

2025-2026 HCEA Job Satisfaction Survey Trend Report

Bryant Woods 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.	60.5%	43.2%	33.3%	45.0%	88.2%	79.0%	75.7%	93.0%	100.0%	94.9%	42.0%	65.1%	68.6%
There is an atmosphere of open communication and trust in my school/worksite.	47.4%	32.4%	26.7%	37.5%	76.5%	81.4%	94.6%	89.5%	97.6%	100.0%	44.0%	42.6%	70.0%
I personally feel successful in my work.	81.6%	81.1%	80.0%	87.2%	94.1%	81.4%	89.2%	84.2%	97.6%	92.3%	92.0%	87.2%	85.9%
I feel involved in decision-making at my school/worksite.	43.2%	41.7%	33.3%	35.1%	75.0%	67.4%	75.0%	85.5%	90.5%	94.9%	69.4%	62.8%	62.7%
I want to be involved in decision-making at my school/worksite.	86.8%	85.3%	86.7%	79.5%	100.0%	90.7%	97.1%	94.5%	95.1%	94.6%	91.5%	88.5%	87.9%
In my school/worksite, I can speak openly about important issues without fear of repercussions	38.9%	29.7%	31.0%	40.0%	76.5%	66.6%	89.2%	85.5%	95.2%	94.9%	56.0%	72.5%	73.8%
In my school/worksite, I am treated as a professional	68.4%	73.0%	50.0%	60.0%	93.8%	97.6%	100.0%	96.5%	100.0%	100.0%	84.0%	84.9%	85.5%
There is good teamwork among staff in my school/worksite.	76.3%	80.6%	51.7%	66.7%	88.2%	85.7%	89.2%	89.5%	90.5%	100.0%	88.0%	82.7%	83.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	82.9%	74.3%	53.3%	65.0%	70.6%	62.7%	77.1%	75.9%	90.2%	86.5%	74.5%	74.9%	77.0%
My working environment (i.e. safety, cleanliness) is conducive to success	60.5%	62.2%	63.3%	71.8%	94.1%	72.0%	73.0%	75.0%	78.0%	89.7%	58.0%	67.6%	69.9%
My work performance is evaluated fairly.	73.7%	70.3%	76.0%	78.9%	88.2%	90.4%	100.0%	94.6%	97.6%	92.3%	83.3%	88.9%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	62.2%	59.5%	57.1%	51.4%	64.7%	46.5%	60.0%	63.6%	71.8%	64.9%	52.2%	58.9%	58.4%
I am provided adequate work and storage space to prepare for and do my job.	71.1%	73.0%	63.3%	71.1%	64.7%	62.7%	81.1%	75.4%	88.1%	89.7%	75.5%	79.8%	82.2%
My administrators/supervisors respect the negotiated contracts	86.8%	80.0%	63.3%	64.1%	94.1%	88.3%	100.0%	96.4%	100.0%	100.0%	83.0%	90.5%	91.2%
My planning time is respected by my school administrators/supervisors	79.4%	68.8%	76.0%	65.7%	94.1%	69.7%	90.6%	89.8%	100.0%	93.9%	90.9%	85.0%	86.4%
In my school, administrators/supervisors support me in enforcing discipline	83.3%	57.1%	35.7%	51.3%	80.0%	76.7%	96.9%	96.0%	100.0%	100.0%	84.8%	72.6%	71.9%
In my school, student misbehavior interferes with learning.	83.8%	81.1%	93.1%	76.3%	82.4%	81.4%	71.4%	81.5%	78.0%	84.2%	78.7%	75.8%	70.5%
Too much instructional time is spent administering assessments.	64.7%	79.4%	67.9%	64.7%	61.5%	36.5%	60.7%	50.0%	68.8%	73.5%	70.7%	72.4%	67.2%
HCPSS professional development experiences are meaningful and worthwhile	69.4%	66.7%	63.3%	63.9%	80.0%	69.7%	48.6%	59.6%	48.8%	64.1%	42.9%	38.4%	36.2%
Increased workload has contributed to a decline in my morale.	68.6%	70.6%	60.7%	67.6%	50.0%	53.4%	65.7%	68.5%	56.1%	55.6%	67.4%	70.0%	67.2%
I am paid fairly.	59.5%	37.8%	50.0%	74.4%	64.7%	30.9%	27.8%	35.1%	43.9%	33.3%	40.8%	43.2%	46.2%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	60.5%	52.8%	34.5%	97.4%	87.5%	71.4%	40.0%	61.5%	42.4%	94.9%	75.0%	66.3%	68.2%
I have confidence in the leadership exhibited by the Howard County Board of Education.	65.8%	54.1%	63.3%	88.9%	93.3%	54.7%	25.7%	41.5%	28.2%	48.7%	50.0%	40.3%	39.5%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	78.4%	91.9%	96.7%	97.4%	88.2%	90.7%	91.7%	89.1%	92.5%	97.4%	97.9%	82.4%	82.7%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	72.2%	72.7%	75.0%	76.3%	76.5%	81.4%	82.4%	90.0%	84.6%	88.9%	83.3%	75.8%	73.9%
In my position, I receive appropriate and adequate support and training	97.3%	62.2%	86.7%	80.0%	88.2%	80.9%	89.2%	82.5%	88.1%	89.7%	85.1%	70.9%	70.9%
In the last 12 months, I have experienced harassing behavior from colleagues	16.2%	11.4%	18.5%	15.2%	15.4%	9.3%	5.4%	3.6%	4.9%	0.0%	6.4%	15.4%	13.7%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	5.4%	8.8%	11.1%	20.0%	7.1%	4.6%	0.0%	0.0%	0.0%	0.0%	19.1%	8.5%	8.5%
In the last 12 months, I have experienced harassing behavior from parents	8.1%	8.8%	10.3%	9.1%	20.0%	25.5%	0.0%	16.7%	9.5%	8.1%	25.0%	16.5%	18.8%
At my school I spend most of my PIP time on non-instructional activities.					18.2%	21.9%	47.8%	27.0%	16.1%	19.4%	40.5%	38.6%	38.6%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					75.0%	56.4%	84.6%	91.7%	86.2%	96.4%	75.6%	80.5%	76.5%
In my school, I spend too much time in meetings.						66.7%	61.1%	46.2%	26.8%	43.2%	53.5%	50.3%	47.6%
In my school, there is adequate support for special education students.						16.6%	44.1%	29.1%	45.2%	10.3%	19.6%	18.8%	33.3%
Participants	38	37	30	40	18 out of 77	43 out of 75	37 out of 70	57 out of 70	42 out of 69	39 out of 64	50 out of 62		
Principal	Kelley Hough	Kelley Hough	Kelley Hough	Kelley Hough	Kelley Hough	Kelley Hough	Danielle Shanks-Forney	Danielle Shanks-Forney	Danielle Shanks-Forney	Danielle Shanks-Forney	Khalael Desaque		