behavior from colleagues.	14	13	57	120	5	209
	6.9%	6.4%	27.9%	58.8%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	17	12	53	120	7	209
	8.4%	5.9%	26.2%	59.4%		
29) During this current school year, I have experienced harassing behavior from parents.	23	11	55	106	13	208
	11.8%	5.6%	28.2%	54.4%		
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	18	7	29	22	131	207
	23.7%	9.2%	38.2%	28.9%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	40	27	5	6	128	206
	51.3%	34.6%	6.4%	7.7%		
32) In my school/worksites, I spend too much time in meetings.	34	11	66	30	64	205
	24.1%	7.8%	46.8%	21.3%		
33) In my school, there is adequate support for special education students.	77	35	43	30	22	207
	41.6%	18.9%	23.2%	16.2%		

## 2025-2026 HCEA Job Satisfaction Survey

Level	High
Unit	ESP
Work In Special Ed	(All)

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good.	93	65	28	12		198
	47.0%	32.8%	14.1%	6.1%		
2) There is an atmosphere of open communication and trust in my school/worksite.	83	63	38	13	1	198
	42.1%	32.0%	19.3%	6.6%		
3) I personally feel successful in my work.	79	101	12	4	2	198
	40.3%	51.5%	6.1%	2.0%		
4) I feel involved in decision-making at my school/worksite.	69	33	62	20	12	196
	37.5%	17.9%	33.7%	10.9%		
5) I want to be involved in decision-making at my school/worksite.	103	48	23	2	20	196
	58.5%	27.3%	13.1%	1.1%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	88	61	30	14	3	196
	45.6%	31.6%	15.5%	7.3%		
7) In my school/worksite, I am treated as a professional.	91	78	16	9	1	195
	46.9%	40.2%	8.2%	4.6%		
8) There is good teamwork among staff in my school/worksite.	89	77	21	4	4	195
	46.6%	40.3%	11.0%	2.1%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	66	33	23	12	60	194
	49.3%	24.6%	17.2%	9.0%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	91	64	23	14	3	195
	47.4%	33.3%	12.0%	7.3%		
11) My work performance is evaluated fairly.	86	85	17	4	3	195
	44.8%	44.3%	8.9%	2.1%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	65	54	33	20	21	193
	37.8%	31.4%	19.2%	11.6%		
13) I am provided adequate work and storage space to prepare for and do my job.	93	80	15	4	3	195
	48.4%	41.7%	7.8%	2.1%		
14) My administrators/supervisors respect the negotiated contracts.	88	81	10	5	12	196
	47.8%	44.0%	5.4%	2.7%		
15) My planning time is respected by my school administrations/supervisors.	42	29	11	7	101	190
	47.2%	32.6%	12.4%	7.9%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	68	42	28	20	37	195
	43.0%	26.6%	17.7%	12.7%		

## 2025-2026 HCEA Job Satisfaction Survey

17) In my school, student misbehavior interferes with learning.	55	48	42	12	38	195
	35.0%	30.6%	26.8%	7.6%		
18) Too much instructional time is spent administering assessments.	38	28	47	10	70	193
	30.9%	22.8%	38.2%	8.1%		
19) HCPSS professional development experiences are meaningful and worthwhile.	53	18	58	46	19	194
	30.3%	10.3%	33.1%	26.3%		
20) Increased workload has contributed to a decline in my morale.	54	37	63	19	21	194
	31.2%	21.4%	36.4%	11.0%		
21) I am paid fairly.	38	15	70	68	3	194
	19.9%	7.9%	36.6%	35.6%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	95	24	50	18	6	193
	50.8%	12.8%	26.7%	9.6%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	67	8	61	50	7	193
	36.0%	4.3%	32.8%	26.9%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	107	42	20	13	10	192
	58.8%	23.1%	11.0%	7.1%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	98	32	35	11	18	194
	55.7%	18.2%	19.9%	6.3%		
26) In my position, I receive appropriate and adequate support and training.	86	33	45	26	4	194
	45.3%	17.4%	23.7%	13.7%		
27) During this current school year, I have experienced harassing behavior from colleagues.	14	2	48	122	7	193
	7.5%	1.1%	25.8%	65.6%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	11	3	44	129	7	194
	5.9%	1.6%	23.5%	69.0%		
29) During this current school year, I have experienced harassing behavior from parents.	21	6	50	100	16	193
	11.9%	3.4%	28.2%	56.5%		
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	18	2	16	16	139	191
	34.6%	3.8%	30.8%	30.8%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	39	8	10	5	129	191
	62.9%	12.9%	16.1%	8.1%		
32) In my school/worksite, I spend too much time in meetings.	23	12	82	29	46	192
	15.8%	8.2%	56.2%	19.9%		
33) In my school, there is adequate support for special education students.	61	38	34	23	37	193

## 2025-2026 HCEA Job Satisfaction Survey

Level	(All)
Unit	(All)
Work In Special Ed	Yes

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good.	568	335	228	110	4	1245
	45.8%	27.0%	18.4%	8.9%		
2) There is an atmosphere of open communication and trust in my school/worksite.	572	357	223	94	4	1250
	45.9%	28.7%	17.9%	7.5%		
1) Overall, morale at my worksite is good.		3	1			4
	0.0%	75.0%	25.0%	0.0%		
3) I personally feel successful in my work.	574	484	136	48	8	1250
	46.2%	39.0%	11.0%	3.9%		
4) I feel involved in decision-making at my school/worksite.	506	230	347	117	50	1250
	42.2%	19.2%	28.9%	9.8%		
5) I want to be involved in decision-making at my school/worksite.	660	363	123	31	69	1246
	56.1%	30.8%	10.5%	2.6%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	515	392	221	103	15	1246
	41.8%	31.8%	18.0%	8.4%		
7) In my school/worksite, I am treated as a professional.	547	508	105	60	27	1247
	44.8%	41.6%	8.6%	4.9%		
8) There is good teamwork among staff in my school/worksite.	554	470	153	38	29	1244
	45.6%	38.7%	12.6%	3.1%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	568	282	168	67	157	1242
	52.4%	26.0%	15.5%	6.2%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	528	357	219	114	25	1243
	43.3%	29.3%	18.0%	9.4%		
11) My work performance is evaluated fairly.	527	540	94	41	39	1241
	43.8%	44.9%	7.8%	3.4%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	411	269	278	211	72	1241
	35.2%	23.0%	23.8%	18.0%		
13) I am provided adequate work and storage space to prepare for and do my job.	578	430	125	73	38	1244
	47.9%	35.7%	10.4%	6.1%		
14) My administrators/supervisors respect the negotiated contracts.	515	541	71	33	81	1241
	44.4%	46.6%	6.1%	2.8%		
15) My planning time is respected by my school administrations/supervisors.	444	351	104	53	287	1239
	46.6%	36.9%	10.9%	5.6%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	449	338	165	83	179	1214
	43.4%	32.7%	15.9%	8.0%		

## 2025-2026 HCEA Job Satisfaction Survey

17) In my school, student misbehavior interferes with learning.	378	404	234	60	166	1242
	35.1%	37.5%	21.7%	5.6%		
18) Too much instructional time is spent administering assessments.	352	239	324	52	270	1237
	36.4%	24.7%	33.5%	5.4%		
19) HCPSS professional development experiences are meaningful and worthwhile.	413	114	391	284	38	1240
	34.4%	9.5%	32.5%	23.6%		
20) Increased workload has contributed to a decline in my morale.	383	336	338	71	112	1240
	34.0%	29.8%	30.0%	6.3%		
21) I am paid fairly.	409	126	374	314	18	1241
	33.4%	10.3%	30.6%	25.7%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	684	170	230	103	50	1237
	57.6%	14.3%	19.4%	8.7%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	473	91	404	220	47	1235
	39.8%	7.7%	34.0%	18.5%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	701	300	126	58	50	1235
	59.2%	25.3%	10.6%	4.9%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	643	256	212	62	64	1237
	54.8%	21.8%	18.1%	5.3%		
26) In my position, I receive appropriate and adequate support and training.	633	219	264	110	10	1236
	51.6%	17.9%	21.5%	9.0%		
27) During this current school year, I have experienced harassing behavior from colleagues.	120	70	331	684	34	1239
	10.0%	5.8%	27.5%	56.8%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	68	55	344	744	28	1239
	5.6%	4.5%	28.4%	61.4%		
29) During this current school year, I have experienced harassing behavior from parents.	108	78	389	570	67	1212
	9.4%	6.8%	34.0%	49.8%		
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	258	97	284	123	462	1224
	33.9%	12.7%	37.3%	16.1%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	415	132	139	59	474	1219
	55.7%	17.7%	18.7%	7.9%		
32) In my school/worksites, I spend too much time in meetings.	306	186	414	114	199	1219
	30.0%	18.2%	40.6%	11.2%		
33) In my school, there is adequate support for special education students.	297	119	330	397	83	1226
	26.0%	10.4%	28.9%	34.7%		

## 2025-2026 HCEA Job Satisfaction Survey

Level	Middle
Unit	(All)
Work In Special Ed	Yes

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good.	100	59	32	22	1	214
	46.9%	27.7%	15.0%	10.3%		
2) There is an atmosphere of open communication and trust in my school/worksite.	96	59	34	26		215
	44.7%	27.4%	15.8%	12.1%		
3) I personally feel successful in my work.	110	83	15	7		215
	51.2%	38.6%	7.0%	3.3%		
4) I feel involved in decision-making at my school/worksite.	74	39	69	20	13	215
	36.6%	19.3%	34.2%	9.9%		
5) I want to be involved in decision-making at my school/worksite.	118	52	26	6	12	214
	58.4%	25.7%	12.9%	3.0%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	93	61	34	24	3	215
	43.9%	28.8%	16.0%	11.3%		
7) In my school/worksite, I am treated as a professional.	87	92	18	12	6	215
	41.6%	44.0%	8.6%	5.7%		
8) There is good teamwork among staff in my school/worksite.	101	81	24	3	6	215
	48.3%	38.8%	11.5%	1.4%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	103	54	30	9	19	215
	52.6%	27.6%	15.3%	4.6%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	85	71	31	21	6	214
	40.9%	34.1%	14.9%	10.1%		
11) My work performance is evaluated fairly.	88	94	19	10	3	214
	41.7%	44.5%	9.0%	4.7%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	67	45	50	39	13	214
	33.3%	22.4%	24.9%	19.4%		
13) I am provided adequate work and storage space to prepare for and do my job.	91	79	19	16	9	214
	44.4%	38.5%	9.3%	7.8%		
14) My administrators/supervisors respect the negotiated contracts.	89	90	17	6	12	214
	44.1%	44.6%	8.4%	3.0%		
15) My planning time is respected by my school administrations/supervisors.	82	66	20	7	39	214
	46.9%	37.7%	11.4%	4.0%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	80	68	41	11	13	213
	40.0%	34.0%	20.5%	5.5%		

## 2025-2026 HCEA Job Satisfaction Survey

17) In my school, student misbehavior interferes with learning.	67	66	50	13	18	214
	34.2%	33.7%	25.5%	6.6%		
18) Too much instructional time is spent administering assessments.	57	43	63	8	43	214
	33.3%	25.1%	36.8%	4.7%		
19) HCPSS professional development experiences are meaningful and worthwhile.	79	24	57	47	5	212
	38.2%	11.6%	27.5%	22.7%		
20) Increased workload has contributed to a decline in my morale.	61	55	65	8	24	213
	32.3%	29.1%	34.4%	4.2%		
21) I am paid fairly.	71	20	68	53	2	214
	33.5%	9.4%	32.1%	25.0%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	119	32	31	22	8	212
	58.3%	15.7%	15.2%	10.8%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	77	20	71	36	8	212
	37.7%	9.8%	34.8%	17.6%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	127	48	20	9	10	214
	62.3%	23.5%	9.8%	4.4%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	115	46	31	7	14	213
	57.8%	23.1%	15.6%	3.5%		
26) In my position, I receive appropriate and adequate support and training.	108	45	41	18	1	213
	50.9%	21.2%	19.3%	8.5%		
27) During this current school year, I have experienced harassing behavior from colleagues.	18	11	60	119	6	214
	8.7%	5.3%	28.8%	57.2%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	15	10	58	124	7	214
	7.2%	4.8%	28.0%	59.9%		
29) During this current school year, I have experienced harassing behavior from parents.	21	17	66	98	11	213
	10.4%	8.4%	32.7%	48.5%		
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	40	14	62	31	64	211
	27.2%	9.5%	42.2%	21.1%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	83	32	24	7	64	210
	56.8%	21.9%	16.4%	4.8%		
32) In my school/worksite, I spend too much time in meetings.	55	26	74	27	27	209
	30.2%	14.3%	40.7%	14.8%		
33) In my school, there is adequate support for special education students.	72	22	64	52	1	211
	34.3%	10.5%	30.5%	24.8%		

## 2025-2026 HCEA Job Satisfaction Survey

Level	High
Unit	(All)
Work In Special Ed	Yes

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total
1) Overall, morale at my worksite is good.	89	58	45	17		209
	42.6%	27.8%	21.5%	8.1%		
2) There is an atmosphere of open communication and trust in my school/worksite.	91	59	41	17		208
	43.8%	28.4%	19.7%	8.2%		
3) I personally feel successful in my work.	109	76	16	6	1	208
	52.7%	36.7%	7.7%	2.9%		
4) I feel involved in decision-making at my school/worksite.	71	33	71	26	8	209
	35.3%	16.4%	35.3%	12.9%		
5) I want to be involved in decision-making at my school/worksite.	116	48	28	5	11	208
	58.9%	24.4%	14.2%	2.5%		
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	95	52	44	15	2	208
	46.1%		21.4%	7.3%		
7) In my school/worksite, I am treated as a professional.	106	71	19	10	2	208
	51.5%	34.5%	9.2%	4.9%		
8) There is good teamwork among staff in my school/worksite.	92	80	24	8	3	207
	45.1%	39.2%	11.8%	3.9%		
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	93	50	26	12	26	207
	51.4%	27.6%	14.4%	6.6%		
10) My working environment (i.e. safety, cleanliness) is conducive to success.	93	57	37	19	2	208
	45.1%	27.7%	18.0%	9.2%		
11) My work performance is evaluated fairly.	97	77	20	6	7	207
	48.5%	38.5%	10.0%	3.0%		
12) I am provided adequate time during the workday to plan, prepare for and do my job.	56	52	54	30	15	207
	29.2%	27.1%	28.1%	15.6%		
13) I am provided adequate work and storage space to prepare for and do my job.	107	73	13	10	5	208
	52.7%	36.0%	6.4%	4.9%		
14) My administrators/supervisors respect the negotiated contracts.	96	79	15	6	11	207
	49.0%	40.3%	7.7%	3.1%		
15) My planning time is respected by my school administrations/supervisors.	76	58	18	10	43	205
	46.9%	35.8%	11.1%	6.2%		
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	75	50	42	28	13	208
	38.5%	25.6%	21.5%	14.4%		

## 2025-2026 HCEA Job Satisfaction Survey

17) In my school, student misbehavior interferes with learning.	75	62	52	11	8	208
	37.5%	31.0%	26.0%	5.5%		
18) Too much instructional time is spent administering assessments.	52	46	79	9	21	207
	28.0%	24.7%	42.5%	4.8%		
19) HCPSS professional development experiences are meaningful and worthwhile.	46	14	76	68	4	208
	22.5%	6.9%	37.3%	33.3%		
20) Increased workload has contributed to a decline in my morale.	74	56	60	10	8	208
	37.0%	28.0%	30.0%	5.0%		
21) I am paid fairly.	66	17	70	48	7	208
	32.8%	8.5%	34.8%	23.9%		
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	100	33	53	15	6	207
	49.8%	16.4%	26.4%	7.5%		
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	62	12	80	49	5	208
	30.5%	5.9%	39.4%	24.1%		
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	114	53	21	8	10	206
	58.2%	27.0%	10.7%	4.1%		
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	102	46	42	8	10	208
	51.5%	23.2%	21.2%	4.0%		
26) In my position, I receive appropriate and adequate support and training.	98	37	47	23	3	208
	47.8%	18.0%	22.9%	11.2%		
27) During this current school year, I have experienced harassing behavior from colleagues.	17	7	55	122	6	207
	8.5%	3.5%	27.4%	60.7%		
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	15	9	56	121	6	207
	7.5%	4.5%	27.9%	60.2%		
29) During this current school year, I have experienced harassing behavior from parents.	28	12	61	96	10	207
	14.2%	6.1%	31.0%	48.7%		
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	49	17	49	22	67	204
	35.8%	12.4%	35.8%	16.1%		
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	71	19	33	19	63	205
	50.0%	13.4%	23.2%	13.4%		
32) In my school/worksites, I spend too much time in meetings.	49	37	74	18	27	205
	27.5%	20.8%	41.6%	10.1%		
33) In my school, there is adequate support for special education students.	68	32	69	35	3	207
	33.3%	15.7%	33.8%	17.2%		