

2024-2025 HCEA Job Satisfaction Survey Trend Report

Guilford Park HS	23-24	24-25	24-25 Overall- HS	24-25 Overall- All
Overall, morale at my school/worksite is good.	100.0%	85.2%	68.0%	70.8%
There is an atmosphere of open communication and trust in my school/worksite.	98.0%	91.8%	68.8%	72.1%
I personally feel successful in my work.	92.2%	90.2%	88.6%	86.6%
I feel involved in decision-making at my school/worksite.	82.6%	82.8%	56.6%	62.7%
I want to be involved in decision-making at my school/worksite.	91.7%	93.1%	86.4%	89.0%
In my school/worksite, I can speak openly about important issues without fear of repercussions	92.0%	88.5%	73.8%	75.5%
In my school/worksite, I am treated as a professional	96.0%	95.1%	85.9%	88.4%
There is good teamwork among staff in my school/worksite.	95.9%	91.7%	80.2%	82.6%
Non-instructional duties are assigned on an equitable basis in my school/worksite	95.6%	98.2%	81.0%	77.5%
My working environment (i.e. safety, cleanliness) is conducive to success	96.0%	88.5%	67.1%	71.8%
My work performance is evaluated fairly.	97.9%	98.3%	88.3%	90.0%
I am provided adequate time during the workday to plan, prepare for and do my job.	74.5%	57.4%	50.0%	55.2%
I am provided adequate work and storage space to prepare for and do my job.	94.0%	100.0%	89.0%	84.5%
My administrators/supervisors respect the negotiated contracts	96.1%	96.7%	92.1%	93.4%
My planning time is respected by my school administrators/supervisors	93.0%	94.1%	87.2%	87.5%
In my school, administrators/supervisors support me in enforcing discipline	87.8%	77.4%	58.4%	72.2%
In my school, student misbehavior interferes with learning.	57.4%	72.4%	67.2%	71.4%
Too much instructional time is spent administering assessments.	31.0%	35.7%	56.7%	64.5%
HCPSS professional development experiences are meaningful and worthwhile	58.7%	53.4%	30.6%	41.3%
Increased workload has contributed to a decline in my morale.	51.1%	58.9%	69.5%	68.4%
I am paid fairly.	47.1%	39.3%	36.7%	37.1%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	45.7%	85.7%	76.2%	80.0%
I have confidence in the leadership exhibited by the Howard County Board of Education.	23.8%	47.4%	35.7%	42.1%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	95.9%	93.3%	86.8%	88.8%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	85.1%	80.4%	71.4%	76.2%
In my position, I receive appropriate and adequate support and training	82.0%	76.7%	68.5%	72.4%
In the last 12 months, I have experienced harassing behavior from colleagues	0.0%	0.0%	8.9%	9.5%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2.0%	0.0%	6.0%	5.6%
In the last 12 months, I have experienced harassing behavior from parents	10.4%	15.5%	24.0%	20.4%
At my school I spend most of my PIP time on non-instructional activities.	22.9%	42.2%	37.3%	31.5%
At my school our administrator includes time during PIP for teacher-initiated collaboration.	71.1%	47.8%	61.1%	75.8%
In my school, I spend too much time in meetings.	6.3%	19.0%	34.9%	40.1%
In my school, there is adequate support for special education students.	59.5%	56.6%	49.8%	30.6%
Participants	51 out of 88	61 out of 118		
Principal	Marcy Leonard	Michael Brown		