

2025-2026 HCEA Job Satisfaction Survey Trend Report

Elkridge Landing MS	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- MS	25-26 OVERALL- ALL
Overall, morale at my school/worksite is good.	82.9%	73.3%	45.5%	12.1%	41.3%	9.2%	25.0%	36.1%	88.7%	72.1%	82.0%	72.9%	68.6%
There is an atmosphere of open communication and trust in my school/worksite.	82.9%	77.4%	57.6%	12.5%	37.0%	16.9%	35.7%	41.1%	84.9%	81.4%	82.0%	71.5%	70.0%
I personally feel successful in my work.	82.9%	87.1%	87.9%	93.9%	84.4%	70.3%	55.2%	74.3%	79.6%	86.0%	78.7%	88.1%	85.9%
I feel involved in decision-making at my school/worksite.	71.4%	58.6%	51.6%	28.1%	45.5%	36.9%	42.3%	36.8%	66.0%	63.4%	67.2%	63.8%	62.7%
I want to be involved in decision-making at my school/worksite.	91.2%	96.8%	97.0%	93.9%	88.9%	86.1%	82.4%	87.1%	84.3%	92.9%	91.1%	86.8%	87.9%
In my school/worksite, I can speak openly about important issues without fear of repercussions	82.9%	74.2%	69.7%	56.3%	53.3%	40.0%	44.6%	56.8%	94.1%	90.7%	85.0%	73.9%	73.8%
In my school/worksite, I am treated as a professional	88.6%	80.6%	81.8%	66.7%	78.3%	60.0%	65.5%	82.4%	83.3%	88.4%	88.3%	85.3%	85.5%
There is good teamwork among staff in my school/worksite.	85.3%	83.9%	66.7%	68.8%	55.6%	58.4%	74.1%	72.6%	81.1%	79.1%	88.3%	84.3%	83.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	96.5%	76.7%	80.0%	76.7%	58.7%	49.2%	72.7%	76.1%	83.3%	76.2%	81.4%	76.9%	77.0%
My working environment (i.e. safety, cleanliness) is conducive to success	91.4%	71.0%	63.6%	72.7%	78.3%	41.5%	56.1%	64.4%	68.5%	72.1%	73.8%	70.1%	69.9%
My work performance is evaluated fairly.	77.1%	74.2%	81.8%	90.3%	78.3%	80.0%	75.4%	88.7%	96.0%	83.3%	94.6%	89.0%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	40.0%	41.9%	33.3%	30.0%	28.3%	12.5%	19.3%	23.0%	40.4%	33.3%	40.7%	57.4%	58.4%
I am provided adequate work and storage space to prepare for and do my job.	94.3%	96.8%	97.0%	97.0%	87.0%	75.3%	87.9%	83.6%	77.8%	88.1%	81.0%	79.5%	82.2%
My administrators/supervisors respect the negotiated contracts	91.4%	93.5%	93.9%	80.0%	88.9%	72.3%	86.0%	94.4%	94.4%	97.7%	94.7%	90.7%	91.2%
My planning time is respected by my school administrators/supervisors	88.2%	82.1%	66.7%	71.4%	66.7%	44.6%	51.0%	65.1%	84.1%	86.5%	86.8%	88.1%	86.4%
In my school, administrators/supervisors support me in enforcing discipline	85.7%	76.7%	25.0%	25.8%	60.9%	37.5%	60.4%	58.5%	72.9%	66.7%	76.4%	75.0%	71.9%
In my school, student misbehavior interferes with learning.	11.4%	61.3%	78.8%	78.8%	82.6%	87.6%	64.7%	78.8%	88.7%	88.1%	84.5%	65.9%	70.5%
Too much instructional time is spent administering assessments.	88.6%	90.0%	90.3%	73.3%	76.1%	66.1%	62.5%	55.2%	58.1%	61.1%	67.9%	66.8%	67.2%
HCPSS professional development experiences are meaningful and worthwhile	45.7%	38.7%	36.4%	46.9%	56.5%	47.6%	26.3%	35.3%	34.7%	37.2%	47.4%	39.7%	36.2%
Increased workload has contributed to a decline in my morale.	80.0%	87.1%	75.8%	75.0%	69.6%	83.0%	80.7%	89.7%	72.0%	78.6%	71.9%	65.9%	67.2%
I am paid fairly.	45.7%	45.2%	51.5%	45.5%	39.1%	35.3%	28.1%	28.4%	39.6%	30.2%	45.6%	47.8%	46.2%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	39.4%	19.4%	6.3%	90.6%	95.7%	53.8%	42.1%	55.9%	34.1%	76.9%	67.8%	72.2%	68.2%
I have confidence in the leadership exhibited by the Howard County Board of Education.	28.6%	19.4%	63.3%	86.2%	82.6%	38.4%	24.1%	49.3%	27.8%	38.1%	29.3%	40.9%	39.5%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	90.9%	80.0%	93.8%	96.9%	89.1%	81.5%	76.4%	80.0%	76.5%	76.2%	74.6%	84.6%	82.7%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	76.5%	73.3%	78.8%	77.4%	73.3%	64.0%	56.9%	64.1%	66.7%	57.9%	58.9%	76.5%	73.9%
In my position, I receive appropriate and adequate support and training	74.3%	80.6%	81.8%	87.9%	68.9%	62.5%	63.8%	60.8%	70.4%	69.8%	66.7%	74.0%	70.9%
In the last 12 months, I have experienced harassing behavior from colleagues	21.2%	17.9%	15.6%	29.0%	32.6%	20.0%	5.3%	7.0%	13.0%	11.6%	28.3%	11.0%	13.7%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3.1%	7.1%	9.1%	18.2%	17.4%	20.0%	3.6%	2.9%	1.9%	0.0%	11.9%	9.0%	8.5%
In the last 12 months, I have experienced harassing behavior from parents	25.0%	48.3%	42.4%	45.5%	47.8%	30.7%	25.9%	42.6%	28.3%	48.8%	25.0%	21.6%	18.8%
At my school I spend most of my PIP time on non-instructional activities.					34.2%	41.5%	58.5%	50.9%	22.9%	15.6%	38.0%	38.1%	38.6%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					91.9%	60.0%	59.5%	75.0%	94.4%	78.1%	82.4%	76.5%	76.5%
In my school, I spend too much time in meetings.						50.7%	45.1%	33.3%	35.6%	35.9%	66.1%	47.5%	47.6%
In my school, there is adequate support for special education students.						20.0%	26.4%	26.8%	35.3%	25.0%	35.6%	41.2%	33.3%
Participants	35	31	33	33	46 out of 89	65 out of 83	61 out of 80	72 out of 86	54 out of 81	43 out of 82	61 out of 88		
Principal	Gina Cash	Gina Cash	Gina Cash	Gina Cash	David Strothers	David Strothers	David Strothers	David Strothers	James McVey	James McVey	James McVey		