

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	21	13	25	22		81	42.0%	58.0%
2) There is an atmosphere of open communication and trust in my school/worksite.	35	12	25	8		80	58.8%	41.3%
3) I personally feel successful in my work.	38	28	14		1	81	82.5%	17.5%
4) I feel involved in decision-making at my school/worksite.	37	12	25	7		81	60.5%	39.5%
5) I want to be involved in decision-making at my school/worksite.	42	27	8	1	3	81	88.5%	11.5%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	49	17	9	6		81	81.5%	18.5%
7) In my school/worksite, I am treated as a professional.	40	26	8	4	3	81	84.6%	15.4%
8) There is good teamwork among staff in my school/worksite.	35	24	19	1	2	81	74.7%	25.3%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	36	10	20	8	7	81	62.2%	37.8%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	16	15	22	27	1	81	38.8%	61.3%
11) My work performance is evaluated fairly.	44	30	4		2	80	94.9%	5.1%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	31	18	13	17	2	81	62.0%	38.0%
13) I am provided adequate work and storage space to prepare for and do my job.	30	30	12	5	3	80	77.9%	22.1%
14) My administrators/supervisors respect the negotiated contracts.	47	28	2	2	2	81	94.9%	5.1%
15) My planning time is respected by my school administrations/supervisors.	29	21	11	6	13	80	74.6%	25.4%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	25	10	24	12	9	80	49.3%	50.7%
17) In my school, student misbehavior interferes with learning.	10	47	5	5	13	80	85.1%	14.9%

2025-2026 HCEA Job Satisfaction Survey

Veterans ES

18) Too much instructional time is spent administering assessments.	23	14	21	5	17	80	58.7%	41.3%
19) HCPSS professional development experiences are meaningful and worthwhile.	26	5	22	27		80	38.8%	61.3%
20) Increased workload has contributed to a decline in my morale.	19	28	20	5	8	80	65.3%	34.7%
21) I am paid fairly.	22	8	24	26		80	37.5%	62.5%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	37	6	20	13	4	80	56.6%	43.4%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	23	6	26	22	3	80	37.7%	62.3%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	38	20	12	7	3	80	75.3%	24.7%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	47	6	15	3	7	78	74.6%	25.4%
26) In my position, I receive appropriate and adequate support and training.	38	12	21	7	2	80	64.1%	35.9%
27) During this current school year, I have experienced harassing behavior from colleagues.	8	4	20	45	3	80	15.6%	84.4%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	3	1	21	55		80	5.0%	95.0%
29) During this current school year, I have experienced harassing behavior from parents.	6	7	25	40	2	80	16.7%	83.3%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	13	4	30	9	23	79	30.4%	69.6%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	38	14	7		20	79	88.1%	11.9%
32) In my school/worksite, I spend too much time in meetings.	23	22	16	5	13	79	68.2%	31.8%
33) In my school, there is adequate support for special education students.	4	2	15	54	4	79	8.0%	92.0%