

2025-2026 HCEA Job Satisfaction Survey Trend Report

Hammond HS	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- HS	25-26 OVERALL- ALL
Overall, morale at my school/worksite is good.	95.4%	91.1%	98.3%	96.8%	80.4%	82.0%	37.4%	82.4%	46.6%	25.0%	27.5%	67.8%	68.6%
There is an atmosphere of open communication and trust in my school/worksite.	92.0%	89.9%	96.5%	93.4%	93.3%	77.5%	71.1%	78.0%	54.2%	26.4%	30.0%	69.3%	70.0%
I personally feel successful in my work.	83.0%	83.1%	93.1%	87.1%	84.4%	90.9%	63.7%	91.2%	83.6%	83.0%	81.3%	89.8%	85.9%
I feel involved in decision-making at my school/worksite.	66.7%	72.7%	82.5%	72.9%	68.2%	62.9%	54.0%	56.2%	40.6%	29.8%	38.6%	58.5%	62.7%
I want to be involved in decision-making at my school/worksite.	90.7%	93.4%	93.0%	96.6%	93.3%	85.3%	83.5%	87.8%	82.6%	91.8%	90.7%	86.4%	87.9%
In my school/worksite, I can speak openly about important issues without fear of repercussions	92.0%	84.4%	87.9%	87.1%	84.8%	84.8%	83.9%	77.5%	71.4%	63.0%	47.7%	43.8%	73.8%
In my school/worksite, I am treated as a professional	92.0%	86.1%	96.6%	96.8%	97.8%	87.5%	87.9%	84.6%	76.7%	63.2%	73.3%	85.9%	85.5%
There is good teamwork among staff in my school/worksite.	93.2%	92.4%	96.6%	93.5%	88.9%	85.2%	88.9%	86.8%	86.1%	61.4%	67.4%	82.7%	83.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	82.6%	78.9%	77.2%	72.4%	78.6%	67.0%	89.9%	69.9%	57.6%	62.8%	60.8%	82.2%	77.0%
My working environment (i.e. safety, cleanliness) is conducive to success	72.7%	79.7%	82.5%	64.5%	69.6%	49.4%	41.6%	71.4%	64.4%	58.0%	83.0%	72.2%	69.9%
My work performance is evaluated fairly.	87.5%	88.5%	75.4%	86.7%	84.1%	87.6%	88.6%	92.1%	84.5%	72.4%	81.8%	89.4%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	37.9%	44.7%	45.5%	56.7%	51.2%	41.8%	44.0%	44.2%	31.3%	41.0%	40.5%	51.4%	58.4%
I am provided adequate work and storage space to prepare for and do my job.	77.3%	75.3%	78.9%	83.6%	69.8%	55.0%	70.8%	84.4%	90.3%	87.2%	96.5%	88.3%	82.2%
My administrators/supervisors respect the negotiated contracts	97.7%	100.0%	96.6%	98.4%	100.0%	93.2%	93.3%	93.4%	87.5%	74.4%	72.9%	92.2%	91.2%
My planning time is respected by my school administrators/supervisors	82.1%	81.8%	84.0%	81.1%	92.1%	71.9%	92.2%	80.3%	60.3%	66.2%	73.3%	87.1%	86.4%
In my school, administrators/supervisors support me in enforcing discipline	81.7%	80.8%	79.6%	69.1%	69.0%	59.5%	75.0%	87.3%	47.1%	23.1%	34.9%	64.2%	71.9%
In my school, student misbehavior interferes with learning.	80.2%	82.9%	89.5%	79.7%	79.5%	83.1%	80.0%	69.4%	79.5%	82.4%	71.4%	66.8%	70.5%
Too much instructional time is spent administering assessments.	79.5%	78.3%	90.2%	86.8%	85.0%	73.8%	50.7%	47.4%	53.3%	45.1%	48.6%	59.6%	67.2%
HCPSS professional development experiences are meaningful and worthwhile	38.8%	39.5%	29.6%	36.8%	44.4%	34.8%	27.9%	32.2%	34.8%	32.1%	21.4%	25.4%	36.2%
Increased workload has contributed to a decline in my morale.	57.1%	67.6%	66.1%	57.4%	59.1%	60.6%	70.9%	69.0%	78.8%	71.8%	75.6%	69.1%	67.2%
I am paid fairly.	48.3%	35.4%	58.6%	53.2%	53.3%	48.8%	27.5%	41.8%	32.4%	32.2%	39.3%	47.4%	46.2%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	53.0%	23.4%	12.3%	96.7%	91.3%	74.1%	23.6%	52.4%	27.7%	83.3%	70.9%	64.3%	68.2%
I have confidence in the leadership exhibited by the Howard County Board of Education.	42.0%	26.3%	78.9%	83.6%	89.1%	56.1%	11.0%	34.5%	13.2%	41.2%	36.4%	32.8%	39.5%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	89.2%	90.7%	98.2%	95.1%	91.3%	89.7%	84.4%	96.5%	92.9%	90.6%	88.6%	82.3%	82.7%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	69.4%	65.4%	75.4%	71.7%	63.6%	70.4%	62.8%	74.7%	71.8%	69.5%	66.3%	69.1%	73.9%
In my position, I receive appropriate and adequate support and training	75.0%	75.3%	75.4%	75.4%	71.1%	71.2%	67.8%	67.4%	71.6%	59.8%	70.0%	65.7%	70.9%
In the last 12 months, I have experienced harassing behavior from colleagues	6.1%	8.5%	5.6%	3.6%	9.8%	11.2%	3.3%	4.5%	11.1%	13.6%	18.8%	9.3%	13.7%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	7.3%	2.8%	5.5%	1.9%	2.4%	5.8%	4.4%	3.3%	17.4%	21.2%	17.6%	8.8%	8.5%
In the last 12 months, I have experienced harassing behavior from parents	30.5%	26.0%	30.9%	39.0%	31.1%	25.8%	24.7%	27.6%	30.9%	28.0%	21.7%	23.4%	18.8%
At my school I spend most of my PIP time on non-instructional activities.					58.3%	34.0%	29.9%	61.1%	58.2%	40.9%	50.0%	42.4%	38.6%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					75.0%	48.3%	75.0%	45.2%	41.5%	53.8%	66.7%	67.9%	76.5%
In my school, I spend too much time in meetings.						31.4%	13.4%	46.2%	54.0%	46.8%	46.3%	42.8%	47.6%
In my school, there is adequate support for special education students.						43.8%	42.9%	58.1%	50.7%	34.1%	40.2%	53.3%	33.3%
Participants	88	79	58	62	47 out of 157	89 out of 154	91 out of 138	91 out of 145	74 out of 129	88 out of 126	90 out of 126		
Principal	Marcy Leonard	Marcy Leonard	Marcy Leonard	John DiPaula	John DiPaula	John DiPaula	John DiPaula	Raymona Reid	Raymona Reid	Raymona Reid	Raymona Reid		