

2025-2026 HCEA Job Satisfaction Survey Trend Report

Hammond MS	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- MS	25-26 OVERALL- ALL
Overall, morale at my school/worksite is good.	67.6%	73.0%	30.6%	72.4%	69.0%	17.1%	34.8%	91.8%	81.4%	86.4%	86.4%	72.9%	68.6%
There is an atmosphere of open communication and trust in my school/worksite.	52.9%	54.1%	27.8%	72.4%	52.4%	20.0%	41.3%	89.8%	90.9%	73.8%	86.4%	71.5%	70.0%
I personally feel successful in my work.	72.7%	81.1%	83.3%	82.8%	92.7%	77.1%	80.0%	81.6%	82.2%	86.4%	93.2%	88.1%	85.9%
I feel involved in decision-making at my school/worksite.	50.0%	52.8%	48.5%	88.9%	52.5%	44.1%	38.6%	81.3%	74.4%	67.5%	75.6%	63.8%	62.7%
I want to be involved in decision-making at my school/worksite.	84.8%	91.7%	83.3%	88.5%	85.0%	68.5%	84.8%	93.3%	92.7%	87.8%	90.0%	86.8%	87.9%
In my school/worksite, I can speak openly about important issues without fear of repercussions	63.6%	50.0%	38.9%	89.7%	72.5%	55.8%	40.9%	85.7%	79.5%	73.8%	79.5%	73.9%	73.8%
In my school/worksite, I am treated as a professional	76.5%	64.9%	72.7%	93.1%	83.3%	73.5%	78.7%	93.8%	93.3%	88.4%	93.0%	85.3%	85.5%
There is good teamwork among staff in my school/worksite.	76.5%	86.1%	77.1%	85.7%	78.6%	71.4%	84.8%	85.7%	81.8%	81.8%	93.0%	84.3%	83.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	69.7%	76.5%	74.2%	82.1%	56.4%	54.2%	47.6%	91.5%	90.0%	82.5%	90.7%	76.9%	77.0%
My working environment (i.e. safety, cleanliness) is conducive to success	85.3%	83.3%	83.3%	79.3%	83.3%	64.7%	68.9%	89.8%	82.2%	86.4%	79.5%	70.1%	69.9%
My work performance is evaluated fairly.	61.8%	51.4%	58.8%	79.3%	78.6%	74.2%	81.1%	79.6%	81.4%	81.0%	90.9%	89.0%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	27.3%	24.3%	47.1%	53.6%	30.0%	25.7%	41.9%	52.2%	51.2%	45.2%	61.0%	57.4%	58.4%
I am provided adequate work and storage space to prepare for and do my job.	82.4%	83.8%	77.8%	89.7%	82.5%	85.2%	87.0%	85.7%	84.4%	90.9%	86.4%	79.5%	82.2%
My administrators/supervisors respect the negotiated contracts	93.9%	83.8%	80.0%	86.2%	82.9%	58.8%	88.9%	95.8%	93.3%	88.6%	97.6%	90.7%	91.2%
My planning time is respected by my school administrators/supervisors	66.7%	66.7%	67.7%	96.2%	63.2%	34.2%	73.2%	93.0%	92.5%	81.1%	85.7%	88.1%	86.4%
In my school, administrators/supervisors support me in enforcing discipline	72.7%	65.7%	38.2%	82.1%	52.5%	40.0%	26.2%	93.6%	87.2%	87.5%	85.4%	75.0%	71.9%
In my school, student misbehavior interferes with learning.	78.8%	54.1%	88.6%	75.9%	78.0%	84.8%	75.0%	64.6%	62.5%	57.1%	53.8%	65.9%	70.5%
Too much instructional time is spent administering assessments.	78.1%	77.1%	80.0%	67.9%	71.8%	81.8%	58.1%	62.8%	63.2%	71.4%	55.6%	66.8%	67.2%
HCPSS professional development experiences are meaningful and worthwhile	59.4%	50.0%	40.0%	46.4%	56.4%	28.5%	35.0%	42.6%	58.1%	45.2%	46.3%	39.7%	36.2%
Increased workload has contributed to a decline in my morale.	88.2%	77.8%	85.3%	70.4%	82.5%	82.8%	81.8%	72.9%	70.7%	80.5%	51.3%	65.9%	67.2%
I am paid fairly.	35.3%	38.9%	57.6%	58.6%	38.1%	50.0%	25.5%	46.8%	35.6%	34.9%	40.9%	47.8%	46.2%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	55.9%	33.3%	0.0%	69.2%	71.1%	45.7%	51.1%	65.2%	37.5%	70.0%	73.8%	72.2%	68.2%
I have confidence in the leadership exhibited by the Howard County Board of Education.	53.1%	30.6%	56.3%	65.5%	66.7%	38.2%	39.1%	50.0%	26.3%	35.9%	46.5%	40.9%	39.5%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	87.9%	77.8%	75.0%	82.1%	85.4%	76.4%	84.1%	87.2%	85.7%	77.5%	83.7%	84.6%	82.7%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	66.7%	66.7%	60.6%	78.6%	70.3%	72.7%	60.5%	71.7%	79.1%	66.7%	81.8%	76.5%	73.9%
In my position, I receive appropriate and adequate support and training	78.8%	70.3%	69.7%	75.9%	82.9%	68.5%	65.9%	66.0%	68.2%	66.7%	65.9%	74.0%	70.9%
In the last 12 months, I have experienced harassing behavior from colleagues	6.5%	13.9%	6.3%	10.7%	25.6%	22.8%	11.1%	10.4%	9.3%	4.7%	7.0%	11.0%	13.7%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	6.5%	19.4%	21.2%	6.9%	10.5%	17.1%	10.9%	6.1%	7.0%	2.3%	9.3%	9.0%	8.5%
In the last 12 months, I have experienced harassing behavior from parents	28.1%	54.3%	54.5%	65.5%	50.0%	57.1%	17.4%	22.4%	23.8%	19.0%	19.5%	21.6%	18.8%
At my school I spend most of my PIP time on non-instructional activities.					55.6%	42.8%	37.8%	12.8%	29.4%	41.9%	20.6%	38.1%	38.6%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					79.5%	68.5%	59.5%	86.5%	87.9%	78.8%	78.1%	76.5%	76.5%
In my school, I spend too much time in meetings.						62.8%	16.7%	22.9%	38.5%	55.0%	38.5%	47.5%	47.6%
In my school, there is adequate support for special education students.						20.0%	25.0%	38.3%	52.4%	40.5%	41.5%	41.2%	33.3%
Participants	34	37	36	29	42 out of 60	35 out of 59	47 out of 56	49 out of 57	45 out of 55	44 out of 59	44 out of 61		
Principal	Kerry Dufresne	Kerry Dufresne	Kerry Dufresne	Aaron Dale	Aaron Dale	Aaron Dale	Adam Eldridge	Lisa Smith	Lisa Smith	Lisa Smith	Lisa Smith		