

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	26	9	14	3		52	67.3%	32.7%
2) There is an atmosphere of open communication and trust in my school/worksite.	27	6	13	6		52	63.5%	36.5%
3) I personally feel successful in my work.	29	11	7	4	1	52	78.4%	21.6%
4) I feel involved in decision-making at my school/worksite.	17	9	18	5	3	52	53.1%	46.9%
5) I want to be involved in decision-making at my school/worksite.	30	14	5	1	2	52	88.0%	12.0%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	23	7	11	8	2	51	61.2%	38.8%
7) In my school/worksite, I am treated as a professional.	27	16	5	2	1	51	86.0%	14.0%
8) There is good teamwork among staff in my school/worksite.	19	15	14	3		51	66.7%	33.3%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	26	8	4	5	8	51	79.1%	20.9%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	26	9	10	4	1	50	71.4%	28.6%
11) My work performance is evaluated fairly.	22	17	3	2	5	49	88.6%	11.4%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	19	10	12	6	1	48	61.7%	38.3%
13) I am provided adequate work and storage space to prepare for and do my job.	25	10	8	4	2	49	74.5%	25.5%
14) My administrators/supervisors respect the negotiated contracts.	21	20	4	3	1	49	85.4%	14.6%
15) My planning time is respected by my school administrations/supervisors.	14	16	6	4	9	49	75.0%	25.0%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	24	11	4	4	6	49	81.4%	18.6%
17) In my school, student misbehavior interferes with learning.	13	9	18	4	4	48	50.0%	50.0%

2025-2026 HCEA Job Satisfaction Survey

Rockburn ES

18) Too much instructional time is spent administering assessments.	7	15	11	3	11	47	61.1%	38.9%
19) HCPSS professional development experiences are meaningful and worthwhile.	15	1	14	19		49	32.7%	67.3%
20) Increased workload has contributed to a decline in my morale.	13	16	13	2	4	48	65.9%	34.1%
21) I am paid fairly.	16	4	20	6	1	47	43.5%	56.5%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	28	7	8	3	1	47	76.1%	23.9%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	15	4	20	9	1	49	39.6%	60.4%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	23	17	2	4	3	49	87.0%	13.0%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	21	4	14	4	4	47	58.1%	41.9%
26) In my position, I receive appropriate and adequate support and training.	26	8	10	4		48	70.8%	29.2%
27) During this current school year, I have experienced harassing behavior from colleagues.	2	3	19	23		47	10.6%	89.4%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	4	4	15	24		47	17.0%	83.0%
29) During this current school year, I have experienced harassing behavior from parents.	3	4	15	25		47	14.9%	85.1%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	10	3	14	4	16	47	41.9%	58.1%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	15	6	5	3	18	47	72.4%	27.6%
32) In my school/worksite, I spend too much time in meetings.	9	5	21	5	6	46	35.0%	65.0%
33) In my school, there is adequate support for special education students.	7	2	12	23	2	46	20.5%	79.5%