

2025-2026 HCEA Job Satisfaction Survey Trend Report

Cradlerock 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.	75.0%	89.5%	72.7%	32.3%	25.0%	52.0%	62.2%	39.1%	23.1%	60.5%	71.6%	65.1%	68.6%
There is an atmosphere of open communication and trust in my school/worksite.	72.5%	78.9%	90.9%	83.9%	54.2%	72.0%	88.6%	43.8%	35.4%	77.3%	74.0%	42.6%	70.0%
I personally feel successful in my work.	90.0%	86.8%	86.4%	67.7%	62.5%	56.0%	72.1%	64.1%	71.9%	74.4%	79.7%	87.2%	85.9%
I feel involved in decision-making at my school/worksite.	62.5%	71.1%	61.9%	60.0%	60.9%	68.0%	66.7%	48.4%	51.6%	83.7%	79.5%	62.8%	62.7%
I want to be involved in decision-making at my school/worksite.	94.9%	91.7%	85.7%	93.3%	100.0%	88.0%	92.7%	93.2%	91.5%	97.6%	94.4%	88.5%	87.9%
In my school/worksite, I can speak openly about important issues without fear of repercussions	70.0%	89.2%	86.4%	87.1%	75.0%	80.0%	80.0%	58.1%	50.8%	75.0%	75.0%	72.5%	73.8%
In my school/worksite, I am treated as a professional	95.0%	100.0%	95.5%	83.9%	83.3%	84.0%	93.3%	82.5%	75.0%	88.6%	88.6%	84.9%	85.5%
There is good teamwork among staff in my school/worksite.	77.5%	84.2%	86.4%	90.3%	91.7%	72.0%	93.2%	75.0%	73.4%	81.8%	83.6%	82.7%	83.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	80.0%	81.8%	71.4%	89.7%	82.6%	62.5%	82.9%	69.8%	68.4%	68.3%	77.6%	74.9%	77.0%
My working environment (i.e. safety, cleanliness) is conducive to success	77.5%	76.3%	77.3%	61.3%	29.2%	80.0%	80.0%	60.9%	35.4%	19.5%	35.6%	67.6%	69.9%
My work performance is evaluated fairly.	82.5%	88.9%	90.9%	96.6%	87.5%	79.1%	90.5%	84.1%	76.2%	90.9%	88.7%	88.9%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	56.4%	55.6%	52.4%	54.8%	58.3%	48.0%	52.4%	49.2%	54.1%	59.1%	60.6%	58.9%	58.4%
I am provided adequate work and storage space to prepare for and do my job.	72.5%	84.2%	100.0%	87.1%	69.6%	70.8%	73.3%	65.1%	53.8%	40.9%	51.4%	79.8%	82.2%
My administrators/supervisors respect the negotiated contracts	97.5%	100.0%	95.2%	90.3%	87.0%	100.0%	95.5%	93.5%	87.5%	90.5%	92.6%	90.5%	91.2%
My planning time is respected by my school administrators/supervisors	87.5%	84.4%	85.7%	88.5%	85.0%	76.0%	94.4%	77.2%	81.8%	92.3%	85.9%	85.0%	86.4%
In my school, administrators/supervisors support me in enforcing discipline	94.4%	77.1%	76.2%	72.4%	52.2%	76.0%	90.7%	64.2%	63.6%	85.7%	81.4%	72.6%	71.9%
In my school, student misbehavior interferes with learning.	76.9%	75.7%	76.2%	90.0%	91.3%	88.0%	77.3%	95.0%	88.4%	95.2%	88.2%	75.8%	70.5%
Too much instructional time is spent administering assessments.	78.8%	77.1%	66.7%	56.0%	42.9%	48.0%	63.6%	60.9%	68.8%	75.7%	77.8%	72.4%	67.2%
HCPSS professional development experiences are meaningful and worthwhile	75.0%	78.4%	57.1%	72.4%	73.9%	48.0%	54.5%	55.9%	52.5%	42.9%	40.3%	38.4%	36.2%
Increased workload has contributed to a decline in my morale.	69.2%	65.8%	59.1%	66.7%	72.7%	56.0%	66.7%	67.9%	72.1%	75.6%	69.6%	70.0%	67.2%
I am paid fairly.	47.5%	37.8%	40.9%	58.1%	37.5%	33.3%	28.9%	22.6%	30.6%	20.9%	33.8%	43.2%	46.2%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	59.5%	47.2%	13.6%	90.3%	73.9%	56.5%	44.2%	57.6%	34.5%	85.4%	66.2%	66.3%	68.2%
I have confidence in the leadership exhibited by the Howard County Board of Education.	59.0%	52.8%	66.7%	83.3%	81.0%	41.6%	30.2%	40.0%	32.8%	34.9%	33.3%	40.3%	39.5%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	97.4%	94.6%	95.5%	90.3%	91.3%	91.6%	86.0%	85.0%	86.9%	81.4%	74.0%	82.4%	82.7%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	78.9%	78.4%	81.0%	89.3%	86.4%	72.0%	81.4%	73.7%	73.7%	72.1%	71.4%	75.8%	73.9%
In my position, I receive appropriate and adequate support and training	71.1%	81.6%	72.7%	74.2%	75.0%	68.0%	75.6%	67.7%	67.2%	76.7%	73.6%	70.9%	70.9%
In the last 12 months, I have experienced harassing behavior from colleagues	15.4%	0.0%	4.8%	8.0%	8.3%	12.0%	6.7%	6.6%	12.5%	7.1%	15.3%	15.4%	13.7%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2.6%	0.0%	5.0%	8.7%	4.2%	8.0%	4.4%	13.1%	15.6%	4.8%	12.3%	8.5%	8.5%
In the last 12 months, I have experienced harassing behavior from parents	28.2%	18.4%	13.6%	24.0%	17.4%	20.0%	11.6%	18.0%	26.6%	28.6%	19.2%	16.5%	18.8%
At my school I spend most of my PIP time on non-instructional activities.					26.3%	32.0%	43.8%	45.0%	36.4%	21.2%	33.9%	38.6%	38.6%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					73.7%	64.0%	93.3%	89.5%	83.3%	90.3%	91.4%	80.5%	76.5%
In my school, I spend too much time in meetings.						37.5%	32.6%	46.4%	39.7%	42.9%	59.7%	50.3%	47.6%
In my school, there is adequate support for special education students.						13.0%	27.3%	9.8%	7.7%	5.0%	9.7%	18.8%	33.3%
Participants	40	38	22	31	24 out of 85	25 out of 87	45 out of 87	64 out of 91	65 out of 81	44 out of 88	74 out of 85		
Principal	Jason McCoy	Jason McCoy	Jason McCoy	Jennifer Zinn	Jennifer Zinn	Jonathan Davis	Jonathan Davis	Aricka Porter	Aricka Porter	Daniel Notari	Daniel Notari		