

2025-2026 HCEA Job Satisfaction Survey Trend Report

Hammond 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.	81.8%	100.0%	100.0%	100.0%	100.0%	85.2%	45.2%	20.8%	70.8%	62.2%	71.9%	65.1%	68.6%
There is an atmosphere of open communication and trust in my school/worksite.	93.9%	93.1%	100.0%	95.7%	95.2%	91.1%	61.9%	39.6%	83.3%	73.3%	70.2%	42.6%	70.0%
I personally feel successful in my work.	84.8%	89.7%	100.0%	95.7%	90.5%	82.3%	73.8%	56.3%	83.0%	88.6%	82.5%	87.2%	85.9%
I feel involved in decision-making at my school/worksite.	71.9%	86.2%	84.6%	81.8%	75.0%	87.8%	57.1%	45.7%	68.1%	65.1%	52.7%	62.8%	62.7%
I want to be involved in decision-making at my school/worksite.	90.6%	100.0%	100.0%	85.7%	100.0%	96.9%	90.2%	93.3%	95.7%	90.9%	80.4%	88.5%	87.9%
In my school/worksite, I can speak openly about important issues without fear of repercussions	90.9%	86.2%	86.7%	91.3%	95.2%	94.1%	78.6%	50.0%	83.3%	77.8%	75.0%	72.5%	73.8%
In my school/worksite, I am treated as a professional	100.0%	93.1%	100.0%	95.7%	95.2%	97.0%	88.1%	70.8%	93.8%	93.2%	81.8%	84.9%	85.5%
There is good teamwork among staff in my school/worksite.	100.0%	89.7%	100.0%	100.0%	95.0%	100.0%	85.7%	80.9%	75.0%	68.9%	77.8%	82.7%	83.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	79.3%	92.9%	92.3%	95.5%	85.7%	64.7%	77.8%	63.6%	79.5%	73.2%	75.5%	74.9%	77.0%
My working environment (i.e. safety, cleanliness) is conducive to success	87.9%	93.1%	100.0%	91.3%	80.0%	94.1%	61.0%	62.5%	50.0%	84.4%	70.4%	67.6%	69.9%
My work performance is evaluated fairly.	87.5%	89.7%	93.3%	95.7%	100.0%	100.0%	95.0%	88.9%	91.1%	95.6%	87.3%	88.9%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	43.8%	58.6%	66.7%	87.0%	65.0%	41.1%	41.5%	36.2%	57.4%	52.3%	63.6%	58.9%	58.4%
I am provided adequate work and storage space to prepare for and do my job.	93.9%	93.1%	86.7%	87.0%	76.2%	79.4%	88.1%	82.6%	60.4%	68.2%	63.6%	79.8%	82.2%
My administrators/supervisors respect the negotiated contracts	100.0%	100.0%	100.0%	100.0%	100.0%	97.0%	87.5%	83.3%	97.8%	93.3%	90.7%	90.5%	91.2%
My planning time is respected by my school administrators/supervisors	90.0%	100.0%	100.0%	90.5%	95.0%	84.8%	76.3%	62.2%	88.9%	84.6%	84.6%	85.0%	86.4%
In my school, administrators/supervisors support me in enforcing discipline	90.3%	96.3%	93.3%	90.5%	94.7%	85.2%	82.1%	44.4%	72.5%	70.0%	82.7%	72.6%	71.9%
In my school, student misbehavior interferes with learning.	78.1%	55.6%	76.9%	70.0%	66.7%	79.4%	56.4%	89.4%	93.5%	90.9%	69.1%	75.8%	70.5%
Too much instructional time is spent administering assessments.	67.7%	76.9%	61.5%	66.7%	70.0%	67.6%	82.9%	77.8%	91.2%	83.3%	62.5%	72.4%	67.2%
HCPSS professional development experiences are meaningful and worthwhile	72.7%	78.6%	46.7%	68.2%	61.9%	61.7%	27.5%	45.7%	46.7%	51.1%	25.0%	38.4%	36.2%
Increased workload has contributed to a decline in my morale.	62.5%	55.2%	35.7%	36.4%	60.0%	73.5%	90.2%	91.5%	77.8%	71.1%	60.8%	70.0%	67.2%
I am paid fairly.	36.4%	27.6%	40.0%	52.2%	47.6%	55.8%	29.3%	29.2%	31.9%	35.6%	50.0%	43.2%	46.2%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	51.9%	29.6%	14.3%	100.0%	100.0%	78.7%	46.3%	54.2%	41.0%	82.9%	59.3%	66.3%	68.2%
I have confidence in the leadership exhibited by the Howard County Board of Education.	33.3%	37.5%	73.3%	95.0%	95.0%	43.7%	32.5%	29.8%	23.3%	40.0%	30.4%	40.3%	39.5%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	89.7%	80.8%	93.3%	95.0%	95.0%	97.0%	87.5%	83.3%	80.0%	95.2%	78.2%	82.4%	82.7%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	78.8%	69.0%	85.7%	87.0%	84.2%	82.3%	74.4%	69.6%	59.1%	69.8%	67.3%	75.8%	73.9%
In my position, I receive appropriate and adequate support and training	93.9%	100.0%	100.0%	91.3%	90.5%	91.1%	65.9%	54.2%	71.7%	73.3%	67.9%	70.9%	70.9%
In the last 12 months, I have experienced harassing behavior from colleagues	3.0%	3.8%	8.3%	8.7%	0.0%	8.8%	9.8%	4.3%	10.4%	6.7%	16.4%	15.4%	13.7%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	0.0%	0.0%	8.3%	0.0%	0.0%	5.8%	7.3%	8.7%	2.1%	6.8%	9.1%	8.5%	8.5%
In the last 12 months, I have experienced harassing behavior from parents	24.2%	10.7%	41.7%	17.4%	36.8%	17.6%	28.2%	19.6%	19.1%	18.2%	18.2%	16.5%	18.8%
At my school I spend most of my PIP time on non-instructional activities.					30.8%	14.7%	46.7%	43.2%	23.7%	29.4%	29.5%	38.6%	38.6%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					93.3%	75.7%	73.3%	67.6%	81.3%	78.1%	77.8%	80.5%	76.5%
In my school, I spend too much time in meetings.						50.0%	56.4%	65.9%	43.2%	44.2%	35.8%	50.3%	47.6%
In my school, there is adequate support for special education students.						17.6%	34.1%	10.6%	8.5%	11.1%	30.4%	18.8%	33.3%
Participants	33	29	15	23	22 out of 64	34 out of 62	42 out of 61	48 out of 65	48 out of 74	45 out of 83	57 out of 87		
Principal	Kimberlyn Pratesi	Kimberlyn Pratesi	Kimberlyn Pratesi	Kimberlyn Pratesi	Kimberlyn Pratesi	Kimberlyn Stoll	Lisa Ciarpica	Lisa Ciarpica	Heather Moraff	Heather Moraff	Heather Moraff		