2025-2026 HCEA Job Satisfaction Survey Trend Report

Ducketts Lane 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.	87.0%	79.1%	85.3%	94.4%	93.8%	57.5%	73.7%	89.3%	57.4%	90.9%	86.2%	65.1%	68.6%
There is an atmosphere of open communication and trust in my school/worksite.	90.7%	67.4%	94.1%	86.1%	81.3%	67.5%	84.2%	93.3%	89.1%	92.3%	80.0%	42.6%	70.0%
I personally feel successful in my work.	87.0%	90.7%	85.3%	91.4%	93.8%	85.0%	71.1%	91.8%	74.1%	93.8%	88.9%	87.2%	85.9%
I feel involved in decision-making at my school/worksite.	64.0%	55.8%	52.9%	61.3%	75.0%	57.5%	70.6%	77.8%	74.5%	75.4%	73.4%	62.8%	62.7%
I want to be involved in decision-making at my school/worksite.	96.1%	90.5%	88.2%	84.4%	93.8%	95.0%	94.1%	91.7%	90.7%	95.3%	90.3%	88.5%	87.9%
In my school/worksite, I can speak openly about important issues without fear of repercussions	77.8%	58.1%	70.6%	83.3%	87.5%	62.5%	82.9%	87.8%	83.3%	87.7%	75.4%	72.5%	73.8%
In my school/worksite, I am treated as a professional	94.4%	83.7%	97.1%	91.7%	93.8%	85.0%	92.1%	94.7%	94.5%	93.9%	85.9%	84.9%	85.5%
There is good teamwork among staff in my school/worksite.	90.7%	90.7%	94.1%	94.4%	100.0%	87.5%	89.5%	92.0%	92.7%	92.4%	84.6%	82.7%	83.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	85.1%	75.0%	84.8%	87.9%	93.8%	75.0%	85.7%	88.4%	86.0%	95.3%	87.1%	74.9%	77.0%
My working enviornment (i.e. safety, cleanliness) is conductive to success	94.4%	83.7%	88.2%	91.7%	100.0%	75.0%	81.6%	93.3%	96.3%	95.5%	93.7%	67.6%	69.9%
My work performance is evaluated fairly.	77.4%	81.4%	93.8%	91.4%	87.5%	94.8%	93.9%	92.8%	96.4%	93.9%	90.3%	88.9%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	50.9%	40.5%	59.4%	75.0%	75.0%	47.5%	54.1%	53.5%	42.6%	62.5%	64.1%	58.9%	58.4%
I am provided adequate work and storage space to prepare for and do my job.	90.4%	83.7%	91.2%	91.7%	100.0%	82.5%	81.6%	85.1%	94.2%	93.8%	85.7%	79.8%	82.2%
My administrators/supervisors respect the negotiated contracts	98.1%	88.1%	97.0%	94.4%	93.3%	90.0%	88.6%	95.9%	92.6%	98.4%	93.5%	90.5%	91.2%
My planning time is respected by my school administrators/supervisors	93.8%	87.8%	86.7%	93.8%	92.9%	65.0%	93.3%	91.1%	90.7%	91.4%	85.7%	85.0%	86.4%
In my school, administrators/supervisors support me in enforcing discipline	87.2%	75.6%	93.5%	81.8%	80.0%	66.6%	82.4%	86.4%	94.2%	87.3%	86.9%	72.6%	71.9%
In my school, student misbehavior interferes with learning.	57.4%	59.5%	78.8%	90.9%	87.5%	90.0%	75.0%	84.3%	92.3%	74.6%	81.0%	75.8%	70.5%
Too much instructional time is spent administering assessments.	77.6%	85.4%	65.6%	71.9%	50.0%	58.9%	60.6%	69.5%	84.1%	67.9%	63.0%	72.4%	67.2%
HCPSS professional development experiences are meaningful and worthwhile	68.6%	59.5%	45.5%	68.6%	62.5%	64.1%	48.5%	53.5%	48.1%	52.4%	38.5%	38.4%	36.2%
Increased workload has contributed to a decline in my morale.	71.2%	73.2%	58.8%	61.8%	50.0%	67.5%	75.7%	66.7%	81.8%	70.5%	63.9%	70.0%	67.2%
I am paid fairly.	44.4%	37.2%	54.5%	55.6%	43.8%	52.5%	24.3%	36.0%	32.7%	33.8%	36.9%	43.2%	46.2%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	29.4%	26.2%	21.9%	86.1%	93.8%	72.5%	60.5%	80.6%	33.3%	82.5%	73.8%	66.3%	68.2%
I have confidence in the leadership exhibited by the Howard County Board of Education.	32.6%	35.9%	62.5%	85.7%	93.8%	45.0%	35.1%	63.8%	25.0%	50.8%	49.2%	40.3%	39.5%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	89.8%	90.2%	97.0%	91.2%	93.8%	92.5%	86.8%	90.1%	94.3%	96.8%	88.3%	82.4%	82.7%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	89.8%	70.0%	80.6%	85.7%	87.5%	79.4%	78.8%	87.0%	74.0%	90.0%	73.4%	75.8%	73.9%
In my position, I receive appropriate and adequate support and training	86.5%	81.4%	76.5%	82.4%	87.5%	75.0%	70.3%	67.1%	67.9%	76.6%	76.9%	70.9%	70.9%
In the last 12 months, I have experienced harassing behavior from colleagues	4.0%	7.3%	8.8%	6.1%	6.3%	12.8%	8.3%	5.5%	9.3%	13.6%	11.3%	15.4%	13.7%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	0.0%	4.9%	0.0%	0.0%	0.0%	7.6%	2.8%	2.7%	1.9%	6.2%	0.0%	8.5%	8.5%
In the last 12 months, I have experienced harassing behavior from parents	9.6%	16.7%	17.6%	3.0%	0.0%	10.0%	13.2%	22.2%	7.7%	9.5%	11.1%	16.5%	18.8%
At my school I spend most of my PIP time on non-instructional activities.					0.0%	15.3%	34.6%	14.3%	26.8%	24.0%	20.9%	38.6%	38.6%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					80.0%	55.0%	83.3%	73.9%	86.1%	93.5%	85.4%	80.5%	76.5%
In my school, I spend too much time in meetings.						35.0%	38.2%	45.6%	44.7%	37.9%	51.9%	50.3%	47.6%
In my school, there is adequate support for special education students.						10.0%	38.9%	24.7%	3.6%	36.4%	31.7%	18.8%	33.3%
Participants	54	43	34	36	16 out of 95	40 out of 94	38 out of 99	75 out of 104	55 out of 95	66 out of 115	65 out of 115		
Principal	Heidi Balter	Heidi Balter	Heidi Balter	Heidi Balter	Heidi Balter	Heidi Balter	Heidi Balter/ Molly Caroland	Molly Caroland	Molly Caroland	Molly Caroland	Molly Caroland		