

2025-2026 HCEA Job Satisfaction Survey Trend Report

Central Office	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.	58.7%	66.0%	44.1%	58.3%	57.1%	59.5%	47.9%	79.4%	66.0%	80.3%	78.3%	68.6%
There is an atmosphere of open communication and trust in my school/worksite.	52.4%	64.8%	44.1%	56.3%	52.4%	47.4%	62.0%	75.2%	71.0%	75.3%	80.7%	70.0%
I personally feel successful in my work.	79.4%	77.8%	91.2%	83.3%	90.5%	83.8%	77.1%	91.2%	91.1%	90.9%	90.4%	85.9%
I feel involved in decision-making at my school/worksite.	55.6%	58.8%	63.6%	72.3%	71.4%	68.4%	58.0%	77.7%	70.5%	63.5%	75.9%	62.7%
I want to be involved in decision-making at my school/worksite.	94.9%	89.8%	97.0%	87.5%	95.2%	97.4%	93.8%	96.7%	94.6%	94.5%	97.3%	87.9%
In my school/worksite, I can speak openly about important issues without fear of repercussions	63.9%	59.6%	52.9%	62.5%	61.9%	60.5%	60.6%	76.5%	70.7%	77.9%	81.9%	73.8%
In my school/worksite, I am treated as a professional	79.0%	81.1%	76.5%	76.6%	85.7%	78.4%	78.9%	91.0%	87.0%	87.0%	91.6%	85.5%
There is good teamwork among staff in my school/worksite.	75.8%	75.5%	70.6%	75.0%	66.7%	68.4%	85.5%	87.1%	79.2%	90.7%	90.4%	83.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	67.6%	69.0%	61.5%	64.0%	60.0%	65.0%	60.0%	76.9%	83.7%	71.4%	77.3%	77.0%
My working environment (i.e. safety, cleanliness) is conducive to success	82.5%	77.4%	67.6%	79.2%	66.7%	63.2%	76.5%	79.2%	80.0%	77.9%	65.1%	69.9%
My work performance is evaluated fairly.	77.6%	85.7%	81.3%	86.4%	80.0%	80.6%	81.3%	93.8%	88.5%	93.1%	92.5%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	83.1%	79.2%	79.3%	76.1%	87.5%	88.2%	70.5%	87.0%	90.3%	79.7%	82.9%	58.4%
I am provided adequate work and storage space to prepare for and do my job.	83.9%	87.0%	84.4%	89.6%	88.9%	94.7%	98.6%	89.6%	93.8%	93.4%	90.4%	82.2%
My administrators/supervisors respect the negotiated contracts	86.2%	84.6%	84.8%	83.3%	90.0%	89.5%	81.4%	94.8%	94.8%	90.5%	91.5%	91.2%
My planning time is respected by my school administrators/supervisors	85.7%	93.8%	57.1%	100.0%	100.0%	100.0%	82.6%	88.0%	96.3%	94.7%	84.2%	86.4%
In my school, administrators/supervisors support me in enforcing discipline	80.0%	100.0%	100.0%	66.7%	50.0%	100.0%	100.0%	66.7%	92.3%	80.0%	100.0%	71.9%
In my school, student misbehavior interferes with learning.	100.0%	0.0%	0.0%	100.0%	0.0%	0.0%	100.0%	66.7%	66.7%	100.0%	N/A	70.5%
Too much instructional time is spent administering assessments.	85.7%	66.7%	80.0%	85.7%	0.0%	25.0%	100.0%	71.4%	83.3%	100.0%	50.0%	67.2%
HCPSS professional development experiences are meaningful and worthwhile	57.7%	73.8%	80.8%	81.6%	61.1%	67.9%	67.4%	74.2%	80.3%	59.2%	57.4%	36.2%
Increased workload has contributed to a decline in my morale.	41.4%	34.7%	53.1%	48.8%	38.9%	50.0%	58.5%	40.7%	37.5%	57.6%	48.6%	67.2%
I am paid fairly.	61.3%	66.7%	52.9%	54.2%	47.6%	83.3%	55.7%	61.6%	65.0%	56.6%	69.0%	46.2%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	64.9%	58.0%	33.3%	79.1%	70.0%	70.3%	64.2%	84.2%	74.0%	90.8%	94.0%	68.2%
I have confidence in the leadership exhibited by the Howard County Board of Education.	49.1%	42.0%	37.5%	55.6%	63.2%	44.4%	39.4%	66.7%	47.4%	61.3%	72.6%	39.5%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	69.6%	73.1%	75.0%	75.0%	85.7%	82.9%	81.5%	91.2%	80.6%	86.7%	85.0%	82.7%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	60.3%	62.5%	52.9%	53.3%	66.7%	55.6%	62.7%	66.2%	67.9%	63.3%	76.1%	73.9%
In my position, I receive appropriate and adequate support and training	69.4%	73.1%	73.5%	68.8%	61.9%	62.2%	69.7%	75.8%	75.0%	71.1%	78.5%	70.9%
In the last 12 months, I have experienced harassing behavior from colleagues	12.1%	18.0%	6.3%	12.5%	15.8%	16.7%	7.6%	9.0%	15.5%	4.2%	78.5%	13.7%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	15.8%	16.0%	21.9%	15.6%	15.8%	11.4%	16.4%	6.7%	9.6%	8.5%	9.7%	8.5%
In the last 12 months, I have experienced harassing behavior from parents	28.6%	17.4%	7.1%	20.0%	18.2%	23.5%	28.6%	20.5%	11.1%	15.6%	5.6%	18.8%
At my school I spend most of my PIP time on non-instructional activities.					0.0%	0.0%	100.0%	66.7%	0.0%	100.0%	7.7%	38.6%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					100.0%	0.0%	100.0%	0.0%	0.0%	0.0%	N/A	76.5%
In my school, I spend too much time in meetings.						27.3%	50.0%	20.7%	18.0%	22.9%	N/A	47.6%
In my school, there is adequate support for special education students.						100.0%	42.9%	50.0%	57.1%	60.0%	66.7%	33.3%
Participants	63	54	34	48	21	38	71 out of 162	101 out of 174	101 out of 191	77 out of 174	84 out of 184	