

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	29	6	8	6		49	71.4%	28.6%
2) There is an atmosphere of open communication and trust in my school/worksite.	22	9	13	5		49	63.3%	36.7%
3) I personally feel successful in my work.	22	19	7	1		49	83.7%	16.3%
4) I feel involved in decision-making at my school/worksite.	17	11	11	8	2	49	59.6%	40.4%
5) I want to be involved in decision-making at my school/worksite.	26	14	5	3	1	49	83.3%	16.7%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	24	9	9	6		48	68.8%	31.3%
7) In my school/worksite, I am treated as a professional.	20	20	4	5		49	81.6%	18.4%
8) There is good teamwork among staff in my school/worksite.	21	16	5	6	1	49	77.1%	22.9%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	18	9	8	7	7	49	64.3%	35.7%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	20	9	13	5	2	49	61.7%	38.3%
11) My work performance is evaluated fairly.	21	16	4	4	4	49	82.2%	17.8%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	20	7	16	5	1	49	56.3%	43.8%
13) I am provided adequate work and storage space to prepare for and do my job.	21	16	6	4	2	49	78.7%	21.3%
14) My administrators/supervisors respect the negotiated contracts.	24	21	3		1	49	93.8%	6.3%
15) My planning time is respected by my school administrations/supervisors.	19	17	5		8	49	87.8%	12.2%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	20	13	7	3	6	49	76.7%	23.3%
17) In my school, student misbehavior interferes with learning.	19	12	10	2	6	49	72.1%	27.9%

2025-2026 HCEA Job Satisfaction Survey

Patapsco MS

18) Too much instructional time is spent administering assessments.	13	11	15	2	8	49	58.5%	41.5%
19) HCPSS professional development experiences are meaningful and worthwhile.	13	3	17	12	4	49	35.6%	64.4%
20) Increased workload has contributed to a decline in my morale.	13	15	16	1	4	49	62.2%	37.8%
21) I am paid fairly.	23	3	14	8		48	54.2%	45.8%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	27	3	7	10	1	48	63.8%	36.2%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	15	3	14	15	1	48	38.3%	61.7%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	28	7	5	5	3	48	77.8%	22.2%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	23	9	10	4	2	48	69.6%	30.4%
26) In my position, I receive appropriate and adequate support and training.	20	15	10	3		48	72.9%	27.1%
27) During this current school year, I have experienced harassing behavior from colleagues.	4	3	15	26		48	14.6%	85.4%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	3	6	12	26	1	48	19.1%	80.9%
29) During this current school year, I have experienced harassing behavior from parents.	8	4	13	21	1	47	26.1%	73.9%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	5	3	16	9	13	46	24.2%	75.8%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	19	10	4	1	14	48	85.3%	14.7%
32) In my school/worksite, I spend too much time in meetings.	12	3	26	2	5	48	34.9%	65.1%
33) In my school, there is adequate support for special education students.	10	6	17	9	5	47	38.1%	61.9%