

2025-2026 HCEA Job Satisfaction Survey Trend Report

Folly Quarter 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.	77.8%	64.9%	88.0%	91.4%	92.1%	48.8%	67.4%	68.4%	91.5%	95.9%	87.0%	72.9%	68.6%
There is an atmosphere of open communication and trust in my school/worksite.	82.9%	78.4%	92.0%	91.4%	94.7%	68.1%	93.0%	84.2%	87.2%	83.7%	82.6%	71.5%	70.0%
I personally feel successful in my work.	94.3%	86.5%	100.0%	97.1%	94.7%	91.1%	85.7%	80.7%	91.5%	93.9%	91.3%	88.1%	85.9%
I feel involved in decision-making at my school/worksite.	55.9%	64.9%	79.2%	70.6%	80.6%	62.2%	74.4%	70.4%	77.3%	77.8%	71.7%	63.8%	62.7%
I want to be involved in decision-making at my school/worksite.	88.9%	91.9%	91.7%	91.2%	97.3%	86.3%	87.8%	90.6%	83.7%	88.9%	77.8%	86.8%	87.9%
In my school/worksite, I can speak openly about important issues without fear of repercussions	76.5%	75.8%	80.0%	91.4%	91.9%	61.3%	88.4%	80.7%	89.4%	83.7%	82.6%	73.9%	73.8%
In my school/worksite, I am treated as a professional	86.1%	86.5%	96.0%	97.1%	97.4%	86.0%	95.2%	86.0%	93.6%	95.8%	97.7%	85.3%	85.5%
There is good teamwork among staff in my school/worksite.	66.7%	86.5%	84.0%	91.4%	84.2%	81.4%	86.0%	73.7%	87.2%	89.8%	86.7%	84.3%	83.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	75.0%	47.2%	91.7%	97.1%	94.4%	84.0%	82.1%	63.0%	73.2%	80.0%	86.0%	76.9%	77.0%
My working environment (i.e. safety, cleanliness) is conducive to success	100.0%	97.3%	96.0%	94.1%	100.0%	75.5%	95.2%	100.0%	87.2%	91.8%	89.1%	70.1%	69.9%
My work performance is evaluated fairly.	83.3%	81.1%	84.0%	94.1%	92.1%	93.3%	95.1%	94.7%	95.7%	93.8%	97.8%	89.0%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	41.7%	58.3%	60.0%	76.5%	75.7%	55.5%	47.5%	50.9%	59.1%	55.1%	64.4%	57.4%	58.4%
I am provided adequate work and storage space to prepare for and do my job.	91.7%	91.9%	96.0%	91.4%	94.4%	91.1%	90.5%	93.0%	80.4%	89.4%	88.6%	79.5%	82.2%
My administrators/supervisors respect the negotiated contracts	97.2%	97.3%	95.8%	97.1%	100.0%	100.0%	100.0%	98.2%	100.0%	100.0%	98.0%	90.7%	91.2%
My planning time is respected by my school administrators/supervisors	94.1%	97.0%	100.0%	100.0%	94.4%	86.6%	93.9%	87.2%	89.7%	92.9%	91.9%	88.1%	86.4%
In my school, administrators/supervisors support me in enforcing discipline	94.3%	100.0%	96.0%	91.2%	91.4%	80.0%	97.3%	83.7%	87.8%	90.7%	95.3%	75.0%	71.9%
In my school, student misbehavior interferes with learning.	5.9%	8.6%	12.0%	32.4%	31.4%	46.6%	12.8%	32.7%	33.3%	27.3%	40.9%	65.9%	70.5%
Too much instructional time is spent administering assessments.	100.0%	88.9%	92.0%	80.0%	91.4%	77.7%	81.1%	68.9%	71.8%	83.7%	81.6%	66.8%	67.2%
HCPSS professional development experiences are meaningful and worthwhile	57.1%	44.4%	43.5%	42.9%	51.4%	44.4%	34.1%	37.3%	26.7%	40.4%	86.0%	39.7%	36.2%
Increased workload has contributed to a decline in my morale.	66.7%	83.3%	76.0%	51.4%	62.2%	73.3%	85.7%	76.9%	73.3%	67.4%	84.4%	65.9%	67.2%
I am paid fairly.	33.3%	27.8%	64.0%	68.6%	52.6%	70.4%	45.2%	45.6%	46.8%	45.8%	64.4%	47.8%	46.2%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	20.0%	10.8%	0.0%	88.2%	89.2%	46.6%	46.3%	67.3%	39.0%	84.4%	79.1%	72.2%	68.2%
I have confidence in the leadership exhibited by the Howard County Board of Education.	17.1%	10.8%	70.8%	82.9%	83.8%	36.3%	22.0%	35.8%	11.4%	41.3%	32.6%	40.9%	39.5%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	85.7%	91.9%	100.0%	100.0%	94.7%	95.5%	85.0%	81.1%	93.2%	89.4%	79.5%	84.6%	82.7%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	78.1%	64.7%	75.0%	75.0%	80.6%	71.1%	63.2%	68.6%	64.3%	73.9%	77.3%	76.5%	73.9%
In my position, I receive appropriate and adequate support and training	77.1%	75.0%	88.0%	77.1%	83.3%	75.5%	82.9%	65.5%	72.3%	71.4%	75.0%	74.0%	70.9%
In the last 12 months, I have experienced harassing behavior from colleagues	20.6%	11.1%	8.3%	9.4%	7.9%	9.0%	7.1%	14.5%	8.9%	8.2%	8.9%	11.0%	13.7%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	6.3%	11.1%	8.3%	0.0%	2.6%	9.3%	4.8%	7.4%	4.4%	4.1%	8.9%	9.0%	8.5%
In the last 12 months, I have experienced harassing behavior from parents	31.4%	16.2%	44.0%	50.0%	48.6%	46.6%	30.0%	26.4%	32.6%	36.2%	24.4%	21.6%	18.8%
At my school I spend most of my PIP time on non-instructional activities.					17.9%	20.4%	21.9%	17.5%	14.3%	20.6%	23.7%	38.1%	38.6%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					96.6%	80.0%	93.3%	88.1%	76.5%	100.0%	97.3%	76.5%	76.5%
In my school, I spend too much time in meetings.						17.7%	19.4%	62.2%	59.5%	47.6%	52.4%	47.5%	47.6%
In my school, there is adequate support for special education students.						53.3%	44.7%	53.2%	53.5%	53.2%	48.8%	41.2%	33.3%
Participants	36	37	25	35	38 out of 66	45 out of 68	42 out of 64	57 out of 66	47 out of 75	49 out of 75	46 out of 75		
Principal	Rick Wilson	Rick Wilson	Scott Conroy	Scott Conroy	Scott Conroy		Megan Chrobak	Megan Chrobak/ Kathleen Clark	Kathleen Clark	Michael Babe	Michael Babe	Michael Babe	