

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	25	31	5	3		64	87.5%	12.5%
2) There is an atmosphere of open communication and trust in my school/worksite.	27	31	4	2		64	90.6%	9.4%
3) I personally feel successful in my work.	21	38	2	3		64	92.2%	7.8%
4) I feel involved in decision-making at my school/worksite.	34	16	11	3		64	78.1%	21.9%
5) I want to be involved in decision-making at my school/worksite.	33	15	13	1	2	64	77.4%	22.6%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	26	31	3	4		64	89.1%	10.9%
7) In my school/worksite, I am treated as a professional.	25	35	1	2		63	95.2%	4.8%
8) There is good teamwork among staff in my school/worksite.	26	27	9	1		63	84.1%	15.9%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	34	22	4		3	63	93.3%	6.7%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	26	33	3	1		63	93.7%	6.3%
11) My work performance is evaluated fairly.	25	32	6			63	90.5%	9.5%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	23	12	14	11	3	63	58.3%	41.7%
13) I am provided adequate work and storage space to prepare for and do my job.	26	34	2	1		63	95.2%	4.8%
14) My administrators/supervisors respect the negotiated contracts.	19	42	1		1	63	98.4%	1.6%
15) My planning time is respected by my school administrations/supervisors.	17	34	5		7	63	91.1%	8.9%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	27	28	4		4	63	93.2%	6.8%
17) In my school, student misbehavior interferes with learning.	13	3	30	16	1	63	25.8%	74.2%

2025-2026 HCEA Job Satisfaction Survey

River Hill HS

18) Too much instructional time is spent administering assessments.	31	12	12	4	3	62	72.9%	27.1%
19) HCPSS professional development experiences are meaningful and worthwhile.	11		19	31	1	62	18.0%	82.0%
20) Increased workload has contributed to a decline in my morale.	24	17	15	2	4	62	70.7%	29.3%
21) I am paid fairly.	21	3	24	12	2	62	40.0%	60.0%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	29	4	23	6		62	53.2%	46.8%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	15	1	32	14		62	25.8%	74.2%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	30	8	22	1	1	62	62.3%	37.7%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	30	10	17	2	3	62	67.8%	32.2%
26) In my position, I receive appropriate and adequate support and training.	36	8	12	6		62	71.0%	29.0%
27) During this current school year, I have experienced harassing behavior from colleagues.	3		17	42		62	4.8%	95.2%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.		1	16	44	1	62	1.6%	98.4%
29) During this current school year, I have experienced harassing behavior from parents.	4	3	18	36	1	62	11.5%	88.5%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	10	2	31	9	10	62	23.1%	76.9%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	32	9	11	1	9	62	77.4%	22.6%
32) In my school/worksite, I spend too much time in meetings.	6	12	36	6	2	62	30.0%	70.0%
33) In my school, there is adequate support for special education students.	29	6	18	5	3	61	60.3%	39.7%