

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

<b>Howard HS</b>	<b>14-15</b>	<b>15-16</b>	<b>16-17</b>	<b>17-18</b>	<b>18-19</b>	<b>19-20</b>	<b>21-22</b>	<b>22-23</b>	<b>23-24</b>	<b>24-25</b>	<b>25-26</b>	<b>25-26 OVERALL- HS</b>	<b>25-26 OVERALL- ALL</b>
Overall, morale at my school/worksite is good.	37.5%	91.7%	53.9%	59.5%	65.9%	34.8%	19.1%	23.8%	42.7%	44.0%	85.9%	67.8%	68.6%
There is an atmosphere of open communication and trust in my school/worksite.	35.9%	87.1%	67.1%	64.6%	65.1%	41.8%	31.5%	33.3%	41.8%	45.1%	86.9%	69.3%	70.0%
I personally feel successful in my work.	84.6%	96.5%	85.5%	86.9%	86.7%	79.8%	70.0%	74.8%	86.1%	89.1%	92.9%	89.8%	85.9%
I feel involved in decision-making at my school/worksite.	33.3%	72.2%	56.0%	58.0%	60.0%	37.2%	32.4%	34.4%	37.1%	48.9%	59.4%	58.5%	62.7%
I want to be involved in decision-making at my school/worksite.	85.3%	88.8%	76.4%	82.7%	83.1%	77.4%	77.1%	82.4%	81.6%	79.5%	83.7%	86.4%	87.9%
In my school/worksite, I can speak openly about important issues without fear of repercussions	25.7%	82.4%	79.9%	79.5%	80.5%	61.4%	60.6%	53.8%	60.6%	63.3%	81.3%	73.8%	73.8%
In my school/worksite, I am treated as a professional	67.3%	89.5%	85.3%	82.1%	86.4%	69.0%	67.6%	69.5%	77.5%	87.8%	91.6%	85.9%	85.5%
There is good teamwork among staff in my school/worksite.	86.4%	87.2%	85.5%	77.4%	74.4%	68.4%	67.0%	58.5%	70.3%	69.7%	82.1%	82.7%	83.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	72.9%	72.5%	72.6%	77.8%	81.8%	60.9%	69.6%	56.7%	86.6%	91.3%	86.4%	82.2%	77.0%
My working environment (i.e. safety, cleanliness) is conducive to success	86.5%	82.6%	74.7%	79.8%	84.3%	67.5%	42.3%	41.2%	69.1%	57.8%	61.9%	72.2%	69.9%
My work performance is evaluated fairly.	67.0%	90.1%	81.1%	81.9%	80.5%	77.2%	83.6%	79.7%	84.0%	84.8%	90.4%	89.4%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	46.0%	55.3%	50.0%	57.3%	54.9%	39.0%	40.6%	37.3%	47.7%	48.4%	53.8%	51.4%	58.4%
I am provided adequate work and storage space to prepare for and do my job.	78.4%	83.7%	82.9%	78.6%	86.7%	77.2%	80.7%	84.0%	87.4%	89.0%	84.2%	88.3%	82.2%
My administrators/supervisors respect the negotiated contracts	80.8%	96.4%	96.0%	92.8%	95.0%	88.1%	90.7%	79.7%	91.5%	90.0%	97.9%	92.2%	91.2%
My planning time is respected by my school administrators/supervisors	76.7%	90.9%	82.4%	83.1%	86.1%	58.1%	83.0%	77.9%	91.3%	89.6%	94.0%	87.1%	86.4%
In my school, administrators/supervisors support me in enforcing discipline	89.4%	60.5%	40.8%	40.3%	50.7%	36.0%	29.7%	31.1%	21.6%	37.5%	65.9%	64.2%	71.9%
In my school, student misbehavior interferes with learning.	26.8%	55.8%	70.8%	64.9%	62.8%	59.0%	87.7%	87.6%	85.1%	85.1%	70.3%	66.8%	70.5%
Too much instructional time is spent administering assessments.	76.3%	80.8%	81.7%	81.3%	80.5%	68.8%	71.9%	50.4%	53.7%	46.8%	57.5%	59.6%	67.2%
HCPSS professional development experiences are meaningful and worthwhile	41.0%	45.8%	19.4%	31.6%	36.8%	33.6%	24.0%	33.9%	31.4%	29.2%	17.4%	25.4%	36.2%
Increased workload has contributed to a decline in my morale.	74.7%	58.5%	69.9%	66.3%	66.3%	71.1%	88.7%	82.7%	79.6%	81.2%	68.5%	69.1%	67.2%
I am paid fairly.	46.2%	40.7%	42.1%	47.6%	47.6%	49.0%	27.0%	35.9%	34.5%	30.4%	49.5%	47.4%	46.2%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	49.0%	32.1%	19.2%	83.3%	81.7%	65.1%	36.0%	49.2%	21.1%	66.3%	75.3%	64.3%	68.2%
I have confidence in the leadership exhibited by the Howard County Board of Education.	39.4%	32.9%	62.0%	71.6%	74.7%	41.8%	22.0%	36.4%	15.2%	34.4%	40.9%	32.8%	39.5%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	88.9%	91.8%	86.3%	93.8%	91.0%	70.9%	77.6%	89.1%	85.3%	90.1%	85.7%	82.3%	82.7%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	68.3%	67.1%	69.4%	75.9%	71.4%	64.5%	53.4%	63.9%	57.1%	69.4%	63.0%	69.1%	73.9%
In my position, I receive appropriate and adequate support and training	79.8%	84.9%	80.3%	79.5%	75.0%	69.0%	55.5%	57.3%	57.7%	65.2%	58.5%	65.7%	70.9%
In the last 12 months, I have experienced harassing behavior from colleagues	7.3%	6.2%	8.2%	9.0%	6.5%	12.6%	8.3%	10.8%	10.8%	15.2%	14.7%	9.3%	13.7%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	24.5%	10.8%	2.7%	10.4%	9.0%	13.5%	11.9%	13.8%	7.3%	5.4%	9.5%	8.8%	8.5%
In the last 12 months, I have experienced harassing behavior from parents	38.8%	31.3%	30.6%	34.2%	33.8%	39.0%	35.2%	34.9%	27.8%	16.9%	24.5%	23.4%	18.8%
At my school I spend most of my PIP time on non-instructional activities.					27.3%	39.0%	22.5%	62.6%	37.3%	17.9%	38.7%	42.4%	38.6%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					58.6%	34.2%	63.5%	35.6%	43.9%	73.2%	64.5%	67.9%	76.5%
In my school, I spend too much time in meetings.						53.2%	31.1%	53.2%	33.3%	47.0%	45.9%	42.8%	47.6%
In my school, there is adequate support for special education students.						35.1%	26.9%	31.3%	36.5%	34.9%	55.4%	53.3%	33.3%
Participants	104	86	76	84	83 out of 174	111 out of 175	111 out of 164	131 out of 164	111 out of 155	92 out of 148	99 out of 140		
Principal	Gina Massella	Nick Novak	Nick Novak	Nick Novak	Nick Novak	Nick Novak	Nick Novak	Nick Novak	Steven Fleming	Steven Fleming	Allen Cosentino		