2025-2026 HCEA Job Satisfaction Survey Trend Report

Glenelg HS	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-HS	25-26 OVERALL-ALL
Overall, morale at my school/worksite is good.	67.2%	50.0%	53.3%	44.7%	62.5%	57.5%	59.4%	88.6%	84.7%	91.4%	85.7%	67.8%	68.6%
There is an atmosphere of open communication and trust in my school/worksite.	72.4%	44.4%	43.2%	36.2%	59.4%	53.1%	77.9%	89.9%	87.5%	94.7%	92.1%	69.3%	70.0%
I personally feel successful in my work.	96.6%	88.9%	86.7%	89.4%	87.3%	86.2%	82.6%	91.3%	95.8%	98.3%	95.2%	89.8%	85.9%
I feel involved in decision-making at my school/worksite.	52.6%	42.9%	31.0%	50.0%	42.9%	51.9%	51.5%	70.7%	72.5%	65.4%	62.9%	58.5%	62.7%
I want to be involved in decision-making at my school/worksite.	87.0%	85.7%	81.0%	83.0%	80.3%	79.7%	86.4%	85.5%	80.6%	90.6%	85.2%	86.4%	87.9%
In my school/worksite, I can speak openly about important issues without fear of repercussions	66.7%	63.9%	35.6%	50.0%	76.6%	75.6%	85.5%	79.5%	86.1%	82.5%	91.9%	73.8%	73.8%
In my school/worksite, I am treated as a professional	82.8%	77.8%	75.6%	77.1%	85.9%	90.0%	95.6%	91.3%	94.4%	91.4%	92.1%	85.9%	85.5%
There is good teamwork among staff in my school/worksite.	74.1%	61.1%	62.2%	79.2%	56.3%	72.5%	79.7%	86.1%	86.1%	86.2%	84.1%	82.7%	83.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	76.9%	78.8%	59.0%	72.1%	77.4%	60.0%	81.4%	100.0%	95.2%	91.8%	90.0%	82.2%	77.0%
My working enviornment (i.e. safety, cleanliness) is conductive to success	89.7%	74.3%	75.0%	79.2%	74.6%	82.5%	82.4%	86.3%	79.2%	59.6%	63.9%	72.2%	69.9%
My work performance is evaluated fairly.	78.9%	82.9%	81.4%	83.0%	87.5%	88.7%	92.8%	91.0%	91.3%	91.2%	87.1%	89.4%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	57.9%	50.0%	50.0%	57.4%	51.6%	57.5%	44.8%	62.3%	62.0%	66.7%	54.8%	51.4%	58.4%
I am provided adequate work and storage space to prepare for and do my job.	82.8%	86.1%	84.4%	91.7%	90.6%	93.7%	91.2%	90.0%	84.7%	89.7%	91.9%	88.3%	82.2%
My administrators/supervisors respect the negotiated contracts	94.7%	91.7%	86.7%	91.7%	96.8%	93.7%	95.7%	98.7%	100.0%	100.0%	100.0%	92.2%	91.2%
My planning time is respected by my school administrators/supervisors	95.9%	86.2%	75.0%	86.0%	84.7%	68.3%	85.5%	96.7%	94.9%	97.9%	98.0%	87.1%	86.4%
In my school, administrators/supervisors support me in enforcing discipline	68.5%	58.1%	59.5%	40.9%	71.7%	57.5%	77.6%	77.9%	77.0%	79.6%	83.9%	64.2%	71.9%
In my school, student misbehavior interferes with learning.	21.2%	25.9%	36.1%	29.5%	35.5%	28.7%	32.3%	32.4%	32.4%	22.6%	33.9%	66.8%	70.5%
Too much instructional time is spent administering assessments.	82.7%	93.8%	91.9%	91.1%	91.9%	80.7%	82.0%	74.6%	71.2%	74.5%	75.0%	59.6%	67.2%
HCPSS professional development experiences are meaningful and worthwhile	27.6%	19.4%	16.7%	28.9%	33.9%	28.7%	17.2%	26.0%	30.9%	19.6%	24.2%	25.4%	36.2%
Increased workload has contributed to a decline in my morale.	63.0%	77.1%	73.3%	70.2%	72.1%	63.7%	81.2%	63.2%	70.1%	65.5%	63.5%	69.1%	67.2%
I am paid fairly.	53.4%	44.4%	47.7%	53.2%	54.7%	55.0%	36.8%	50.0%	51.4%	40.7%	50.8%	47.4%	46.2%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	42.9%	14.3%	6.7%	100.0%	87.1%	58.2%	34.3%	45.2%	25.0%	73.1%	56.5%	64.3%	68.2%
I have confidence in the leadership exhibited by the Howard County Board of Education.	38.6%	28.6%	56.8%	80.4%	89.8%	49.3%	18.5%	35.6%	17.1%	37.5%	31.7%	32.8%	39.5%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	84.5%	94.1%	93.3%	95.7%	88.5%	82.2%	78.8%	80.0%	81.4%	71.9%	72.1%	82.3%	82.7%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	71.7%	61.8%	56.8%	71.7%	77.8%	63.2%	63.9%	76.4%	74.3%	74.5%	77.4%	69.1%	73.9%
In my position, I receive appropriate and adequate support and training	77.2%	61.1%	63.6%	68.8%	79.4%	66.2%	66.7%	70.5%	80.6%	73.7%	14.5%	65.7%	70.9%
In the last 12 months, I have experienced harassing behavior from colleagues	15.8%	20.0%	18.6%	18.6%	19.4%	11.2%	7.6%	3.8%	11.3%	6.8%	3.2%	9.3%	13.7%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	17.2%	19.4%	20.9%	23.3%	8.1%	7.6%	7.6%	5.1%	5.6%	8.6%	21.3%	8.8%	8.5%
In the last 12 months, I have experienced harassing behavior from parents	34.0%	38.2%	43.2%	43.2%	39.3%	26.5%	43.3%	28.2%	33.8%	23.2%	21.3%	23.4%	18.8%
At my school I spend most of my PIP time on non-instructional activities.					39.6%	26.5%	28.0%	10.9%	6.0%	7.5%	20.0%	42.4%	38.6%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					41.2%	39.2%	66.7%	74.1%	73.6%	80.5%	86.7%	67.9%	76.5%
In my school, I spend too much time in meetings.						27.8%	23.8%	26.8%	23.5%	12.7%	16.9%	42.8%	47.6%
In my school, there is adequate support for special education students.						70.8%	80.7%	80.0%	83.6%	81.8%	75.0%	53.3%	33.3%
Participants	58	36	45	48	64 out of 117	80 out of 109	69 out of 113	80 out of 120	72 out of 122	59 out of 121	63 out of 118		
Principal	Karl Schindler	Karl Schindler	David P. Burton	David P. Burton	David P. Burton	David P. Burton	Shawn Hastings-Hauf	Shawn Hastings-Hauf	Shawn Hastings-Hauf	Shawn Hastings-Hauf	Shawn Hastings-Hauf		