

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

Guilford 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.	73.5%	85.3%	88.0%	71.9%	44.4%	54.7%	18.2%	39.3%	22.0%	41.2%	48.8%	65.1%	68.6%
There is an atmosphere of open communication and trust in my school/worksite.	79.4%	85.3%	88.0%	72.7%	50.0%	78.5%	34.1%	44.3%	27.1%	41.2%	41.5%	42.6%	70.0%
I personally feel successful in my work.	91.4%	85.3%	88.0%	87.9%	77.8%	76.1%	58.1%	80.0%	84.7%	74.5%	78.0%	87.2%	85.9%
I feel involved in decision-making at my school/worksite.	71.4%	76.5%	76.0%	71.9%	76.5%	78.5%	37.2%	61.0%	39.3%	47.9%	56.4%	62.8%	62.7%
I want to be involved in decision-making at my school/worksite.	88.6%	90.6%	92.0%	96.8%	100.0%	97.5%	95.3%	89.7%	84.2%	89.8%	87.5%	88.5%	87.9%
In my school/worksite, I can speak openly about important issues without fear of repercussions	77.1%	79.4%	72.0%	68.8%	61.1%	80.4%	40.5%	57.6%	44.1%	40.8%	48.8%	72.5%	73.8%
In my school/worksite, I am treated as a professional	88.6%	88.2%	96.0%	87.9%	83.3%	90.2%	65.1%	77.0%	65.5%	74.0%	75.6%	84.9%	85.5%
There is good teamwork among staff in my school/worksite.	82.9%	82.4%	87.5%	84.8%	88.9%	73.1%	56.8%	68.9%	67.2%	70.0%	75.6%	82.7%	83.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	78.8%	69.0%	78.3%	78.1%	64.3%	58.5%	45.9%	61.2%	63.0%	62.2%	65.0%	74.9%	77.0%
My working environment (i.e. safety, cleanliness) is conducive to success	85.7%	85.3%	88.0%	90.6%	94.4%	69.0%	60.5%	83.1%	55.9%	68.6%	85.4%	67.6%	69.9%
My work performance is evaluated fairly.	80.0%	76.5%	88.0%	93.8%	83.3%	90.2%	83.3%	81.4%	68.5%	83.0%	78.0%	88.9%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	57.6%	39.4%	56.0%	54.5%	55.6%	57.1%	38.1%	45.8%	56.1%	40.4%	62.5%	58.9%	58.4%
I am provided adequate work and storage space to prepare for and do my job.	80.0%	74.2%	92.0%	78.8%	77.8%	80.9%	63.6%	73.3%	60.3%	75.5%	90.2%	79.8%	82.2%
My administrators/supervisors respect the negotiated contracts	94.3%	93.8%	96.0%	84.8%	83.3%	90.4%	68.3%	83.1%	69.5%	83.7%	84.6%	90.5%	91.2%
My planning time is respected by my school administrators/supervisors	84.8%	78.6%	97.5%	72.4%	83.3%	80.4%	64.1%	84.3%	66.7%	59.5%	63.6%	85.0%	86.4%
In my school, administrators/supervisors support me in enforcing discipline	82.4%	88.2%	82.6%	76.7%	83.3%	69.0%	43.2%	50.9%	30.8%	60.9%	59.5%	72.6%	71.9%
In my school, student misbehavior interferes with learning.	76.5%	67.6%	95.7%	90.9%	88.9%	95.2%	92.9%	89.7%	85.7%	88.0%	88.9%	75.8%	70.5%
Too much instructional time is spent administering assessments.	87.9%	87.5%	61.9%	71.4%	61.5%	51.2%	62.5%	69.6%	68.1%	85.7%	75.8%	72.4%	67.2%
HCPSS professional development experiences are meaningful and worthwhile	65.7%	51.5%	62.5%	56.7%	52.9%	63.4%	41.5%	54.4%	50.9%	33.3%	43.9%	38.4%	36.2%
Increased workload has contributed to a decline in my morale.	62.5%	67.6%	60.0%	53.1%	83.3%	78.0%	78.6%	68.4%	75.9%	80.4%	66.7%	70.0%	67.2%
I am paid fairly.	37.1%	42.4%	40.0%	39.4%	44.4%	35.7%	25.0%	26.7%	40.7%	35.3%	48.8%	43.2%	46.2%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	48.5%	34.4%	28.0%	97.0%	94.4%	67.5%	27.9%	61.4%	25.0%	63.8%	64.1%	66.3%	68.2%
I have confidence in the leadership exhibited by the Howard County Board of Education.	54.5%	35.5%	76.0%	87.5%	83.3%	39.0%	16.7%	46.6%	27.8%	37.0%	48.7%	40.3%	39.5%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	94.3%	97.1%	96.0%	96.9%	100.0%	95.1%	80.5%	86.0%	89.7%	91.1%	76.9%	82.4%	82.7%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	74.3%	63.6%	79.2%	78.1%	76.5%	69.0%	64.3%	70.9%	65.5%	57.4%	63.4%	75.8%	73.9%
In my position, I receive appropriate and adequate support and training	85.7%	79.4%	72.0%	81.3%	77.8%	78.0%	59.5%	70.0%	70.7%	62.7%	82.9%	70.9%	70.9%
In the last 12 months, I have experienced harassing behavior from colleagues	15.2%	21.9%	24.0%	15.2%	35.3%	16.6%	23.8%	21.7%	12.7%	20.4%	15.4%	15.4%	13.7%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3.1%	15.2%	12.0%	15.2%	18.8%	11.9%	9.3%	13.3%	16.9%	16.3%	12.5%	8.5%	8.5%
In the last 12 months, I have experienced harassing behavior from parents	9.4%	21.2%	36.0%	27.3%	25.0%	30.0%	34.1%	32.8%	27.1%	16.0%	12.2%	16.5%	18.8%
At my school I spend most of my PIP time on non-instructional activities.					16.7%	20.5%	48.4%	27.3%	27.7%	42.9%	50.0%	38.6%	38.6%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					83.3%	57.5%	72.7%	70.7%	76.2%	71.4%	78.1%	80.5%	76.5%
In my school, I spend too much time in meetings.						56.1%	39.0%	50.0%	47.3%	67.4%	59.5%	50.3%	47.6%
In my school, there is adequate support for special education students.						9.5%	14.3%	22.4%	10.3%	8.2%	22.0%	18.8%	33.3%
Participants	34	34	25	33	18 out of 68	42 out of 65	44 out of 75	61 out of 77	59 out of 74	51 out of 71	41 out of 103		
Principal	Genee A. Varlack	Jonathan Davis	Jonathan Davis	Jonathan Davis	Jonathan Davis	Justin FitzGerald	Trish Lannon	Trish Lannon	Stephanie Barber-Wehrman	Stephanie Barber-Wehrman	Stephanie Barber-Wehrman		