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

| Ilchester 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. | 80.4% | 65.9% | 22.7% | 18.0% | 25.7% | 46.9% | 31.0% | 26.1% | 73.5% | 77.5% | 54.3% | 65.1% | 68.6% |
| There is an atmosphere of open communication and trust in my school/worksite. | 78.3% | 73.2% | 34.1% | 20.4% | 31.4% | 45.4% | 78.6% | 58.7% | 91.5% | 90.0% | 71.7% | 42.6% | 70.0% |
| I personally feel successful in my work. | 89.1% | 85.0% | 81.8% | 84.0% | 82.4% | 83.3% | 85.7% | 75.6% | 79.6% | 85.0% | 77.8% | 87.2% | 85.9% |
| I feel involved in decision-making at my school/worksite. | 62.8% | 52.5% | 33.3% | 25.5% | 37.1% | 38.4% | 55.0% | 47.7% | 69.6% | 71.8% | 70.5% | 62.8% | 62.7% |
| I want to be involved in decision-making at my school/worksite. | 90.9% | 87.2% | 81.4% | 89.4% | 88.6% | 87.8% | 92.3% | 90.7% | 93.5% | 94.6% | 76.3% | 88.5% | 87.9% |
| In my school/worksite, I can speak openly about important issues without fear of repercussions | 91.1% | 80.0% | 46.5% | 41.7% | 60.0% | 63.6% | 85.7% | 68.9% | 87.5% | 85.0% | 79.1% | 72.5% | 73.8% |
| In my school/worksite, I am treated as a professional | 91.3% | 90.0% | 65.9% | 56.0% | 68.6% | 77.2% | 92.9% | 84.4% | 98.0% | 92.5% | 88.1% | 84.9% | 85.5% |
| There is good teamwork among staff in my school/worksite. | 62.2% | 70.7% | 43.2% | 42.0% | 50.0% | 75.3% | 73.8% | 69.6% | 71.4% | 80.0% | 70.5% | 82.7% | 83.3% |
| Non-instructional duties are assigned on an equitable basis in my school/worksite | 72.7% | 67.5% | 64.1% | 63.8% | 58.8% | 56.0% | 79.5% | 75.0% | 85.1% | 83.3% | 85.4% | 74.9% | 77.0% |
| My working enviornment (i.e. safety, cleanliness) is conductive to success | 95.7% | 92.7% | 95.5% | 88.0% | 97.1% | 83.3% | 81.0% | 93.3% | 93.8% | 87.5% | 100.0% | 67.6% | 69.9% |
| My work performance is evaluated fairly. | 91.1% | 80.0% | 69.0% | 70.0% | 82.9% | 84.6% | 95.2% | 87.0% | 97.9% | 100.0% | 100.0% | 88.9% | 89.2% |
| I am provided adequate time during the workday to plan, prepare for and do my job. | 52.3% | 47.5% | 34.1% | 43.8% | 41.2% | 51.5% | 40.0% | 36.4% | 54.3% | 43.6% | 62.5% | 58.9% | 58.4% |
| I am provided adequate work and storage space to prepare for and do my job. | 80.0% | 78.0% | 86.4% | 94.0% | 85.7% | 87.8% | 85.0% | 89.1% | 89.6% | 84.6% | 84.6% | 79.8% | 82.2% |
| My administrators/supervisors respect the negotiated contracts | 100.0% | 95.1% | 79.5% | 79.6% | 85.7% | 86.1% | 97.6% | 100.0% | 100.0% | 95.0% | 100.0% | 90.5% | 91.2% |
| My planning time is respected by my school administrators/supervisors | 89.7% | 85.7% | 50.0% | 59.0% | 66.7% | 72.3% | 85.3% | 82.9% | 92.3% | 90.9% | 88.6% | 85.0% | 86.4% |
| In my school, administrators/supervisors support me in enforcing discipline | 76.2% | 71.8% | 77.8% | 72.5% | 64.5% | 57.5% | 83.3% | 40.0% | 75.0% | 73.7% | 60.0% | 72.6% | 71.9% |
| In my school, student misbehavior interferes with learning. | 26.2% | 30.0% | 35.7% | 22.2% | 28.6% | 71.2% | 80.0% | 81.8% | 81.3% | 81.6% | 76.3% | 75.8% | 70.5% |
| Too much instructional time is spent administering assessments. | 86.8% | 100.0% | 85.4% | 81.4% | 66.7% | 48.4% | 66.7% | 55.3% | 84.2% | 82.4% | 70.6% | 72.4% | 67.2% |
| HCPSS professional development experiences are meaningful and worthwhile | 33.3% | 38.9% | 16.7% | 31.1% | 34.3% | 40.0% | 39.0% | 34.8% | 45.8% | 40.0% | 21.4% | 38.4% | 36.2% |
| Increased workload has contributed to a decline in my morale. | 77.8% | 73.2% | 90.7% | 72.9% | 71.4% | 69.2% | 80.0% | 83.3% | 77.3% | 78.9% | 73.7% | 70.0% | 67.2% |
| I am paid fairly. | 35.6% | 36.6% | 37.2% | 50.0% | 34.3% | 40.9% | 35.7% | 42.2% | 39.6% | 30.0% | 38.1% | 43.2% | 46.2% |
| I have confidence in the leadership exhibited by the HCPSS Superintendent. | 17.8% | 10.3% | 0.0% | 89.6% | 85.7% | 50.0% | 33.3% | 48.9% | 21.4% | 82.1% | 55.0% | 66.3% | 68.2% |
| I have confidence in the leadership exhibited by the Howard County Board of Education. | 26.8% | 22.5% | 69.8% | 74.5% | 78.8% | 24.2% | 14.3% | 40.5% | 25.5% | 37.5% | 26.8% | 40.3% | 39.5% |
| I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). | 78.6% | 79.5% | 87.5% | 93.5% | 87.1% | 77.2% | 84.6% | 86.4% | 87.0% | 85.0% | 81.6% | 82.4% | 82.7% |
| I feel that HCPSS offers me the possibility of advancing professionally in the field of education | 72.7% | 66.7% | 58.5% | 72.9% | 68.8% | 63.6% | 70.3% | 65.9% | 76.1% | 84.6% | 73.2% | 75.8% | 73.9% |
| In my position, I receive appropriate and adequate support and training | 73.3% | 61.0% | 71.4% | 66.0% | 73.5% | 68.7% | 70.7% | 66.7% | 74.5% | 75.0% | 75.0% | 70.9% | 70.9% |
| In the last 12 months, I have experienced harassing behavior from colleagues | 14.0% | 17.1% | 24.4% | 31.3% | 37.1% | 28.7% | 28.2% | 24.4% | 16.7% | 0.0% | 21.4% | 15.4% | 13.7% |
| In the last 12 months, I have experienced harassing behavior from administrators/supervisors. | 4.7% | 4.9% | 4.8% | 18.4% | 8.6% | 10.6% | 0.0% | 2.2% | 2.0% | 2.6% | 0.0% | 8.5% | 8.5% |
| In the last 12 months, I have experienced harassing behavior from parents | 27.9% | 27.5% | 29.3% | 20.4% | 36.4% | 10.6% | 22.5% | 26.1% | 14.6% | 15.8% | 11.9% | 16.5% | 18.8% |
| At my school I spend most of my PIP time on non-instructional activities. | | | | | 36.0% | 23.0% | 35.7% | 29.0% | 21.2% | 29.2% | 50.0% | 38.6% | 38.6% |
| At my school our administrator includes time during PIP for teacher-initiated collaboration. | | | | | 64.0% | 46.7% | 76.0% | 59.1% | 66.7% | 91.3% | 87.1% | 80.5% | 76.5% |
| In my school, I spend too much time in meetings. | | | | | | 37.8% | 28.9% | 59.5% | 34.1% | 41.7% | 52.5% | 50.3% | 47.6% |
| In my school, there is adequate support for special education students. | | | | | | 7.5% | 5.0% | 15.6% | 11.1% | 15.4% | 17.1% | 18.8% | 33.3% |
| Participants | 46 | 41 | 44 | 50 | 35 out of 85 | 66 out of 78 | 42 out of 74 | 46 out of 82 | 49 out of 86 | 40 out of 83 | 42 out of 76 | | |
| Principal | David Adelman | David Adelman | Joy B. Smith | Joy B. Smith | Ernesto Diaz | Ernesto Diaz | Lauren Beaman | Lauren Beaman | Lauren Beaman | Lauren Beaman | Lauren Beaman | | |