

2025-2026 HCEA Job Satisfaction Survey Trend Report

Guilford Park HS	23-24	24-25	25-26	25-26 OVERALL- HS	25-26 OVERALL- ALL
Overall, morale at my school/worksite is good.	100.0%	85.2%	79.7%	67.8%	68.6%
There is an atmosphere of open communication and trust in my school/worksite.	98.0%	91.8%	80.8%	69.3%	70.0%
I personally feel successful in my work.	92.2%	90.2%	91.8%	89.8%	85.9%
I feel involved in decision-making at my school/worksite.	82.6%	82.8%	69.4%	58.5%	62.7%
I want to be involved in decision-making at my school/worksite.	91.7%	93.1%	89.7%	86.4%	87.9%
In my school/worksite, I can speak openly about important issues without fear of repercussions	92.0%	88.5%	76.7%	73.8%	73.8%
In my school/worksite, I am treated as a professional	96.0%	95.1%	94.4%	85.9%	85.5%
There is good teamwork among staff in my school/worksite.	95.9%	91.7%	88.9%	82.7%	83.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	95.6%	98.2%	90.1%	82.2%	77.0%
My working environment (i.e. safety, cleanliness) is conducive to success	96.0%	88.5%	81.1%	72.2%	69.9%
My work performance is evaluated fairly.	97.9%	98.3%	93.1%	89.4%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	74.5%	57.4%	51.4%	51.4%	58.4%
I am provided adequate work and storage space to prepare for and do my job.	94.0%	100.0%	93.1%	88.3%	82.2%
My administrators/supervisors respect the negotiated contracts	96.1%	96.7%	97.2%	92.2%	91.2%
My planning time is respected by my school administrators/supervisors	93.0%	94.1%	82.1%	87.1%	86.4%
In my school, administrators/supervisors support me in enforcing discipline	87.8%	77.4%	65.7%	64.2%	71.9%
In my school, student misbehavior interferes with learning.	57.4%	72.4%	71.6%	66.8%	70.5%
Too much instructional time is spent administering assessments.	31.0%	35.7%	44.4%	59.6%	67.2%
HCPSS professional development experiences are meaningful and worthwhile	58.7%	53.4%	34.2%	25.4%	36.2%
Increased workload has contributed to a decline in my morale.	51.1%	58.9%	61.2%	69.1%	67.2%
I am paid fairly.	47.1%	39.3%	58.1%	47.4%	46.2%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	45.7%	85.7%	69.9%	64.3%	68.2%
I have confidence in the leadership exhibited by the Howard County Board of Education.	23.8%	47.4%	47.2%	32.8%	39.5%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	95.9%	93.3%	80.8%	82.3%	82.7%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	85.1%	80.4%	81.7%	69.1%	73.9%
In my position, I receive appropriate and adequate support and training	82.0%	76.7%	78.1%	65.7%	70.9%
In the last 12 months, I have experienced harassing behavior from colleagues	0.0%	0.0%	6.8%	9.3%	13.7%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2.0%	0.0%	4.1%	8.8%	8.5%
In the last 12 months, I have experienced harassing behavior from parents	10.4%	15.5%	20.8%	23.4%	18.8%
At my school I spend most of my PIP time on non-instructional activities.	22.9%	42.2%	61.0%	42.4%	38.6%
At my school our administrator includes time during PIP for teacher-initiated collaboration.	71.1%	47.8%	42.2%	67.9%	76.5%
In my school, I spend too much time in meetings.	6.3%	19.0%	48.6%	42.8%	47.6%
In my school, there is adequate support for special education students.	59.5%	56.6%	47.8%	53.3%	33.3%
Participants	51 out of 88	61 out of 118	74 out of 149		
Principal	Josh Wasilewski	Josh Wasilewski	Josh Wasilewski		