

2025-2026 HCEA Job Satisfaction Survey Trend Report

Bellocs Spring ES	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.	88.9%	96.6%	93.8%	77.6%	89.4%	74.7%	20.0%	82.8%	64.9%	56.6%	76.1%	65.1%	68.6%
There is an atmosphere of open communication and trust in my school/worksite.	84.5%	89.8%	81.3%	81.6%	83.0%	63.6%	29.0%	90.8%	75.3%	69.7%	81.7%	42.6%	70.0%
I personally feel successful in my work.	86.1%	91.5%	85.7%	91.7%	91.5%	83.8%	71.3%	79.1%	75.0%	76.3%	87.1%	87.2%	85.9%
I feel involved in decision-making at my school/worksite.	65.2%	69.6%	62.5%	71.7%	72.3%	67.3%	27.8%	65.0%	52.2%	56.3%	69.6%	62.8%	62.7%
I want to be involved in decision-making at my school/worksite.	94.2%	86.4%	87.8%	84.4%	95.7%	82.6%	88.6%	93.6%	94.2%	87.1%	93.5%	88.5%	87.9%
In my school/worksite, I can speak openly about important issues without fear of repercussions	85.9%	81.0%	79.2%	87.8%	74.5%	66.6%	45.7%	90.6%	77.3%	84.2%	84.9%	72.5%	73.8%
In my school/worksite, I am treated as a professional	95.8%	96.6%	91.8%	98.0%	93.6%	91.9%	75.8%	90.7%	88.0%	89.5%	92.5%	84.9%	85.5%
There is good teamwork among staff in my school/worksite.	86.1%	91.4%	87.8%	93.6%	87.2%	83.8%	71.6%	90.8%	85.3%	85.5%	94.6%	82.7%	83.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	81.5%	82.4%	73.3%	83.3%	73.3%	71.7%	53.8%	85.1%	62.7%	68.1%	83.9%	74.9%	77.0%
My working environment (i.e. safety, cleanliness) is conducive to success	91.7%	94.9%	83.7%	75.5%	78.7%	77.7%	58.5%	83.5%	64.0%	66.7%	38.7%	67.6%	69.9%
My work performance is evaluated fairly.	83.1%	86.4%	85.4%	93.9%	93.5%	93.8%	83.7%	89.0%	85.3%	85.3%	96.7%	88.9%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	62.3%	62.1%	54.2%	75.5%	65.9%	64.2%	37.4%	39.5%	49.3%	46.5%	72.5%	58.9%	58.4%
I am provided adequate work and storage space to prepare for and do my job.	87.3%	84.5%	87.8%	81.3%	83.0%	86.8%	82.8%	78.3%	75.3%	79.7%	88.0%	79.8%	82.2%
My administrators/supervisors respect the negotiated contracts	98.6%	98.3%	100.0%	98.0%	97.9%	95.9%	83.7%	98.8%	88.9%	88.2%	95.6%	90.5%	91.2%
My planning time is respected by my school administrators/supervisors	94.8%	95.7%	88.4%	95.2%	90.2%	80.6%	79.2%	87.0%	88.3%	75.8%	81.3%	85.0%	86.4%
In my school, administrators/supervisors support me in enforcing discipline	86.6%	86.8%	84.4%	82.9%	94.9%	83.6%	62.0%	86.6%	61.8%	78.9%	86.4%	72.6%	71.9%
In my school, student misbehavior interferes with learning.	59.7%	50.9%	48.8%	60.0%	53.7%	64.6%	83.8%	89.6%	91.7%	86.7%	91.1%	75.8%	70.5%
Too much instructional time is spent administering assessments.	93.2%	88.5%	81.1%	68.4%	64.1%	56.1%	77.9%	66.7%	75.0%	72.1%	88.6%	72.4%	67.2%
HCPSS professional development experiences are meaningful and worthwhile	54.2%	51.7%	47.9%	69.4%	54.3%	55.5%	35.9%	38.5%	37.5%	31.6%	62.9%	38.4%	36.2%
Increased workload has contributed to a decline in my morale.	60.3%	64.9%	60.4%	47.9%	47.7%	66.6%	84.9%	73.2%	79.4%	77.5%	90.6%	70.0%	67.2%
I am paid fairly.	41.7%	33.9%	55.1%	65.3%	57.4%	44.4%	29.5%	39.1%	40.3%	32.0%	60.2%	43.2%	46.2%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	15.3%	19.6%	6.1%	97.9%	91.5%	64.2%	38.0%	64.3%	22.0%	77.5%	79.6%	66.3%	68.2%
I have confidence in the leadership exhibited by the Howard County Board of Education.	23.2%	23.2%	76.6%	91.7%	93.6%	46.9%	20.7%	49.4%	17.4%	33.8%	16.1%	40.3%	39.5%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	95.8%	100.0%	95.9%	97.9%	95.7%	93.8%	88.2%	92.8%	88.9%	88.2%	91.3%	82.4%	82.7%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	72.5%	78.2%	85.4%	85.4%	74.5%	65.6%	67.9%	60.5%	65.2%	74.3%	83.3%	75.8%	73.9%
In my position, I receive appropriate and adequate support and training	79.2%	81.4%	85.1%	87.5%	70.2%	74.7%	54.7%	58.3%	58.9%	65.8%	79.1%	70.9%	70.9%
In the last 12 months, I have experienced harassing behavior from colleagues	9.2%	7.0%	8.5%	6.8%	8.7%	17.1%	8.6%	9.6%	8.2%	11.1%	4.4%	15.4%	13.7%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	10.6%	3.5%	4.3%	4.5%	2.3%	4.0%	5.4%	1.2%	5.6%	5.6%	3.3%	8.5%	8.5%
In the last 12 months, I have experienced harassing behavior from parents	24.2%	17.9%	12.8%	28.3%	17.8%	7.1%	15.6%	24.4%	22.2%	23.3%	7.7%	16.5%	18.8%
At my school I spend most of my PIP time on non-instructional activities.					24.0%	20.2%	45.2%	32.1%	26.3%	41.1%	47.7%	38.6%	38.6%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					89.7%	57.7%	70.7%	83.9%	78.8%	78.0%	61.0%	80.5%	76.5%
In my school, I spend too much time in meetings.						18.1%	32.1%	36.4%	57.1%	72.2%	87.1%	50.3%	47.6%
In my school, there is adequate support for special education students.						8.0%	7.7%	17.3%	5.6%	16.0%	7.8%	18.8%	33.3%
Participants	72	59	49	49	48 out of 114	99 out of 116	95 out of 114	87 out of 127	77 out of 121	76 out of 125	93 out of 124		
Principal	Caroi Hahn	Caroi Hahn	Caroi Hahn	Caroi Hahn	Caroi Hahn	Caroi Hahn	Aricka Porter	Julie Schrueter	Julie Schrueter	Julie Schrueter	Julie Schrueter		