

2025-2026 HCEA Job Satisfaction Survey
Hammond HS

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	19	6	37	29		91	27.5%	72.5%
2) There is an atmosphere of open communication and trust in my school/worksite.	20	7	35	28	1	91	30.0%	70.0%
3) I personally feel successful in my work.	41	33	12	5		91	81.3%	18.7%
4) I feel involved in decision-making at my school/worksite.	26	8	36	18	3	91	38.6%	61.4%
5) I want to be involved in decision-making at my school/worksite.	47	31	6	2	4	90	90.7%	9.3%
7) In my school/worksite, I am treated as a professional.	43	23	17	7		90	73.3%	26.7%
8) There is good teamwork among staff in my school/worksite.	41	19	22	7	1	90	67.4%	32.6%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	42	31	12	3	2	90	83.0%	17.0%
11) My work performance is evaluated fairly.	38	34	9	7	2	90	81.8%	18.2%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	17	17	30	20	6	90	40.5%	59.5%
13) I am provided adequate work and storage space to prepare for and do my job.	42	41	2	1	4	90	96.5%	3.5%
14) My administrators/supervisors respect the negotiated contracts.	41	21	18	5	5	90	72.9%	27.1%
15) My planning time is respected by my school administrations/supervisors.	37	18	13	7	15	90	73.3%	26.7%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	19	10	32	22	7	90	34.9%	65.1%
17) In my school, student misbehavior interferes with learning.	35	25	16	8	6	90	71.4%	28.6%
18) Too much instructional time is spent administering assessments.	23	13	36	2	16	90	48.6%	51.4%
19) HCPSS professional development experiences are meaningful and worthwhile.	11	7	36	30	6	90	21.4%	78.6%
20) Increased workload has contributed to a decline in my morale.	33	29	15	5	8	90	75.6%	24.4%

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21) I am paid fairly.	28	7	28	26	1	90	39.3%	60.7%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	44	17	19	6	4	90	70.9%	29.1%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	31	1	35	21	2	90	36.4%	63.6%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	51	27	7	3	1	89	88.6%	11.4%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	42	17	22	8	1	90	66.3%	33.7%
26) In my position, I receive appropriate and adequate support and training.	42	21	19	8		90	70.0%	30.0%
27) During this current school year, I have experienced harassing behavior from colleagues.	12	4	27	42	5	90	18.8%	81.2%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	10	5	34	36	5	90	17.6%	82.4%
29) During this current school year, I have experienced harassing behavior from parents.	14	4	35	30	6	89	21.7%	78.3%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	21	11	27	5	25	89	50.0%	50.0%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	40	8	14	10	17	89	66.7%	33.3%
32) In my school/worksite, I spend too much time in meetings.	25	12	40	3	9	89	46.3%	53.8%
33) In my school, there is adequate support for special education students.	24	11	32	20	2	89	40.2%	59.8%