

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	31	14	12	3		60	75.0%	25.0%
2) There is an atmosphere of open communication and trust in my school/worksite.	31	15	11	3		60	76.7%	23.3%
3) I personally feel successful in my work.	28	26	4	2		60	90.0%	10.0%
4) I feel involved in decision-making at my school/worksite.	29	9	16	5	1	60	64.4%	35.6%
5) I want to be involved in decision-making at my school/worksite.	41	13	3		3	60	94.7%	5.3%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	27	19	11	3		60	76.7%	23.3%
7) In my school/worksite, I am treated as a professional.	25	28	5	2		60	88.3%	11.7%
8) There is good teamwork among staff in my school/worksite.	24	23	10	3		60	78.3%	21.7%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	8	13	7	2	30	60	70.0%	30.0%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	24	8	19	8	1	60	54.2%	45.8%
11) My work performance is evaluated fairly.	20	35	5			60	91.7%	8.3%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	21	26	4	5	4	60	83.9%	16.1%
13) I am provided adequate work and storage space to prepare for and do my job.	29	22	6	2	1	60	86.4%	13.6%
14) My administrators/supervisors respect the negotiated contracts.	21	32	4	2	1	60	89.8%	10.2%
15) My planning time is respected by my school administrations/supervisors.	7	16	2	1	33	59	88.5%	11.5%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	4	1	2	2	49	58	55.6%	44.4%
17) In my school, student misbehavior interferes with learning.	1		3		54	58	25.0%	75.0%

2025-2026 HCEA Job Satisfaction Survey

Old Cedar Lane

18) Too much instructional time is spent administering assessments.	3	1	2	1	51	58	57.1%	42.9%
19) HCPSS professional development experiences are meaningful and worthwhile.	20	7	18	5	10	60	54.0%	46.0%
20) Increased workload has contributed to a decline in my morale.	12	10	24	4	10	60	44.0%	56.0%
21) I am paid fairly.	31	13	7	8	1	60	74.6%	25.4%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	37	13	7	2	1	60	84.7%	15.3%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	22	2	29	7		60	40.0%	60.0%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	35	7	13	1	3	59	75.0%	25.0%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	26	8	13	5	8	60	65.4%	34.6%
26) In my position, I receive appropriate and adequate support and training.	34	11	10	2	3	60	78.9%	21.1%
27) During this current school year, I have experienced harassing behavior from colleagues.	6	1	14	36	3	60	12.3%	87.7%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	2	17	38	2	60	5.2%	94.8%
29) During this current school year, I have experienced harassing behavior from parents.	5	7	12	23	13	60	25.5%	74.5%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	1		1	1	55	58	33.3%	66.7%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	1	1	1		55	58	66.7%	33.3%
32) In my school/worksite, I spend too much time in meetings.	8	4	9	5	32	58	46.2%	53.8%
33) In my school, there is adequate support for special education students.	6	6	4	2	40	58	66.7%	33.3%