

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	38	8	17	4		67	68.7%	31.3%
2) There is an atmosphere of open communication and trust in my school/worksite.	38	9	16	4		67	70.1%	29.9%
3) I personally feel successful in my work.	34	22	7	4		67	83.6%	16.4%
4) I feel involved in decision-making at my school/worksite.	25	5	28	7	2	67	46.2%	53.8%
5) I want to be involved in decision-making at my school/worksite.	33	20	9	1	4	67	84.1%	15.9%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	33	14	17	3		67	70.1%	29.9%
7) In my school/worksite, I am treated as a professional.	32	24	7	3	1	67	84.8%	15.2%
8) There is good teamwork among staff in my school/worksite.	26	35	2	3	1	67	92.4%	7.6%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	29	9	22	4	3	67	59.4%	40.6%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	25	9	20	13		67	50.7%	49.3%
11) My work performance is evaluated fairly.	32	27	4	1	3	67	92.2%	7.8%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	25	10	17	13	2	67	53.8%	46.2%
13) I am provided adequate work and storage space to prepare for and do my job.	32	16	13	6		67	71.6%	28.4%
14) My administrators/supervisors respect the negotiated contracts.	35	24	4	3	1	67	89.4%	10.6%
15) My planning time is respected by my school administrations/supervisors.	26	18	6	3	14	67	83.0%	17.0%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	33	7	15	8	4	67	63.5%	36.5%
17) In my school, student misbehavior interferes with learning.	18	32	9	1	7	67	83.3%	16.7%

2025-2026 HCEA Job Satisfaction Survey

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18) Too much instructional time is spent administering assessments.	15	31	10	2	9	67	79.3%	20.7%
19) HCPSS professional development experiences are meaningful and worthwhile.	23	5	23	16		67	41.8%	58.2%
20) Increased workload has contributed to a decline in my morale.	24	25	10	3	4	66	79.0%	21.0%
21) I am paid fairly.	25	3	20	17	1	66	43.1%	56.9%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	32	5	16	12		65	56.9%	43.1%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	27	3	21	14		65	46.2%	53.8%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	35	23	5	3	1	67	87.9%	12.1%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	40	7	13	5	2	67	72.3%	27.7%
26) In my position, I receive appropriate and adequate support and training.	30	18	15	3		66	72.7%	27.3%
27) During this current school year, I have experienced harassing behavior from colleagues.	6	4	21	35		66	15.2%	84.8%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	4	4	23	36		67	11.9%	88.1%
29) During this current school year, I have experienced harassing behavior from parents.	12	1	25	25	2	65	20.6%	79.4%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	13	6	22	5	21	67	41.3%	58.7%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	31	6	7	5	16	65	75.5%	24.5%
32) In my school/worksite, I spend too much time in meetings.	18	10	26	3	10	67	49.1%	50.9%
33) In my school, there is adequate support for special education students.	9	2	17	36	3	67	17.2%	82.8%