

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	16	9	6	1		32	78.1%	21.9%
2) There is an atmosphere of open communication and trust in my school/worksite.	14	13	4	1		32	84.4%	15.6%
3) I personally feel successful in my work.	10	18	4			32	87.5%	12.5%
4) I feel involved in decision-making at my school/worksite.	11	10	5	4	2	32	70.0%	30.0%
5) I want to be involved in decision-making at my school/worksite.	15	14	1	1	1	32	93.5%	6.5%
7) In my school/worksite, I am treated as a professional.	11	18	3			32	90.6%	9.4%
8) There is good teamwork among staff in my school/worksite.	13	16	3			32	90.6%	9.4%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	13	12	5	2		32	78.1%	21.9%
11) My work performance is evaluated fairly.	11	20	1			32	96.9%	3.1%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	9	12	6	3	2	32	70.0%	30.0%
13) I am provided adequate work and storage space to prepare for and do my job.	14	14	4			32	87.5%	12.5%
14) My administrators/supervisors respect the negotiated contracts.	8	23			1	32	100.0%	0.0%
15) My planning time is respected by my school administrations/supervisors.	8	16	1		7	32	96.0%	4.0%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	11	16	2		3	32	93.1%	6.9%
17) In my school, student misbehavior interferes with learning.	12	13	6	1		32	78.1%	21.9%
18) Too much instructional time is spent administering assessments.	12	7	8	1	4	32	67.9%	32.1%

2025-2026 HCEA Job Satisfaction Survey

Stevens Forest ES

19) HCPSS professional development experiences are meaningful and worthwhile.	9	1	14	8		32	31.3%	68.8%
20) Increased workload has contributed to a decline in my morale.	9	10	10	1	2	32	63.3%	36.7%
21) I am paid fairly.	10	2	10	10		32	37.5%	62.5%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	15	5	8	3	1	32	64.5%	35.5%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	5	1	10	14	2	32	20.0%	80.0%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	16	12	4			32	87.5%	12.5%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	13	8	6	2	3	32	72.4%	27.6%
26) In my position, I receive appropriate and adequate support and training.	16	10	6			32	81.3%	18.8%
27) During this current school year, I have experienced harassing behavior from colleagues.	3	3	11	15		32	18.8%	81.3%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.			15	17		32	0.0%	100.0%
29) During this current school year, I have experienced harassing behavior from parents.	3	4	12	13		32	21.9%	78.1%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	6	1	11	3	11	32	33.3%	66.7%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	13	9	1		9	32	95.7%	4.3%
32) In my school/worksite, I spend too much time in meetings.	10	2	14	4	2	32	40.0%	60.0%
33) In my school, there is adequate support for special education students.	4	2	7	19		32	18.8%	81.3%