

2025-2026 HCEA Job Satisfaction Survey Trend Report

| Bushy Park 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. | 18.8% | 90.9% | 50.0% | 79.4% | 81.1% | 85.4% | 61.4% | 62.5% | 87.5% | 55.2% | 55.7% | 65.1% | 68.6% |
| There is an atmosphere of open communication and trust in my school/worksite. | 44.7% | 87.9% | 41.7% | 61.8% | 56.8% | 85.4% | 88.4% | 67.3% | 91.1% | 58.6% | 62.3% | 42.6% | 70.0% |
| I personally feel successful in my work. | 74.5% | 90.6% | 94.4% | 97.1% | 97.3% | 91.4% | 86.4% | 85.7% | 92.9% | 79.3% | 86.9% | 87.2% | 85.9% |
| I feel involved in decision-making at my school/worksite. | 41.7% | 78.1% | 45.7% | 69.7% | 61.8% | 68.7% | 75.0% | 65.4% | 75.0% | 49.1% | 60.3% | 62.8% | 62.7% |
| I want to be involved in decision-making at my school/worksite. | 93.8% | 93.8% | 88.9% | 90.9% | 91.4% | 91.4% | 94.9% | 91.8% | 90.4% | 89.1% | 86.7% | 88.5% | 87.9% |
| In my school/worksite, I can speak openly about important issues without fear of repercussions | 55.3% | 84.8% | 40.0% | 58.8% | 54.1% | 79.1% | 75.0% | 61.1% | 81.5% | 57.9% | 60.7% | 72.5% | 73.8% |
| In my school/worksite, I am treated as a professional | 66.7% | 87.9% | 83.3% | 85.3% | 83.8% | 97.9% | 86.0% | 80.4% | 94.6% | 81.0% | 81.7% | 84.9% | 85.5% |
| There is good teamwork among staff in my school/worksite. | 62.5% | 75.8% | 71.4% | 88.2% | 81.1% | 81.2% | 90.9% | 80.4% | 82.1% | 69.0% | 91.7% | 82.7% | 83.3% |
| Non-instructional duties are assigned on an equitable basis in my school/worksite | 63.4% | 80.6% | 71.9% | 75.9% | 77.8% | 78.7% | 83.3% | 82.0% | 73.1% | 72.5% | 71.4% | 74.9% | 77.0% |
| My working environment (i.e. safety, cleanliness) is conducive to success | 100.0% | 97.0% | 100.0% | 100.0% | 91.9% | 97.8% | 88.4% | 87.5% | 89.3% | 77.6% | 89.8% | 67.6% | 69.9% |
| My work performance is evaluated fairly. | 60.4% | 70.0% | 51.4% | 63.6% | 65.7% | 93.6% | 100.0% | 83.3% | 94.4% | 92.9% | 83.1% | 88.9% | 89.2% |
| I am provided adequate time during the workday to plan, prepare for and do my job. | 20.8% | 42.4% | 36.1% | 58.8% | 61.1% | 47.9% | 38.6% | 49.1% | 58.8% | 50.0% | 51.7% | 58.9% | 58.4% |
| I am provided adequate work and storage space to prepare for and do my job. | 97.9% | 90.9% | 94.4% | 100.0% | 94.4% | 95.8% | 97.7% | 96.3% | 98.2% | 96.4% | 93.1% | 79.8% | 82.2% |
| My administrators/supervisors respect the negotiated contracts | 78.7% | 90.9% | 91.7% | 88.2% | 85.7% | 93.6% | 100.0% | 98.2% | 100.0% | 89.5% | 93.0% | 90.5% | 91.2% |
| My planning time is respected by my school administrators/supervisors | 61.0% | 89.3% | 89.7% | 79.3% | 90.3% | 76.6% | 94.7% | 90.9% | 92.5% | 77.8% | 90.6% | 85.0% | 86.4% |
| In my school, administrators/supervisors support me in enforcing discipline | 63.0% | 93.5% | 65.6% | 86.7% | 68.8% | 72.9% | 73.2% | 72.5% | 87.8% | 84.3% | 88.2% | 72.6% | 71.9% |
| In my school, student misbehavior interferes with learning. | 31.1% | 30.0% | 40.0% | 9.4% | 31.4% | 41.6% | 32.6% | 34.6% | 47.2% | 50.9% | 32.1% | 75.8% | 70.5% |
| Too much instructional time is spent administering assessments. | 95.7% | 93.9% | 90.6% | 68.8% | 71.9% | 58.3% | 74.3% | 68.9% | 72.7% | 65.2% | 83.3% | 72.4% | 67.2% |
| HCPSS professional development experiences are meaningful and worthwhile | 23.4% | 34.4% | 45.7% | 54.5% | 45.7% | 45.8% | 23.8% | 37.7% | 32.7% | 33.9% | 28.8% | 38.4% | 36.2% |
| Increased workload has contributed to a decline in my morale. | 91.7% | 84.4% | 91.7% | 72.7% | 66.7% | 79.1% | 84.1% | 77.4% | 74.1% | 67.3% | 72.2% | 70.0% | 67.2% |
| I am paid fairly. | 43.8% | 39.4% | 50.0% | 52.9% | 51.4% | 56.2% | 34.1% | 37.5% | 46.4% | 33.3% | 43.3% | 43.2% | 46.2% |
| I have confidence in the leadership exhibited by the HCPSS Superintendent. | 11.1% | 9.1% | 14.3% | 100.0% | 100.0% | 55.3% | 41.9% | 52.8% | 44.7% | 78.2% | 62.7% | 66.3% | 68.2% |
| I have confidence in the leadership exhibited by the Howard County Board of Education. | 19.0% | 18.2% | 77.1% | 97.1% | 86.5% | 45.6% | 25.6% | 46.3% | 15.4% | 37.9% | 35.6% | 40.3% | 39.5% |
| I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). | 91.3% | 93.9% | 91.4% | 100.0% | 97.3% | 100.0% | 90.7% | 90.7% | 94.1% | 92.6% | 93.0% | 82.4% | 82.7% |
| I feel that HCPSS offers me the possibility of advancing professionally in the field of education | 59.1% | 78.1% | 67.6% | 85.3% | 77.1% | 79.1% | 89.7% | 82.4% | 83.3% | 77.4% | 71.9% | 75.8% | 73.9% |
| In my position, I receive appropriate and adequate support and training | 70.2% | 72.7% | 77.8% | 94.1% | 81.1% | 68.0% | 73.8% | 74.5% | 76.8% | 55.2% | 63.9% | 70.9% | 70.9% |
| In the last 12 months, I have experienced harassing behavior from colleagues | 18.6% | 16.7% | 13.9% | 11.8% | 5.7% | 12.5% | 7.0% | 13.2% | 3.6% | 10.3% | 5.0% | 15.4% | 13.7% |
| In the last 12 months, I have experienced harassing behavior from administrators/supervisors. | 11.4% | 10.0% | 11.4% | 8.8% | 17.1% | 6.2% | 0.0% | 3.8% | 1.8% | 12.3% | 6.6% | 8.5% | 8.5% |
| In the last 12 months, I have experienced harassing behavior from parents | 37.0% | 33.3% | 38.9% | 20.6% | 14.3% | 20.8% | 23.3% | 32.7% | 13.0% | 19.3% | 13.3% | 16.5% | 18.8% |
| At my school I spend most of my PIP time on non-instructional activities. | | | | | 25.9% | 35.4% | 20.0% | 16.2% | 25.7% | 17.5% | 32.5% | 38.6% | 38.6% |
| At my school our administrator includes time during PIP for teacher-initiated collaboration. | | | | | 85.2% | 65.9% | 90.6% | 91.7% | 87.9% | 78.9% | 90.0% | 80.5% | 76.5% |
| In my school, I spend too much time in meetings. | | | | | | 35.4% | 60.0% | 38.5% | 26.0% | 42.0% | 48.1% | 50.3% | 47.6% |
| In my school, there is adequate support for special education students. | | | | | | 25.0% | 52.4% | 30.9% | 20.0% | 28.6% | 32.8% | 18.8% | 33.3% |
| Participants | 48 | 33 | 36 | 34 | 38 out of 73 | 48 out of 71 | 44 out of 74 | 56 out of 82 | 57 out of 87 | 39 out of 89 | 61 out of 90 | | |
| Principal | Edward Cosentino | Molly Ketterer | Molly Ketterer | Molly Ketterer | Molly Ketterer | Julia Blaleski | Julia Blaleski | Julia Blaleski | Julia Blaleski | Kristian Rutledge | Kristian Rutledge | | |