

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	19	12	13	5		49	63.3%	36.7%
2) There is an atmosphere of open communication and trust in my school/worksite.	24	7	13	5		49	63.3%	36.7%
3) I personally feel successful in my work.	24	12	10	2	1	49	75.0%	25.0%
4) I feel involved in decision-making at my school/worksite.	17	7	14	8	3	49	52.2%	47.8%
5) I want to be involved in decision-making at my school/worksite.	26	17	2	2	2	49	91.5%	8.5%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	23	10	9	6	1	49	68.8%	31.3%
7) In my school/worksite, I am treated as a professional.	23	12	9	4	1	49	72.9%	27.1%
8) There is good teamwork among staff in my school/worksite.	28	17	2		2	49	95.7%	4.3%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	22	9	5	9	4	49	68.9%	31.1%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	12	7	16	14		49	38.8%	61.2%
11) My work performance is evaluated fairly.	27	14	3	2	3	49	89.1%	10.9%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	17	6	10	14	2	49	48.9%	51.1%
13) I am provided adequate work and storage space to prepare for and do my job.	20	13	12	4		49	67.3%	32.7%
14) My administrators/supervisors respect the negotiated contracts.	25	17	1	3	3	49	91.3%	8.7%
15) My planning time is respected by my school administrations/supervisors.	19	14	4	6	6	49	76.7%	23.3%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	22	9	11	4	3	49	67.4%	32.6%
17) In my school, student misbehavior interferes with learning.	23	15	6	4	1	49	79.2%	20.8%

**2025-2026 HCEA Job Satisfaction Survey**

**St John's Lane ES**

18) Too much instructional time is spent administering assessments.	21	12	9	2	5	49	75.0%	25.0%
19) HCPSS professional development experiences are meaningful and worthwhile.	10	2	16	20	1	49	25.0%	75.0%
20) Increased workload has contributed to a decline in my morale.	13	20	12	1	3	49	71.7%	28.3%
21) I am paid fairly.	15		17	17		49	30.6%	69.4%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	23	4	18	3	1	49	56.3%	43.8%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	11	3	21	13	1	49	29.2%	70.8%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	28	9	6	5	1	49	77.1%	22.9%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	26	4	14	4	1	49	62.5%	37.5%
26) In my position, I receive appropriate and adequate support and training.	30	4	9	6		49	69.4%	30.6%
27) During this current school year, I have experienced harassing behavior from colleagues.	3	1	17	27	1	49	8.3%	91.7%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	5	2	15	27		49	14.3%	85.7%
29) During this current school year, I have experienced harassing behavior from parents.	5	3	19	20	2	49	17.0%	83.0%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	11	3	16	7	12	49	37.8%	62.2%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	29	4	2	3	11	49	86.8%	13.2%
32) In my school/worksite, I spend too much time in meetings.	14	10	19	3	3	49	52.2%	47.8%
33) In my school, there is adequate support for special education students.	4	3	13	28	1	49	14.6%	85.4%