

2025-2026 HCEA Job Satisfaction Survey Trend Report

Glenwood 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.	15.6%	91.2%	92.6%	100.0%	78.6%	73.3%	40.0%	88.9%	88.6%	97.2%	97.0%	72.9%	68.6%
There is an atmosphere of open communication and trust in my school/worksite.	20.5%	79.4%	92.6%	93.3%	64.3%	83.3%	70.0%	91.7%	94.3%	86.1%	90.9%	71.5%	70.0%
I personally feel successful in my work.	84.4%	94.1%	92.6%	93.3%	78.6%	93.3%	75.9%	77.8%	85.7%	88.9%	93.8%	88.1%	85.9%
I feel involved in decision-making at my school/worksite.	30.2%	77.4%	65.4%	80.0%	50.0%	72.4%	51.7%	88.9%	90.6%	88.6%	78.1%	63.8%	62.7%
I want to be involved in decision-making at my school/worksite.	93.0%	96.9%	88.9%	92.9%	91.7%	93.3%	100.0%	93.9%	84.4%	88.2%	83.9%	86.8%	87.9%
In my school/worksite, I can speak openly about important issues without fear of repercussions	31.1%	66.7%	96.3%	86.7%	71.4%	86.6%	76.7%	91.7%	85.3%	83.3%	84.8%	73.9%	73.8%
In my school/worksite, I am treated as a professional	55.6%	91.2%	88.9%	93.3%	71.4%	90.0%	80.0%	94.4%	97.1%	94.4%	93.8%	85.3%	85.5%
There is good teamwork among staff in my school/worksite.	66.7%	94.1%	88.9%	80.0%	85.7%	90.0%	79.3%	86.1%	94.3%	86.1%	87.5%	84.3%	83.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	47.4%	81.3%	72.0%	90.9%	58.3%	76.6%	89.3%	96.7%	80.0%	76.5%	65.5%	76.9%	77.0%
My working environment (i.e. safety, cleanliness) is conducive to success	40.0%	47.1%	44.4%	80.0%	64.3%	66.6%	56.7%	86.1%	60.0%	80.0%	75.0%	70.1%	69.9%
My work performance is evaluated fairly.	58.1%	66.7%	70.4%	66.7%	71.4%	76.6%	82.8%	85.3%	94.3%	97.2%	93.9%	89.0%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	42.2%	63.6%	48.1%	73.3%	71.4%	50.0%	31.0%	41.2%	51.5%	35.3%	66.7%	57.4%	58.4%
I am provided adequate work and storage space to prepare for and do my job.	75.6%	73.5%	76.9%	93.3%	71.4%	80.0%	83.3%	72.2%	79.4%	77.8%	81.3%	79.5%	82.2%
My administrators/supervisors respect the negotiated contracts	79.5%	96.9%	96.3%	100.0%	92.9%	93.3%	90.0%	91.7%	97.0%	94.4%	93.8%	90.7%	91.2%
My planning time is respected by my school administrators/supervisors	70.3%	92.0%	83.3%	100.0%	90.0%	73.3%	79.2%	79.3%	92.3%	86.2%	96.2%	88.1%	86.4%
In my school, administrators/supervisors support me in enforcing discipline	60.5%	89.7%	95.8%	91.7%	83.3%	86.2%	66.7%	93.5%	81.3%	88.2%	73.3%	75.0%	71.9%
In my school, student misbehavior interferes with learning.	7.3%	11.1%	12.0%	16.7%	23.1%	20.6%	59.3%	40.6%	66.7%	29.4%	62.5%	65.9%	70.5%
Too much instructional time is spent administering assessments.	92.7%	85.7%	92.3%	80.0%	72.7%	62.0%	73.1%	71.4%	64.0%	63.3%	72.4%	66.8%	67.2%
HCPSS professional development experiences are meaningful and worthwhile	54.8%	34.4%	16.0%	41.7%	45.5%	34.4%	34.6%	59.4%	40.6%	42.9%	34.4%	39.7%	36.2%
Increased workload has contributed to a decline in my morale.	67.4%	64.7%	80.8%	46.7%	53.8%	50.0%	93.1%	67.6%	71.9%	75.8%	70.0%	65.9%	67.2%
I am paid fairly.	48.9%	36.4%	63.0%	53.3%	64.3%	62.0%	34.5%	45.7%	48.6%	36.1%	59.4%	47.8%	46.2%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	29.5%	15.2%	3.7%	93.3%	92.9%	63.3%	56.7%	78.1%	39.3%	91.2%	90.9%	72.2%	68.2%
I have confidence in the leadership exhibited by the Howard County Board of Education.	31.0%	18.2%	68.0%	93.3%	85.7%	53.3%	36.7%	61.3%	20.0%	64.7%	57.6%	40.9%	39.5%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	95.1%	88.2%	92.6%	100.0%	92.3%	90.0%	73.3%	81.3%	90.0%	91.2%	87.5%	84.6%	82.7%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	69.8%	67.7%	75.0%	92.9%	84.6%	76.6%	65.2%	81.8%	87.5%	81.8%	87.1%	76.5%	73.9%
In my position, I receive appropriate and adequate support and training	66.7%	76.5%	76.9%	86.7%	71.4%	83.3%	70.0%	80.6%	79.4%	72.2%	87.9%	74.0%	70.9%
In the last 12 months, I have experienced harassing behavior from colleagues	16.3%	9.7%	0.0%	6.7%	0.0%	10.3%	13.8%	11.4%	8.8%	13.9%	6.3%	11.0%	13.7%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	11.6%	11.8%	0.0%	0.0%	0.0%	0.0%	6.7%	5.6%	0.0%	0.0%	0.0%	9.0%	8.5%
In the last 12 months, I have experienced harassing behavior from parents	32.5%	26.5%	33.3%	26.7%	7.1%	13.7%	25.0%	31.4%	35.5%	22.9%	18.8%	21.6%	18.8%
At my school I spend most of my PIP time on non-instructional activities.					50.0%	33.3%	34.8%	36.0%	29.2%	33.3%	45.8%	38.1%	38.6%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					81.8%	60.0%	84.2%	73.9%	82.6%	73.1%	76.9%	76.5%	76.5%
In my school, I spend too much time in meetings.						34.4%	34.6%	40.0%	36.7%	46.9%	53.6%	47.5%	47.6%
In my school, there is adequate support for special education students.						13.3%	14.3%	53.1%	30.3%	33.3%	54.8%	41.2%	33.3%
Participants	45	34	27	15	14 out of 54	30 out of 57	30 out of 58	36 out of 57	35 out of 58	36 out of 59	33 out of 59		
Principal	David Brown	Robert A. Motley	Robert A. Motley	Robert A. Motley	Gina Cash	Gina Cash	Gina Cash	Melissa Shindel	Melissa Shindel	Melissa Shindel	Melissa Shindel		