

Pointers Run ES

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	26	12	12	2	1	53	73.1%	26.9%
2) There is an atmosphere of open communication and trust in my school/worksite.	25	15	11	2		53	75.5%	24.5%
3) I personally feel successful in my work.	24	24	4	1		53	90.6%	9.4%
4) I feel involved in decision-making at my school/worksite.	20	9	17	6	1	53	55.8%	44.2%
5) I want to be involved in decision-making at my school/worksite.	18	25	5	2	3	53	86.0%	14.0%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	16	16	11	7	3	53	64.0%	36.0%
7) In my school/worksite, I am treated as a professional.	20	22	8	1	2	53	82.4%	17.6%
8) There is good teamwork among staff in my school/worksite.	25	22	2	2	1	52	92.2%	7.8%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	29	14	3	2	5	53	89.6%	10.4%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	22	19	11		1	53	78.8%	21.2%
11) My work performance is evaluated fairly.	24	25	3		1	53	94.2%	5.8%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	24	9	18	1	1	53	63.5%	36.5%
13) I am provided adequate work and storage space to prepare for and do my job.	29	18	6			53	88.7%	11.3%
14) My administrators/supervisors respect the negotiated contracts.	18	27	2	3	3	53	90.0%	10.0%
15) My planning time is respected by my school administrations/supervisors.	28	10	6	1	7	52	84.4%	15.6%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	23	13	7	4	5	52	76.6%	23.4%
17) In my school, student misbehavior interferes with learning.	23	10	13	2	4	52	68.8%	31.3%

2025-2026 HCEA Job Satisfaction Survey

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18) Too much instructional time is spent administering assessments.	15	15	12		10	52	71.4%	28.6%
19) HCPSS professional development experiences are meaningful and worthwhile.	16	3	19	13	1	52	37.3%	62.7%
20) Increased workload has contributed to a decline in my morale.	21	17	9		5	52	80.9%	19.1%
21) I am paid fairly.	19	5	18	10		52	46.2%	53.8%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	30	6	10	5	1	52	70.6%	29.4%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	20	3	21	6	1	51	46.0%	54.0%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	26	21	1	2	2	52	94.0%	6.0%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	26	5	13	2	6	52	67.4%	32.6%
26) In my position, I receive appropriate and adequate support and training.	27	11	11	3		52	73.1%	26.9%
27) During this current school year, I have experienced harassing behavior from colleagues.	1	1	14	34	2	52	4.0%	96.0%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	1	11	37	2	52	4.0%	96.0%
29) During this current school year, I have experienced harassing behavior from parents.	8	4	15	22	3	52	24.5%	75.5%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	11	3	21	4	12	51	35.9%	64.1%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	21	5	9	2	14	51	70.3%	29.7%
32) In my school/worksite, I spend too much time in meetings.	17	13	9	3	9	51	71.4%	28.6%
33) In my school, there is adequate support for special education students.	13	4	20	13	1	51	34.0%	66.0%