

## 2025-26 Job Satisfaction Survey

Questions	Strongly agree	Agree	Disagree	Strongly Disagree	Not Applicable	Total
Overall, morale at my school/worksite is positive.	435	1441	537	228	11	2652
	16.5%	54.5%	20.3%	8.6%		
There is an atmosphere of open communication and trust in my school/worksite.	493	1330	580	238	7	2648
	18.7%	50.4%	22.0%	9.0%		
I personally feel successful in my work.	721	1547	284	84	8	2644
	27.4%	58.7%	10.8%	3.2%		
I feel involved in decision-making at my school/worksite.	378	1129	741	324	78	2650
	14.7%	43.9%	28.8%	12.6%		
In my school/worksite, I can speak openly about important issues without fear of repercussions.	597	1222	534	265	35	2653
	22.8%	46.7%	20.4%	10.1%		
My supervisors/administrators are open to suggestions and constructive feedback.	664	1260	453	225	42	2644
	25.5%	48.4%	17.4%	8.6%		
Our school's Faculty Advisory Council is an effective way of addressing staff concerns.	412	1256	509	238	229	2644
	17.1%	52.0%	21.1%	9.9%		
In my school/worksite, I am treated as a professional.	932	1365	270	79	7	2653
	35.2%	51.6%	10.2%	3.0%		
Overall at my school/worksite, the teams that I am part of work effectively and efficiently.	841	1406	282	99	20	2648
	32.0%	53.5%	10.7%	3.8%		
Non-instructional duties are assigned on a fair and equitable basis in my school/worksite.	567	1386	401	122	166	2642
	22.9%	56.0%	16.2%	4.9%		
My work environment is clean and healthy.	539	1290	581	232	10	2652
	20.4%	48.8%	22.0%	8.8%		
I feel physically safe at my worksite.	1009	1376	191	65	10	2651
	38.2%	52.1%	7.2%	2.5%		
My work performance is evaluated fairly.	942	1367	238	59	44	2650
	36.1%	52.5%	9.1%	2.3%		
I am provided actionable feedback after observations and walkthroughs that help me improve as an educator.	802	1336	289	76	137	2640
	32.0%	53.4%	11.5%	3.0%		
I am provided adequate time during the workday to plan, prepare for, and do my job.	422	1047	726	433	22	2650
	16.1%	39.8%	27.6%	16.5%		

I am provided adequate work space (e.g. whiteboard space, desk, etc) to do my job.	1024	1314	214	84	20	2656
	38.8%	49.8%	8.1%	3.2%		
I am provided adequate office/classroom space to secure my personal items and confidential documents.	958	1342	226	100	30	2656
	36.5%	51.1%	8.6%	3.8%		
My administrators/supervisors respect the negotiated contract.	994	1393	180	41	39	2647
	38.1%	53.4%	6.9%	1.6%		
My planning time is respected by leadership (e.g. administration, department chairs, support staff, etc).	727	1295	395	121	109	2647
	28.6%	51.0%	15.6%	4.8%		
In my school/worksite, administrators/supervisors support me in my enforcement of rules and consequences.	636	1343	378	169	122	2648
	25.2%	53.2%	15.0%	6.7%		
In my school/worksite, administrators/supervisors consistently enforce the Student Code of Conduct.	549	1274	535	182	101	2641
	21.6%	50.2%	21.1%	7.2%		
In my school, student behavior is well-managed in order to avoid disruptions to the learning environment.	316	1205	699	345	77	2642
	12.3%	47.0%	27.3%	13.5%		
An appropriate amount of instructional time is spent administering assessments.	266	1304	525	204	331	2630
	11.6%	56.7%	22.8%	8.9%		
AACPS professional development experiences offered at the county-level are meaningful and worthwhile.	193	1116	822	408	102	2641
	7.6%	44.0%	32.4%	16.1%		
AACPS professional development experiences at my school are meaningful and worthwhile.	189	1177	859	341	74	2640
	7.4%	45.9%	33.5%	13.3%		
My workload is manageable.	236	1267	758	376	5	2642
	8.9%	48.0%	28.7%	14.3%		
I have confidence in the leadership at my worksite.	748	1314	370	186	24	2642
	28.6%	50.2%	14.1%	7.1%		
I have confidence in the leadership exhibited by the AACPS superintendent.	462	1517	390	136	118	2623
	18.4%	60.6%	15.6%	5.4%		

I have confidence in the leadership exhibited by Anne Arundel County Board of Education.	170	1262	733	249	185	2599
	7.0%	52.3%	30.4%	10.3%		
I have confidence in the leadership exhibited by the Teachers Association of Anne Arundel County (TAAAC).	531	1630	285	65	112	2623
	21.1%	64.9%	11.4%	2.6%		
I feel that AACPS offers me the possibility of advancing professionally in the field of education.	441	1495	436	128	138	2638
	17.6%	59.8%	17.4%	5.1%		
In my position, I receive appropriate and adequate support and training to improve my professional knowledge and skills.	516	1559	419	107	43	2644
	19.8%	59.9%	16.1%	4.1%		
In my school/worksite, there is adequate training and support to handle challenging student	229	1112	896	316	77	2630
	9.0%	43.6%	35.1%	12.4%		
At my school/worksite, students interact with me respectfully.	658	1605	256	69	49	2637
	25.4%	62.0%	9.9%	2.7%		
At my school/worksite, colleagues interact with me respectfully.	997	1334	64	23	219	2637
	41.2%	55.2%	2.6%	1.0%		
At my school/worksite, administrators/supervisors interact with me respectfully.	1084	1364	143	44	9	2644
	41.1%	51.8%	5.4%	1.7%		
At my school/worksite, parents/guardians interact with me respectfully.	615	1765	182	30	54	2646
	23.7%	68.1%	7.0%	1.2%		
In my school/worksite, I spend an appropriate amount of time in meetings that are relevant to my role.	278	1004	554	147	668	2651
	14.0%	50.6%	27.9%	7.4%		
At my school/worksite, when I have personal planning time, I am able to do self-directed work rather than non-instructional/administrative tasks.	458	1459	457	155	109	2638
	18.1%	57.7%	18.1%	6.1%		