

**2025-2026 HCEA Job Satisfaction Survey Trend Report**

Forest Ridge 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.	82.9%	36.4%	36.8%	64.1%	72.7%	85.1%	59.5%	68.9%	82.4%	68.8%	63.8%	65.1%	68.6%
There is an atmosphere of open communication and trust in my school/worksite.	83.3%	32.4%	42.1%	66.7%	81.8%	77.7%	73.8%	67.4%	84.3%	64.6%	70.2%	42.6%	70.0%
I personally feel successful in my work.	85.7%	76.5%	78.9%	86.8%	77.3%	88.8%	85.4%	76.1%	84.3%	91.7%	78.7%	87.2%	85.9%
I feel involved in decision-making at my school/worksite.	72.5%	35.3%	47.2%	59.5%	61.9%	59.2%	57.1%	52.3%	57.8%	55.3%	61.7%	62.8%	62.7%
I want to be involved in decision-making at my school/worksite.	85.4%	94.1%	89.2%	86.5%	95.5%	81.4%	85.7%	95.5%	79.2%	85.4%	83.0%	88.5%	87.9%
In my school/worksite, I can speak openly about important issues without fear of repercussions	81.0%	38.7%	68.4%	71.8%	77.3%	80.7%	71.4%	80.4%	79.6%	56.3%	72.3%	72.5%	73.8%
In my school/worksite, I am treated as a professional	85.7%	75.8%	76.3%	94.9%	90.9%	84.6%	87.8%	84.4%	84.3%	85.1%	84.8%	84.9%	85.5%
There is good teamwork among staff in my school/worksite.	82.9%	88.2%	65.8%	76.4%	81.0%	88.8%	92.7%	76.1%	84.3%	79.2%	78.7%	82.7%	83.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	75.0%	68.8%	77.1%	75.0%	77.3%	66.6%	74.3%	64.4%	73.3%	65.2%	75.0%	74.9%	77.0%
My working environment (i.e. safety, cleanliness) is conducive to success	90.5%	81.8%	78.9%	92.3%	71.4%	92.5%	70.0%	84.8%	76.5%	87.5%	63.8%	67.6%	69.9%
My work performance is evaluated fairly.	78.6%	59.4%	86.8%	89.5%	90.9%	96.3%	95.1%	95.3%	92.2%	87.2%	91.3%	88.9%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	47.6%	39.4%	44.7%	56.4%	54.5%	62.9%	43.9%	47.7%	44.9%	53.3%	54.3%	58.9%	58.4%
I am provided adequate work and storage space to prepare for and do my job.	78.6%	85.3%	73.7%	84.6%	86.4%	96.3%	92.7%	88.9%	88.2%	85.1%	80.0%	79.8%	82.2%
My administrators/supervisors respect the negotiated contracts	95.2%	81.8%	83.8%	100.0%	90.9%	92.5%	95.2%	93.5%	98.0%	91.7%	93.5%	90.5%	91.2%
My planning time is respected by my school administrators/supervisors	97.3%	75.0%	68.8%	75.8%	58.8%	66.6%	86.5%	66.7%	85.4%	87.5%	85.0%	85.0%	86.4%
In my school, administrators/supervisors support me in enforcing discipline	83.3%	75.8%	81.8%	88.6%	71.4%	62.9%	77.1%	57.5%	88.9%	81.4%	72.5%	72.6%	71.9%
In my school, student misbehavior interferes with learning.	61.0%	63.6%	75.7%	52.6%	81.8%	76.0%	66.7%	78.0%	76.0%	70.2%	83.7%	75.8%	70.5%
Too much instructional time is spent administering assessments.	80.0%	93.9%	83.8%	64.9%	60.0%	59.2%	81.3%	75.0%	70.7%	70.7%	74.4%	72.4%	67.2%
HCPSS professional development experiences are meaningful and worthwhile	61.9%	51.5%	58.3%	44.7%	50.0%	40.7%	45.9%	53.5%	56.3%	44.7%	40.4%	38.4%	36.2%
Increased workload has contributed to a decline in my morale.	62.5%	78.8%	78.4%	65.8%	75.0%	66.6%	78.0%	80.5%	74.0%	63.0%	62.2%	70.0%	67.2%
I am paid fairly.	34.1%	25.0%	34.2%	38.5%	45.0%	33.3%	33.3%	34.8%	26.9%	29.2%	44.7%	43.2%	46.2%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	35.9%	21.2%	8.6%	94.7%	100.0%	70.3%	42.9%	86.0%	37.5%	84.8%	65.9%	66.3%	68.2%
I have confidence in the leadership exhibited by the Howard County Board of Education.	23.7%	25.8%	62.9%	84.6%	86.4%	55.5%	31.0%	60.5%	14.9%	48.9%	37.8%	40.3%	39.5%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	87.8%	93.9%	94.1%	94.3%	100.0%	92.3%	95.0%	100.0%	87.5%	97.9%	89.4%	82.4%	82.7%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	78.9%	75.9%	65.6%	78.4%	72.7%	76.9%	80.0%	79.5%	80.4%	82.6%	76.1%	75.8%	73.9%
In my position, I receive appropriate and adequate support and training	75.6%	72.7%	65.8%	71.8%	90.9%	88.8%	78.6%	71.1%	82.0%	77.1%	82.6%	70.9%	70.9%
In the last 12 months, I have experienced harassing behavior from colleagues	12.2%	15.2%	18.9%	10.8%	4.8%	7.4%	10.5%	11.6%	11.8%	15.2%	19.1%	15.4%	13.7%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	4.8%	6.3%	5.6%	5.4%	0.0%	0.0%	7.9%	0.0%	3.8%	10.6%	4.3%	8.5%	8.5%
In the last 12 months, I have experienced harassing behavior from parents	22.0%	15.2%	25.7%	16.7%	31.8%	25.9%	18.9%	11.4%	20.4%	28.3%	8.7%	16.5%	18.8%
At my school I spend most of my PIP time on non-instructional activities.					33.3%	18.2%	24.1%	14.7%	33.3%	25.6%	34.4%	38.6%	38.6%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					46.2%	55.5%	66.7%	72.4%	82.8%	80.0%	74.2%	80.5%	76.5%
In my school, I spend too much time in meetings.						25.9%	26.3%	47.6%	42.6%	50.0%	32.6%	50.3%	47.6%
In my school, there is adequate support for special education students.						18.5%	39.0%	22.2%	27.7%		16.7%	18.8%	33.3%
Participants	42	34	38	39	22 out of 81	27 out of 71	42 out of 76	46 out of 83	52 out of 88	48 out of 90	47 out of 100		
Principal	Anne Swartz	Genee A. Variack	Genee A. Variack	Genee A. Variack	Genee A. Variack	Scott Conroy	Scott Conroy	Scott Conroy	Trish Lannon	Trish Lannon	Trish Lannon		