2025-2026 HCEA Job Satisfaction Survey Trend Report

Ellicott Mills 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.	73.2%	48.9%	53.7%	94.4%	92.7%	45.3%	33.9%	55.1%	64.4%	73.8%	83.6%	72.9%	68.6%
There is an atmosphere of open communication and trust in my school/worksite.	80.5%	51.1%	61.0%	80.6%	90.2%	60.9%	60.0%	55.1%	64.4%	57.1%	83.6%	71.5%	70.0%
I personally feel successful in my work.	75.6%	80.9%	87.8%	97.2%	87.8%	78.1%	76.4%	87.8%	86.7%	85.7%	92.5%	88.1%	85.9%
I feel involved in decision-making at my school/worksite.	60.0%	47.8%	46.3%	72.2%	85.4%	50.0%	41.1%	59.6%	53.5%	68.3%	69.2%	63.8%	62.7%
I want to be involved in decision-making at my school/worksite.	87.8%	95.7%	90.0%	97.1%	97.5%	82.8%	89.1%	78.7%	81.8%	92.7%	90.4%	86.8%	87.9%
In my school/worksite, I can speak openly about important issues without fear of repercussions	90.2%	74.5%	70.7%	83.3%	95.1%	62.5%	61.8%	59.2%	68.9%	64.3%	77.8%	73.9%	73.8%
In my school/worksite, I am treated as a professional	90.2%	80.9%	90.0%	91.4%	92.7%	77.4%	70.9%	79.6%	95.6%	83.3%	92.3%	85.3%	85.5%
There is good teamwork among staff in my school/worksite.	85.4%	78.3%	80.5%	83.3%	90.2%	83.8%	85.7%	83.3%	80.0%	90.2%	92.5%	84.3%	83.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	73.7%	77.3%	80.0%	80.0%	82.9%	61.9%	60.7%	68.8%	78.0%	87.8%	66.0%	76.9%	77.0%
My working enviornment (i.e. safety, cleanliness) is conductive to success	90.2%	95.7%	85.0%	80.6%	87.8%	79.3%	67.9%	91.8%	82.2%	83.3%	72.2%	70.1%	69.9%
My work performance is evaluated fairly.	77.5%	87.2%	82.9%	80.6%	82.9%	75.8%	83.3%	89.8%	97.6%	80.5%	92.5%	89.0%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	36.6%	43.5%	35.9%	48.6%	55.0%	28.5%	29.6%	52.2%	45.2%	40.5%	44.2%	57.4%	58.4%
I am provided adequate work and storage space to prepare for and do my job.	82.5%	91.3%	82.9%	82.9%	92.7%	81.2%	75.0%	81.6%	77.3%	88.1%	79.2%	79.5%	82.2%
My administrators/supervisors respect the negotiated contracts	92.7%	93.5%	92.5%	91.4%	95.1%	85.4%	89.3%	89.6%	91.1%	95.0%	92.6%	90.7%	91.2%
My planning time is respected by my school administrators/supervisors	89.7%	83.8%	88.6%	100.0%	91.4%	54.6%	70.6%	84.1%	77.5%	84.2%	87.2%	88.1%	86.4%
In my school, administrators/supervisors support me in enforcing discipline	95.0%	63.0%	55.3%	84.8%	89.5%	53.1%	54.0%	63.6%	65.9%	77.5%	86.8%	75.0%	71.9%
In my school, student misbehavior interferes with learning.	67.5%	75.6%	48.8%	67.6%	63.2%	84.1%	60.0%	77.6%	80.0%	67.5%	59.3%	65.9%	70.5%
Too much instructional time is spent administering assessments.	81.6%	85.7%	78.9%	63.6%	76.3%	56.2%	57.1%	41.5%	50.0%	51.4%	60.9%	66.8%	67.2%
HCPSS professional development experiences are meaningful and worthwhile	45.0%	37.0%	34.1%	51.4%	55.0%	51.5%	43.1%	62.5%	44.4%	41.5%	38.5%	39.7%	36.2%
Increased workload has contributed to a decline in my morale.	72.5%	75.6%	78.0%	44.4%	61.1%	81.2%	89.1%	76.7%	82.2%	78.9%	66.7%	65.9%	67.2%
I am paid fairly.	37.5%	36.2%	27.5%	45.7%	43.9%	35.9%	37.5%	42.9%	40.0%	21.4%	48.1%	47.8%	46.2%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	30.8%	13.3%	12.5%	97.2%	97.6%	71.8%	36.5%	71.7%	39.4%	78.4%	75.0%	72.2%	68.2%
I have confidence in the leadership exhibited by the Howard County Board of Education.	33.3%	20.5%	61.5%	88.2%	94.6%	45.3%	18.9%	61.7%	44.4%	52.8%	45.1%	40.9%	39.5%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	87.8%	93.5%	95.0%	97.1%	95.0%	90.4%	85.2%	89.4%	91.1%	95.0%	88.7%	84.6%	82.7%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	70.0%	72.7%	64.9%	66.7%	79.5%	55.5%	69.8%	82.6%	73.2%	80.0%	80.0%	76.5%	73.9%
In my position, I receive appropriate and adequate support and training	61.0%	70.2%	70.0%	80.6%	80.5%	63.4%	63.6%	76.6%	72.7%	69.0%	72.7%	74.0%	70.9%
In the last 12 months, I have experienced harassing behavior from colleagues	2.5%	15.2%	22.5%	19.4%	5.4%	12.7%	14.5%	18.8%	11.1%	12.5%	5.5%	11.0%	13.7%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2.5%	8.7%	15.8%	2.9%	7.9%	9.3%	5.5%	8.2%	4.4%	10.0%	3.6%	9.0%	8.5%
In the last 12 months, I have experienced harassing behavior from parents	32.5%	26.1%	41.0%	31.4%	35.0%	37.5%	34.5%	25.0%	26.7%	27.5%	22.2%	21.6%	18.8%
At my school I spend most of my PIP time on non-instructional activities.					26.9%	35.9%	46.7%	17.1%	28.1%	25.0%	20.9%	38.1%	38.6%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					92.9%	63.4%	88.1%	86.5%	97.1%	76.5%	95.2%	76.5%	76.5%
In my school, I spend too much time in meetings.						50.0%	29.2%	36.4%	51.2%	51.4%	45.7%	47.5%	47.6%
In my school, there is adequate support for special education students.						34.3%	30.4%	39.6%	25.0%	31.0%	40.0%	41.2%	33.3%
Participants	41	47	41	36	41 out of 93	64 out of 91	56 out of 84	49 out of 84	45 out of 84	42 out of 81	55 out of 82		
Principal	Christopher Rattay	Christopher Rattay	Christopher Rattay	Christopher Rattay	Christopher Rattay	Peter Gaylord	Peter Gaylord	Peter Gaylord	Peter Gaylord	Peter Gaylord	Peter Gaylord		