

2025-2026 HCEA Job Satisfaction Survey Trend Report

Atholton Elementary School	14-15	15-16	16-17	17-18	18-19	19-20	21-22	22-23	23-24	24-25	25-26	25-26 OVERALL- ES	25-26 OVERALL- ALL
Overall, morale at my school/worksite is good.	97.1%	96.8%	6.7%	48.5%	19.4%	48.9%	57.6%	74.4%	68.3%	50.0%	40.4%	65.1%	68.6%
There is an atmosphere of open communication and trust in my school/worksite.	94.1%	93.5%	16.7%	42.4%	14.3%	48.9%	69.7%	62.8%	68.3%	60.5%	42.6%	42.6%	70.0%
I personally feel successful in my work.	97.1%	90.0%	60.0%	81.8%	72.2%	76.6%	78.8%	88.4%	88.1%	93.2%	87.2%	87.2%	85.9%
I feel involved in decision-making at my school/worksite.	73.5%	87.1%	23.3%	39.4%	30.6%	61.7%	67.7%	58.1%	52.5%	57.5%	42.6%	62.8%	62.7%
I want to be involved in decision-making at my school/worksite.	90.9%	93.3%	90.0%	93.9%	94.4%	89.3%	90.0%	90.7%	86.8%	93.0%	95.6%	88.5%	87.9%
In my school/worksite, I can speak openly about important issues without fear of repercussions	91.2%	90.3%	30.0%	39.4%	25.0%	61.7%	74.2%	78.6%	68.3%	68.2%	61.7%	72.5%	73.8%
In my school/worksite, I am treated as a professional	96.9%	100.0%	50.0%	75.8%	63.9%	85.1%	90.6%	92.9%	85.0%	84.1%	83.0%	84.9%	85.5%
There is good teamwork among staff in my school/worksite.	100.0%	96.8%	82.8%	84.4%	83.3%	74.4%	87.5%	83.7%	85.7%	84.1%	82.6%	82.7%	83.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	82.4%	88.9%	67.9%	72.4%	66.7%	63.8%	86.7%	84.6%	67.6%	75.6%	56.1%	74.9%	77.0%
My working environment (i.e. safety, cleanliness) is conducive to success	88.2%	93.5%	70.0%	78.8%	58.3%	68.0%	66.7%	74.4%	58.5%	56.8%	34.8%	67.6%	69.9%
My work performance is evaluated fairly.	94.1%	90.3%	75.9%	90.6%	83.3%	89.1%	100.0%	95.0%	82.5%	90.9%	100.0%	88.9%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	63.6%	64.5%	17.9%	48.5%	27.8%	42.5%	58.6%	60.0%	72.5%	52.3%	55.6%	58.9%	58.4%
I am provided adequate work and storage space to prepare for and do my job.	88.2%	96.8%	80.0%	87.9%	77.8%	70.2%	75.8%	73.8%	73.2%	65.9%	69.6%	79.8%	82.2%
My administrators/supervisors respect the negotiated contracts	100.0%	100.0%	80.0%	90.9%	86.1%	97.8%	96.7%	100.0%	97.5%	97.7%	86.4%	90.5%	91.2%
My planning time is respected by my school administrators/supervisors	100.0%	92.6%	62.1%	58.6%	44.4%	72.3%	92.3%	89.5%	92.1%	82.1%	83.3%	85.0%	86.4%
In my school, administrators/supervisors support me in enforcing discipline	93.9%	93.3%	38.5%	67.7%	44.4%	73.9%	96.3%	74.4%	61.8%	42.9%	52.4%	72.6%	71.9%
In my school, student misbehavior interferes with learning.	32.3%	14.3%	86.7%	64.5%	80.6%	76.6%	50.0%	63.4%	84.2%	82.9%	78.6%	75.8%	70.5%
Too much instructional time is spent administering assessments.	74.1%	80.0%	87.5%	66.7%	70.6%	31.9%	75.0%	55.9%	65.6%	65.6%	69.2%	72.4%	67.2%
HCPSS professional development experiences are meaningful and worthwhile	61.8%	55.6%	41.4%	54.5%	47.2%	38.3%	41.4%	50.0%	36.8%	45.5%	25.0%	38.4%	36.2%
Increased workload has contributed to a decline in my morale.	51.5%	51.9%	86.2%	69.7%	84.4%	76.0%	81.3%	78.6%	73.7%	82.5%	83.3%	70.0%	67.2%
I am paid fairly.	44.1%	48.4%	50.0%	60.6%	36.1%	51.0%	45.5%	33.3%	35.7%	23.3%	28.3%	43.2%	46.2%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	57.6%	40.0%	6.7%	100.0%	100.0%	57.4%	37.5%	69.8%	47.1%	73.2%	60.0%	66.3%	68.2%
I have confidence in the leadership exhibited by the Howard County Board of Education.	41.2%	30.0%	69.0%	90.3%	80.0%	32.6%	25.0%	51.2%	18.4%	32.6%	28.9%	40.3%	39.5%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	93.8%	93.3%	96.7%	100.0%	100.0%	73.3%	90.9%	92.9%	92.5%	86.0%	75.0%	82.4%	82.7%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	79.4%	82.1%	75.0%	77.4%	80.0%	74.4%	82.1%	82.5%	69.4%	69.8%	72.7%	75.8%	73.9%
In my position, I receive appropriate and adequate support and training	85.3%	83.9%	60.0%	81.8%	77.1%	59.5%	63.6%	67.4%	65.0%	75.0%	67.4%	70.9%	70.9%
In the last 12 months, I have experienced harassing behavior from colleagues	0.0%	0.0%	6.7%	6.5%	5.6%	2.1%	6.1%	11.9%	14.3%	9.1%	67.4%	15.4%	13.7%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	0.0%	3.4%	6.7%	6.3%	13.9%	10.6%	9.1%	4.8%	4.8%	0.0%	17.8%	8.5%	8.5%
In the last 12 months, I have experienced harassing behavior from parents	8.8%	6.9%	16.7%	12.9%	22.2%	17.3%	16.1%	18.6%	19.0%	18.2%	4.5%	16.5%	18.8%
At my school I spend most of my PIP time on non-instructional activities.					26.9%	21.7%	22.7%	21.2%	26.7%	23.5%	50.0%	38.6%	38.6%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					69.2%	68.1%	100.0%	77.4%	75.0%	80.6%	72.7%	80.5%	76.5%
In my school, I spend too much time in meetings.						57.4%	16.7%	35.0%	38.5%	41.5%	54.8%	50.3%	47.6%
In my school, there is adequate support for special education students.						13.0%	40.0%	51.2%	20.0%	18.2%	18.2%	18.8%	33.3%
Participants	34	31	30	33	36 out of 60	47 out of 59	33 of 55	43 of 62	41 of 64	44 of 67	47 of 63		
Principal	Denise Lancaster	Denise Lancaster	Shawna Holden	Shawna Holden	Shawna Holden	Shawna Holden	Shawna Holden	Shawna Holden	Robin Malcotti	Robin Malcotti	Robin Malcotti	Robin Malcotti	