2025-2026 HCEA Job Satisfaction Survey Trend Report

Gorman Crossing 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.	76.9%	63.6%	74.2%	87.5%	94.4%	97.5%	89.1%	97.3%	98.2%	100.0%	92.6%	65.1%	68.6%
There is an atmosphere of open communication and trust in my school/worksite.	71.8%	56.8%	64.5%	80.6%	77.8%	85.0%	96.4%	90.4%	91.1%	95.0%	95.7%	42.6%	70.0%
I personally feel successful in my work.	89.7%	88.4%	93.5%	90.6%	77.8%	92.5%	87.3%	90.5%	92.7%	93.1%	95.7%	87.2%	85.9%
I feel involved in decision-making at my school/worksite.	59.0%	47.7%	54.8%	67.7%	77.8%	72.5%	77.4%	76.1%	79.6%	85.5%	80.3%	62.8%	62.7%
I want to be involved in decision-making at my school/worksite.	89.5%	93.0%	90.3%	87.5%	94.4%	85.0%	88.5%	94.4%	88.5%	92.7%	83.1%	88.5%	87.9%
In my school/worksite, I can speak openly about important issues without fear of repercussions	73.7%	59.1%	61.3%	75.0%	77.8%	85.0%	94.6%	90.4%	90.9%	86.2%	84.1%	72.5%	73.8%
In my school/worksite, I am treated as a professional	89.7%	81.8%	77.4%	87.5%	83.3%	87.5%	92.9%	94.6%	94.7%	96.6%	94.1%	84.9%	85.5%
There is good teamwork among staff in my school/worksite.	84.6%	60.5%	80.0%	78.1%	88.9%	92.5%	98.2%	90.5%	94.7%	96.6%	97.1%	82.7%	83.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	77.8%	57.1%	58.6%	75.0%	73.3%	67.5%	83.0%	85.5%	89.4%	95.7%	88.1%	74.9%	77.0%
My working enviornment (i.e. safety, cleanliness) is conductive to success	89.7%	84.1%	89.7%	87.5%	72.2%	80.0%	87.5%	91.9%	86.0%	72.9%	78.3%	67.6%	69.9%
My work performance is evaluated fairly.	84.2%	69.8%	83.9%	96.8%	81.3%	92.5%	92.6%	95.8%	87.7%	96.6%	96.9%	88.9%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	52.6%	39.5%	32.3%	60.0%	61.1%	57.5%	56.6%	76.7%	78.6%	81.4%	86.4%	58.9%	58.4%
I am provided adequate work and storage space to prepare for and do my job.	87.2%	79.5%	90.3%	81.3%	83.3%	82.5%	87.0%	89.0%	87.7%	83.1%	80.6%	79.8%	82.2%
My administrators/supervisors respect the negotiated contracts	92.3%	86.0%	87.1%	93.8%	100.0%	97.4%	98.2%	98.6%	100.0%	100.0%	97.0%	90.5%	91.2%
My planning time is respected by my school administrators/supervisors	80.6%	72.5%	78.6%	81.5%	75.0%	82.5%	100.0%	100.0%	98.0%	98.1%	93.4%	85.0%	86.4%
In my school, administrators/supervisors support me in enforcing discipline	71.1%	68.4%	72.4%	66.7%	77.8%	77.5%	97.5%	79.7%	87.5%	96.0%	90.0%	72.6%	71.9%
In my school, student misbehavior interferes with learning.	51.3%	65.1%	53.3%	80.6%	66.7%	62.5%	23.9%	55.4%	65.3%	57.7%	67.7%	75.8%	70.5%
Too much instructional time is spent administering assessments.	97.4%	85.4%	76.7%	64.3%	66.7%	50.0%	75.7%	57.1%	73.9%	61.9%	66.1%	72.4%	67.2%
HCPSS professional development experiences are meaningful and worthwhile	61.5%	63.4%	53.3%	61.3%	61.1%	55.0%	44.4%	67.1%	47.3%	50.8%	37.9%	38.4%	36.2%
Increased workload has contributed to a decline in my morale.	61.5%	70.5%	80.0%	77.4%	64.7%	57.5%	72.2%	57.4%	55.6%	52.7%	60.6%	70.0%	67.2%
I am paid fairly.	46.2%	29.5%	41.9%	50.0%	35.3%	40.0%	35.7%	34.2%	45.6%	40.7%	37.3%	43.2%	46.2%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	48.7%	19.0%	20.7%	100.0%	100.0%	80.0%	60.7%	81.9%	52.4%	96.4%	87.9%	66.3%	68.2%
I have confidence in the leadership exhibited by the Howard County Board of Education.	43.6%	24.4%	72.4%	96.9%	94.1%	42.5%	31.5%	66.7%	32.1%	35.1%	48.5%	40.3%	39.5%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	97.4%	92.9%	93.5%	100.0%	100.0%	97.5%	89.3%	95.7%	91.2%	93.1%	83.3%	82.4%	82.7%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	76.9%	64.3%	71.0%	90.0%	72.2%	80.0%	78.3%	87.1%	82.7%	87.7%	84.4%	75.8%	73.9%
In my position, I receive appropriate and adequate support and training	89.7%	77.3%	77.4%	84.4%	72.2%	70.0%	78.6%	80.6%	82.5%	82.8%	80.6%	70.9%	70.9%
In the last 12 months, I have experienced harassing behavior from colleagues	18.4%	18.2%	19.4%	6.5%	33.3%	5.0%	1.8%	2.8%	1.9%	1.7%	7.7%	15.4%	13.7%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	7.9%	11.9%	9.7%	9.7%	17.6%	5.0%	0.0%	1.4%	0.0%	0.0%	7.8%	8.5%	8.5%
In the last 12 months, I have experienced harassing behavior from parents	36.8%	25.0%	23.3%	34.4%	22.2%	27.5%	21.4%	18.1%	14.3%	13.6%	15.9%	16.5%	18.8%
At my school I spend most of my PIP time on non-instructional activities.					27.3%	26.3%	25.0%	17.3%	24.4%	12.8%	26.0%	38.6%	38.6%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					90.9%	55.2%	97.1%	90.0%	87.5%	84.2%	92.6%	80.5%	76.5%
In my school, I spend too much time in meetings.						30.0%	22.9%	12.9%	29.6%	24.5%	25.8%	50.3%	47.6%
In my school, there is adequate support for special education students.						25.0%	44.0%	48.6%	36.0%	41.1%	40.6%	18.8%	33.3%
Participants	39	44	31	32	19 out of 105	40 out of 91	56 out of 97	74 out of 99	57 out of 100	60 out of 114	69 out of 103		
Principal	Deborah Holmes Caldwell	Deborah Holmes Caldwell	Deborah Holmes Caldwell	Deborah Holmes Caldwell	Deborah Holmes Caldwell	Deborah Holmes	Deborah Holmes	Deborah Holmes	Deborah Holmes	Deborah Holmes	Deborah Holmes		