

2025-2026 HCEA Job Satisfaction Survey Trend Report

Centennial HS	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-HS	25-26 OVERALL-ALL
Overall, morale at my school/worksite is good.	75.0%	82.1%	75.0%	79.7%	83.3%	53.6%	26.5%	39.8%	92.9%	90.7%	92.5%	67.8%	68.6%
There is an atmosphere of open communication and trust in my school/worksite.	81.6%	81.8%	74.5%	67.6%	61.9%	47.3%	33.3%	32.6%	95.2%	93.3%	88.6%	69.3%	70.0%
I personally feel successful in my work.	90.8%	96.2%	92.0%	89.9%	93.8%	93.6%	71.4%	80.2%	87.8%	90.7%	93.7%	89.8%	85.9%
I feel involved in decision-making at my school/worksite.	64.0%	64.0%	58.3%	49.2%	45.9%	43.1%	23.3%	27.0%	76.3%	75.7%	82.3%	58.5%	62.7%
I want to be involved in decision-making at my school/worksite.	93.2%	86.3%	86.0%	87.9%	88.7%	74.4%	82.1%	86.7%	84.6%	85.7%	89.7%	86.4%	87.9%
In my school/worksite, I can speak openly about important issues without fear of repercussions	76.0%	76.6%	60.8%	64.2%	60.9%	62.7%	33.7%	39.8%	88.0%	86.7%	90.0%	73.8%	73.8%
In my school/worksite, I am treated as a professional	86.8%	88.5%	82.7%	85.5%	86.2%	81.7%	56.7%	69.5%	95.2%	91.8%	91.1%	85.9%	85.5%
There is good teamwork among staff in my school/worksite.	70.7%	79.2%	75.0%	75.0%	75.4%	70.5%	69.8%	63.8%	94.0%	90.7%	92.4%	82.7%	83.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	84.1%	90.1%	87.0%	68.3%	88.1%	68.4%	57.3%	66.7%	89.5%	93.9%	92.8%	82.2%	77.0%
My working environment (i.e. safety, cleanliness) is conducive to success	89.5%	88.3%	86.5%	75.4%	68.2%	77.6%	58.3%	61.3%	73.5%	65.8%	72.5%	72.2%	69.9%
My work performance is evaluated fairly.	66.7%	83.1%	84.6%	88.4%	81.8%	81.7%	85.6%	88.2%	95.2%	93.1%	96.2%	89.4%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	54.7%	53.9%	58.8%	63.6%	58.5%	52.6%	35.1%	42.6%	59.5%	56.8%	67.9%	51.4%	58.4%
I am provided adequate work and storage space to prepare for and do my job.	89.5%	85.9%	75.0%	84.1%	83.3%	75.7%	82.5%	84.0%	86.9%	85.3%	88.5%	88.3%	82.2%
My administrators/supervisors respect the negotiated contracts	94.6%	97.4%	90.4%	91.2%	95.3%	90.4%	79.2%	89.4%	98.8%	96.0%	96.4%	92.2%	91.2%
My planning time is respected by my school administrators/supervisors	84.3%	88.4%	78.3%	83.1%	93.3%	69.4%	71.3%	69.5%	97.3%	92.2%	91.5%	87.1%	86.4%
In my school, administrators/supervisors support me in enforcing discipline	85.9%	87.1%	62.0%	78.1%	77.8%	54.2%	59.3%	51.2%	90.7%	88.7%	91.9%	64.2%	71.9%
In my school, student misbehavior interferes with learning.	22.1%	12.5%	31.9%	35.0%	21.7%	35.7%	40.7%	71.7%	35.1%	44.4%	54.1%	66.8%	70.5%
Too much instructional time is spent administering assessments.	75.0%	82.9%	80.0%	77.6%	84.7%	75.7%	76.1%	66.7%	74.0%	67.2%	60.3%	59.6%	67.2%
HCPSS professional development experiences are meaningful and worthwhile	31.4%	32.4%	26.5%	40.0%	37.1%	32.6%	22.1%	31.1%	32.9%	36.1%	35.1%	25.4%	36.2%
Increased workload has contributed to a decline in my morale.	69.9%	62.2%	57.4%	58.5%	58.1%	55.3%	86.7%	77.2%	63.4%	56.2%	67.6%	69.1%	67.2%
I am paid fairly.	49.3%	30.8%	42.0%	49.3%	53.1%	45.2%	25.8%	47.3%	42.9%	49.3%	45.6%	47.4%	46.2%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	36.8%	24.0%	10.6%	70.8%	65.6%	45.2%	25.8%	31.9%	46.6%	91.8%	83.3%	64.3%	68.2%
I have confidence in the leadership exhibited by the Howard County Board of Education.	35.1%	17.6%	52.3%	74.2%	75.0%	33.6%	11.6%	22.2%	18.5%	31.4%	33.3%	32.8%	39.5%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	83.6%	86.8%	85.7%	85.3%	89.2%	84.2%	80.0%	92.6%	88.0%	87.7%	81.6%	82.3%	82.7%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	70.4%	69.9%	64.6%	64.6%	62.9%	60.6%	50.0%	56.7%	72.4%	75.0%	73.1%	69.1%	73.9%
In my position, I receive appropriate and adequate support and training	79.7%	85.3%	76.9%	76.5%	77.8%	76.6%	67.0%	68.5%	77.4%	82.4%	80.8%	65.7%	70.9%
In the last 12 months, I have experienced harassing behavior from colleagues	14.7%	14.5%	18.0%	16.4%	13.1%	10.6%	11.8%	10.1%	1.2%	4.1%	2.5%	9.3%	13.7%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	11.6%	9.3%	6.1%	7.6%	8.2%	9.5%	14.1%	5.4%	1.2%	5.3%	3.8%	8.8%	8.5%
In the last 12 months, I have experienced harassing behavior from parents	37.1%	30.7%	36.0%	32.8%	33.9%	31.5%	25.8%	25.0%	15.9%	21.6%	23.1%	23.4%	18.8%
At my school I spend most of my PIP time on non-instructional activities.					43.4%	33.6%	42.5%	44.2%	15.9%	17.7%	16.4%	42.4%	38.6%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					51.9%	45.2%	61.3%	57.3%	88.7%	86.2%	85.2%	67.9%	76.5%
In my school, I spend too much time in meetings.						27.6%	27.8%	35.6%	9.9%	16.4%	14.9%	42.8%	47.6%
In my school, there is adequate support for special education students.						44.2%	45.6%	39.3%	55.7%	47.8%	52.1%	53.3%	33.3%
Participants	76	78	52	69	65 out of 147	95 out of 143	98 out of 123	96 out of 120	84 out of 129	91 out of 119	80 out of 127		
Principal	Claire Hafets	Claire Hafets	Claire Hafets	Claire Hafets	Cynthia Dillon	Cynthia Dillon	Cynthia Dillon	Cynthia Dillon	Joelle Miller	Joelle Miller	Joelle Miller		