

2025-2026 HCEA Job Satisfaction Survey Trend Report

Cedar Lane- Fulton Campus	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- ALL
Overall, morale at my school/worksite is good.	53.6%	68.4%	36.0%	64.3%	33.3%	42.9%	50.0%	74.6%	52.8%	45.0%	40.7%	68.6%
There is an atmosphere of open communication and trust in my school/worksite.	42.9%	52.6%	33.3%	53.6%	18.2%	37.1%	62.7%	69.0%	49.1%	38.3%	57.4%	70.0%
I personally feel successful in my work.	82.1%	83.8%	76.0%	100.0%	58.3%	84.1%	81.1%	87.9%	80.0%	81.4%	85.5%	85.9%
I feel involved in decision-making at my school/worksite.	63.0%	69.4%	52.0%	62.1%	58.3%	51.7%	55.8%	67.9%	47.2%	43.4%	54.7%	62.7%
I want to be involved in decision-making at my school/worksite.	84.6%	97.3%	96.0%	93.1%	91.7%	93.5%	96.1%	92.7%	84.3%	92.9%	92.3%	87.9%
In my school/worksite, I can speak openly about important issues without fear of repercussions	60.7%	78.9%	54.5%	65.5%	25.0%	50.8%	76.9%	72.4%	68.5%	65.5%	64.8%	73.8%
In my school/worksite, I am treated as a professional	81.5%	84.2%	72.0%	93.1%	75.0%	75.8%	88.7%	81.4%	80.0%	83.1%	76.4%	85.5%
There is good teamwork among staff in my school/worksite.	57.7%	68.4%	60.0%	75.9%	50.0%	59.0%	76.0%	76.3%	67.3%	62.1%	61.8%	83.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	75.0%	85.3%	68.2%	69.2%	80.0%	74.5%	71.8%	68.6%	68.9%	70.0%	64.3%	77.0%
My working environment (i.e. safety, cleanliness) is conducive to success	82.1%	97.3%	91.7%	89.3%	83.3%	95.2%	62.3%	66.7%	63.6%	53.3%	60.0%	69.9%
My work performance is evaluated fairly.	77.8%	82.9%	71.4%	85.7%	75.0%	73.3%	84.3%	93.1%	90.6%	87.5%	87.0%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	42.9%	61.1%	50.0%	64.3%	72.7%	72.9%	66.0%	60.0%	59.6%	63.0%	76.6%	58.4%
I am provided adequate work and storage space to prepare for and do my job.	92.9%	89.2%	88.0%	86.2%	90.0%	91.7%	94.2%	87.3%	84.3%	87.5%	88.7%	82.2%
My administrators/supervisors respect the negotiated contracts	76.9%	92.1%	95.8%	96.2%	90.9%	78.7%	96.2%	98.3%	94.2%	82.8%	90.7%	91.2%
My planning time is respected by my school administrators/supervisors	68.2%	75.0%	72.2%	95.5%	77.8%	81.6%	86.8%	87.5%	87.2%	78.7%	86.5%	86.4%
In my school, administrators/supervisors support me in enforcing discipline	70.0%	82.1%	68.4%	87.5%	80.0%	68.1%	82.9%	75.6%	74.4%	63.6%	83.0%	71.9%
In my school, student misbehavior interferes with learning.	66.7%	72.7%	83.3%	90.9%	90.0%	73.6%	82.2%	91.3%	89.6%	92.7%	84.3%	70.5%
Too much instructional time is spent administering assessments.	63.6%	47.8%	42.1%	44.4%	50.0%	52.4%	43.3%	41.4%	33.3%	38.5%	43.2%	67.2%
HCPSS professional development experiences are meaningful and worthwhile	56.0%	63.9%	65.2%	77.8%	63.6%	46.8%	47.9%	48.2%	49.0%	43.3%	44.4%	36.2%
Increased workload has contributed to a decline in my morale.	74.1%	50.0%	52.4%	34.6%	60.0%	56.1%	68.0%	54.0%	70.8%	69.6%	51.0%	67.2%
I am paid fairly.	50.0%	45.9%	62.5%	64.3%	45.5%	46.7%	44.0%	41.1%	41.5%	39.0%	43.4%	46.2%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	63.0%	51.4%	17.4%	92.3%	100.0%	90.0%	55.1%	80.8%	51.2%	70.4%	71.4%	68.2%
I have confidence in the leadership exhibited by the Howard County Board of Education.	60.0%	51.4%	60.0%	88.9%	100.0%	62.1%	38.8%	58.5%	38.3%	43.4%	49.0%	39.5%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	88.9%	88.6%	88.0%	88.9%	100.0%	88.3%	84.0%	92.9%	90.0%	86.2%	88.2%	82.7%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	76.0%	72.7%	82.6%	92.6%	70.0%	81.7%	80.8%	76.0%	77.6%	75.0%	72.7%	73.9%
In my position, I receive appropriate and adequate support and training	61.5%	71.1%	75.0%	72.4%	66.7%	77.4%	83.0%	59.6%	67.9%	63.6%	74.1%	70.9%
In the last 12 months, I have experienced harassing behavior from colleagues	25.9%	23.5%	28.0%	38.5%	41.7%	27.6%	21.2%	23.2%	22.2%	15.5%	20.4%	13.7%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3.6%	6.1%	16.0%	3.8%	30.0%	18.9%	5.7%	1.8%	5.5%	5.2%	11.1%	8.5%
In the last 12 months, I have experienced harassing behavior from parents	22.2%	15.2%	8.0%	12.5%	9.1%	12.7%	14.0%	7.4%	12.0%	11.1%	4.0%	18.8%
At my school I spend most of my PIP time on non-instructional activities.					28.6%	42.9%	25.9%	35.3%	35.7%	40.0%	36.7%	38.6%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					71.4%	75.0%	59.3%	73.3%	57.9%	53.6%	63.0%	76.5%
In my school, I spend too much time in meetings.					34.0%	28.9%	26.9%	31.9%	64.8%	47.1%	47.6%	47.6%
In my school, there is adequate support for special education students.					57.4%	64.0%	62.1%	41.5%	44.1%	39.6%	33.3%	33.3%
Participants	28	38	25	29	12	63	54 out of 103	59 out of 118	55 out of 116	60 out of 115	55 out of 113	
							Paul Owens	Paul Owens	Paul Owens	Paul Owens	Paul Owens	