

2025-2026 HCEA Job Satisfaction Survey Trend Report

Deep Run E5	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.	60.3%	63.6%	78.4%	82.7%	89.6%	92.5%	70.2%	77.6%	56.0%	50.0%	54.7%	65.1%	68.6%
There is an atmosphere of open communication and trust in my school/worksite.	67.2%	50.9%	84.0%	79.2%	79.2%	85.1%	83.3%	74.0%	68.0%	55.4%	57.3%	42.6%	70.0%
I personally feel successful in my work.	84.5%	83.3%	96.1%	86.5%	91.7%	88.8%	81.2%	82.7%	86.7%	81.8%	82.7%	87.2%	85.9%
I feel involved in decision-making at my school/worksite.	48.1%	49.1%	50.0%	64.7%	46.7%	64.8%	65.8%	52.7%	50.7%	47.6%	56.3%	62.8%	62.7%
I want to be involved in decision-making at my school/worksite.	87.0%	88.7%	86.0%	86.3%	88.4%	90.3%	96.2%	88.9%	88.4%	89.1%	88.6%	88.5%	87.9%
In my school/worksite, I can speak openly about important issues without fear of repercussions	73.6%	67.3%	74.5%	66.0%	83.0%	81.4%	75.0%	71.1%	68.9%	75.4%	82.4%	72.5%	87.8%
In my school/worksite, I am treated as a professional	87.5%	83.6%	92.0%	88.5%	91.7%	90.7%	86.7%	84.4%	85.3%	86.2%	82.4%	84.9%	85.5%
There is good teamwork among staff in my school/worksite.	82.8%	76.4%	88.0%	94.2%	93.6%	92.5%	92.9%	89.6%	80.0%	72.7%	76.7%	82.7%	83.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	88.0%	73.5%	78.7%	78.4%	76.6%	74.0%	78.9%	76.4%	64.3%	70.2%	58.2%	74.9%	77.0%
My working environment (i.e. safety, cleanliness) is conducive to success	70.7%	50.9%	85.7%	79.2%	47.8%	57.4%	53.0%	56.6%	51.4%	46.2%	84.7%	67.6%	69.9%
My work performance is evaluated fairly.	85.7%	80.0%	83.7%	83.0%	95.7%	90.7%	89.2%	85.5%	91.5%	92.2%	86.3%	88.9%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	36.8%	48.1%	34.7%	61.5%	63.8%	66.6%	52.5%	41.7%	52.8%	46.0%	45.7%	58.9%	58.4%
I am provided adequate work and storage space to prepare for and do my job.	58.9%	67.3%	86.0%	86.5%	89.6%	94.4%	83.3%	81.6%	82.2%	86.4%	80.6%	79.8%	82.2%
My administrators/supervisors respect the negotiated contracts	89.7%	88.7%	95.9%	92.5%	93.6%	94.4%	92.7%	92.1%	94.6%	92.3%	85.7%	90.5%	91.2%
My planning time is respected by my school administrators/supervisors	82.0%	80.4%	72.7%	79.6%	86.1%	75.9%	87.8%	80.0%	80.6%	74.5%	78.8%	85.0%	86.4%
In my school, administrators/supervisors support me in enforcing discipline	86.5%	83.7%	91.5%	85.7%	83.7%	75.9%	75.7%	68.8%	68.2%	66.7%	70.6%	72.6%	71.9%
In my school, student misbehavior interferes with learning.	64.3%	62.3%	71.4%	69.2%	72.9%	72.2%	65.8%	78.9%	80.6%	70.3%	70.3%	75.8%	70.5%
Too much instructional time is spent administering assessments.	90.9%	83.7%	72.3%	43.2%	68.6%	49.0%	62.9%	66.1%	68.3%	73.1%	78.3%	72.4%	67.2%
HCPSS professional development experiences are meaningful and worthwhile	61.4%	64.8%	48.0%	69.2%	60.9%	63.0%	51.2%	44.3%	39.7%	30.6%	35.6%	38.4%	36.2%
Increased workload has contributed to a decline in my morale.	71.9%	69.8%	72.5%	58.5%	50.0%	48.1%	70.4%	81.6%	72.9%	77.8%	83.3%	70.0%	67.2%
I am paid fairly.	48.3%	38.9%	41.2%	46.2%	34.8%	48.1%	29.4%	35.1%	32.4%	31.8%	27.8%	43.2%	46.2%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	26.8%	21.2%	16.7%	98.1%	100.0%	72.2%	60.7%	67.1%	32.8%	72.7%	66.2%	66.3%	68.2%
I have confidence in the leadership exhibited by the Howard County Board of Education.	38.2%	32.7%	75.5%	90.6%	93.8%	64.8%	34.5%	51.3%	30.1%	44.4%	43.1%	40.3%	39.5%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	87.5%	87.0%	92.2%	96.2%	97.9%	88.8%	90.2%	88.2%	94.6%	87.7%	92.9%	82.4%	82.7%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	69.8%	80.4%	70.0%	84.6%	84.1%	75.9%	68.8%	62.9%	72.5%	79.7%	73.5%	75.8%	73.9%
In my position, I receive appropriate and adequate support and training	78.9%	80.0%	80.0%	83.0%	77.1%	87.0%	82.1%	75.3%	66.7%	72.7%	66.2%	70.9%	70.9%
In the last 12 months, I have experienced harassing behavior from colleagues	14.3%	5.5%	8.2%	10.0%	6.8%	9.2%	7.2%	10.5%	12.7%	18.2%	20.8%	15.4%	13.7%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	17.9%	5.7%	4.1%	2.0%	4.7%	3.7%	3.6%	6.6%	2.7%	7.7%	10.8%	8.5%	8.5%
In the last 12 months, I have experienced harassing behavior from parents	13.8%	11.3%	4.1%	10.0%	6.8%	5.6%	12.0%	6.6%	13.5%	9.4%	13.7%	16.5%	18.8%
At my school I spend most of my PIP time on non-instructional activities.					37.0%	15.0%	27.0%	25.4%	22.0%	28.9%	43.6%	38.6%	38.6%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					88.9%	60.3%	86.9%	88.7%	87.5%	73.9%	76.4%	80.5%	76.5%
In my school, I spend too much time in meetings.						40.7%	38.6%	50.0%	49.3%	50.0%	57.6%	50.3%	47.6%
In my school, there is adequate support for special education students.						24.0%	30.0%	29.7%	21.1%	9.5%		18.8%	33.3%
Participants	58	55	51	53	49 out of 121	54 out of 118	85 out of 106	77 out of 122	75 out of 118	66 out of 122	73 out of 117		
Principal	Tricia Collins-McCarthy	Tricia Collins-McCarthy	Denise Lancaster	Denise Lancaster	Denise Lancaster	Denise Lancaster	Denise Lancaster	Denise Lancaster	Nigel Laroche	Nigel Laroche	Nigel Laroche		