

2025-2026 HCEA Job Satisfaction Survey Trend Report

Clemens Crossing 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.	59.5%	81.4%	56.3%	82.0%	77.1%	43.9%	81.4%	81.6%	73.5%	56.5%	60.6%	65.1%	68.6%
There is an atmosphere of open communication and trust in my school/worksite.	56.8%	79.1%	81.3%	62.0%	85.7%	70.7%	88.4%	77.6%	61.2%	67.4%	60.6%	42.6%	70.0%
I personally feel successful in my work.	91.7%	93.2%	87.5%	94.0%	88.6%	70.7%	75.6%	85.7%	91.8%	76.1%	78.8%	87.2%	85.9%
I feel involved in decision-making at my school/worksite.	38.9%	70.5%	50.0%	71.4%	66.7%	51.2%	78.6%	69.6%	48.9%	50.0%	54.5%	62.8%	62.7%
I want to be involved in decision-making at my school/worksite.	97.2%	90.9%	87.1%	85.7%	84.8%	87.8%	87.8%	87.8%	93.6%	88.9%	87.1%	88.5%	87.9%
In my school/worksite, I can speak openly about important issues without fear of repercussions	69.4%	79.1%	71.9%	78.0%	77.1%	78.0%	95.2%	81.3%	78.7%	69.6%	87.1%	72.5%	73.8%
In my school/worksite, I am treated as a professional	70.3%	86.0%	93.5%	98.0%	88.6%	85.3%	97.7%	89.8%	83.7%	78.3%	75.0%	84.9%	85.5%
There is good teamwork among staff in my school/worksite.	81.1%	81.8%	65.6%	88.0%	74.3%	82.9%	85.7%	83.7%	69.4%	67.4%	68.8%	82.7%	83.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	74.3%	86.8%	70.0%	80.9%	72.7%	51.2%	83.8%	79.1%	79.1%	83.3%	76.7%	74.9%	77.0%
My working environment (i.e. safety, cleanliness) is conducive to success	63.9%	90.9%	68.8%	72.9%	74.3%	75.6%	88.4%	89.6%	91.8%	66.7%	81.3%	67.6%	69.9%
My work performance is evaluated fairly.	62.2%	78.6%	83.9%	89.8%	100.0%	97.5%	100.0%	95.8%	93.8%	93.3%	87.1%	88.9%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	56.8%	63.6%	50.0%	64.6%	69.7%	43.9%	48.8%	52.2%	40.0%	47.8%	58.1%	58.9%	58.4%
I am provided adequate work and storage space to prepare for and do my job.	89.2%	95.3%	93.8%	93.9%	100.0%	90.2%	81.0%	81.6%	89.6%	87.0%	84.4%	79.8%	82.2%
My administrators/supervisors respect the negotiated contracts	77.8%	97.7%	96.9%	88.0%	97.1%	95.1%	100.0%	95.7%	95.7%	91.3%	90.6%	90.5%	91.2%
My planning time is respected by my school administrators/supervisors	76.5%	87.8%	87.1%	93.0%	90.3%	68.2%	94.3%	90.5%	85.4%	80.5%	83.3%	85.0%	86.4%
In my school, administrators/supervisors support me in enforcing discipline	63.6%	85.7%	77.4%	74.5%	87.5%	80.0%	92.3%	82.6%	72.1%	77.8%	70.0%	72.6%	71.9%
In my school, student misbehavior interferes with learning.	38.2%	35.0%	20.0%	20.4%	35.3%	53.6%	22.5%	64.6%	70.2%	71.7%	60.6%	75.8%	70.5%
Too much instructional time is spent administering assessments.	78.8%	84.2%	73.3%	34.0%	48.4%	53.6%	68.4%	51.3%	69.2%	56.8%	61.3%	72.4%	67.2%
HCPSS professional development experiences are meaningful and worthwhile	32.4%	40.5%	16.1%	27.1%	36.4%	26.8%	37.5%	38.8%	31.9%	28.9%	18.2%	38.4%	36.2%
Increased workload has contributed to a decline in my morale.	62.2%	58.1%	77.4%	52.1%	54.3%	80.4%	80.5%	70.2%	75.6%	79.5%	73.3%	70.0%	67.2%
I am paid fairly.	51.4%	40.9%	65.6%	66.0%	45.7%	48.7%	50.0%	46.9%	47.8%	50.0%	57.6%	43.2%	46.2%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	32.4%	11.6%	3.1%	98.0%	97.1%	46.3%	50.0%	71.4%	33.3%	77.3%	68.8%	66.3%	68.2%
I have confidence in the leadership exhibited by the Howard County Board of Education.	25.0%	14.3%	78.1%	85.4%	88.6%	25.0%	23.1%	54.2%	21.3%	18.6%	30.3%	40.3%	39.5%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	85.7%	90.7%	96.9%	96.0%	97.1%	97.5%	97.6%	95.9%	89.4%	95.7%	80.6%	82.4%	82.7%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	59.4%	78.0%	71.0%	89.6%	82.4%	70.0%	84.6%	83.0%	76.2%	70.5%	71.0%	75.8%	73.9%
In my position, I receive appropriate and adequate support and training	88.6%	81.8%	80.6%	82.0%	77.1%	65.8%	70.7%	71.4%	67.4%	71.1%	61.3%	70.9%	70.9%
In the last 12 months, I have experienced harassing behavior from colleagues	27.8%	14.3%	18.8%	8.7%	24.2%	31.7%	9.5%	12.2%	19.1%	15.2%	14.7%	15.4%	13.7%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	13.9%	7.0%	3.2%	8.7%	2.9%	7.3%	0.0%	4.2%	2.1%	4.4%	9.1%	8.5%	8.5%
In the last 12 months, I have experienced harassing behavior from parents	22.9%	32.6%	32.3%	28.0%	20.6%	31.7%	22.5%	29.2%	20.8%	17.8%	28.1%	16.5%	18.8%
At my school I spend most of my PIP time on non-instructional activities.					32.0%	21.0%	23.3%	14.3%	28.1%	42.4%	16.7%	38.6%	38.6%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					75.0%	41.0%	90.0%	83.9%	77.4%	69.7%	72.4%	80.5%	76.5%
In my school, I spend too much time in meetings.						17.5%	12.8%	29.2%	40.0%	53.7%	48.5%	50.3%	47.6%
In my school, there is adequate support for special education students.						0.0%	17.1%	4.2%	21.3%	6.5%	11.8%	18.8%	33.3%
Participants	37	44	32	50	35 out of 55	41 out of 53	43 out of 61	49 out of 63	49 out of 59	46 out of 56	34 out of 52		
Principal	David Larner	Edward Cosentino	Edward Cosentino	Edward Cosentino	Edward Cosentino	Edward Cosentino	Edward Cosentino	Edward Cosentino	Michelle Leader	Michelle Leader	Michelle Leader		