2025-2026 HCEA Job Satisfaction Survey Trend Report

Jeffers Hill 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.	68.0%	62.1%	33.3%	79.3%	33.3%	13.5%	48.8%	57.1%	47.7%	47.8%	31.8%	65.1%	68.6%
There is an atmosphere of open communication and trust in my school/worksite.	56.0%	44.8%	33.3%	62.1%	27.8%	10.8%	47.5%	49.0%	36.4%	32.6%	25.0%	42.6%	70.0%
I personally feel successful in my work.	96.0%	93.1%	77.8%	93.1%	66.7%	62.1%	66.7%	81.3%	77.3%	84.8%	75.0%	87.2%	85.9%
I feel involved in decision-making at my school/worksite.	60.0%	51.7%	37.0%	62.1%	44.4%	24.3%	46.3%	45.7%	46.5%	34.9%	41.5%	62.8%	62.7%
I want to be involved in decision-making at my school/worksite.	92.0%	96.6%	81.5%	92.9%	88.9%	83.3%	86.8%	83.0%	83.3%	92.7%	87.8%	88.5%	87.9%
In my school/worksite, I can speak openly about important issues without fear of repercussions	64.0%	37.7%	40.7%	57.1%	16.7%	16.2%	41.5%	42.6%	40.9%	28.9%	26.2%	72.5%	73.8%
In my school/worksite, I am treated as a professional	88.0%	82.8%	59.3%	82.8%	61.1%	52.7%	83.3%	71.4%	68.2%	60.9%	52.4%	84.9%	85.5%
There is good teamwork among staff in my school/worksite.	92.0%	89.3%	70.4%	92.9%	72.2%	89.1%	88.1%	83.3%	93.2%	80.4%	69.8%	82.7%	83.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	83.3%	74.1%	84.0%	85.7%	81.3%	52.7%	84.6%	69.0%	84.6%	68.3%	68.4%	74.9%	77.0%
My working enviornment (i.e. safety, cleanliness) is conductive to success	92.0%	75.9%	77.8%	79.3%	61.1%	45.9%	47.5%	68.1%	75.0%	69.6%	67.4%	67.6%	69.9%
My work performance is evaluated fairly.	92.0%	82.8%	72.0%	81.5%	77.8%	69.4%	90.2%	75.0%	77.3%	68.2%	65.0%	88.9%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	76.0%	72.4%	76.9%	71.4%	44.4%	41.6%	42.5%	56.3%	50.0%	54.5%	47.6%	58.9%	58.4%
I am provided adequate work and storage space to prepare for and do my job.	68.0%	75.9%	72.0%	75.9%	61.1%	61.1%	48.8%	67.3%	63.6%	65.2%	61.9%	79.8%	82.2%
My administrators/supervisors respect the negotiated contracts	96.0%	96.6%	88.0%	96.6%	77.8%	48.6%	92.7%	85.4%	81.8%	80.4%	73.8%	90.5%	91.2%
My planning time is respected by my school administrators/supervisors	91.7%	85.2%	84.0%	84.0%	52.9%	59.4%	83.8%	77.3%	74.4%	67.5%	67.5%	85.0%	86.4%
In my school, administrators/supervisors support me in enforcing discipline	75.0%	65.5%	40.0%	70.4%	33.3%	18.9%	58.3%	42.2%	55.0%	51.3%	59.5%	72.6%	71.9%
In my school, student misbehavior interferes with learning.	68.0%	65.5%	80.8%	85.2%	94.4%	91.8%	78.0%	97.9%	83.7%	76.7%	73.7%	75.8%	70.5%
Too much instructional time is spent administering assessments.	66.7%	88.5%	68.0%	73.1%	57.1%	56.7%	77.8%	72.7%	69.4%	73.0%	68.4%	72.4%	67.2%
HCPSS professional development experiences are meaningful and worthwhile	65.2%	82.8%	76.0%	69.0%	66.7%	51.3%	35.1%	55.6%	47.6%	48.8%	59.5%	38.4%	36.2%
Increased workload has contributed to a decline in my morale.	64.0%	74.1%	54.2%	53.6%	77.8%	81.0%	85.0%	85.4%	66.7%	67.4%	67.5%	70.0%	67.2%
I am paid fairly.	37.5%	57.1%	40.7%	62.1%	38.9%	44.4%	28.6%	32.7%	28.6%	37.0%	33.3%	43.2%	46.2%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	66.7%	33.3%	11.5%	100.0%	94.4%	40.5%	43.9%	61.7%	43.6%	79.1%	62.5%	66.3%	68.2%
I have confidence in the leadership exhibited by the Howard County Board of Education.	66.7%	35.7%	60.0%	93.1%	76.5%	27.0%	34.1%	43.5%	37.5%	46.5%	43.9%	40.3%	39.5%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	91.7%	85.7%	96.2%	93.1%	94.4%	89.1%	85.4%	95.8%	100.0%	82.2%	66.7%	82.4%	82.7%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	80.0%	79.3%	70.4%	93.1%	66.7%	62.1%	63.4%	73.9%	65.9%	79.5%	78.0%	75.8%	73.9%
In my position, I receive appropriate and adequate support and training	84.0%	82.8%	74.1%	75.9%	72.2%	37.8%	57.5%	64.6%	65.1%	71.1%	55.8%	70.9%	70.9%
In the last 12 months, I have experienced harassing behavior from colleagues	12.5%	19.2%	33.3%	3.7%	11.1%	16.2%	9.8%	12.8%	23.3%	18.2%	19.0%	15.4%	13.7%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	8.3%	29.6%	29.6%	21.4%	44.4%	35.1%	0.0%	14.6%	20.9%	31.8%	31.0%	8.5%	8.5%
In the last 12 months, I have experienced harassing behavior from parents	16.7%	18.5%	18.5%	17.9%	16.7%	27.7%	14.3%	20.4%	20.9%	11.9%	12.2%	16.5%	18.8%
At my school I spend most of my PIP time on non-instructional activities.					20.0%	38.8%	28.1%	21.1%	19.4%	15.2%	40.0%	38.6%	38.6%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					53.3%	57.1%	83.3%	84.6%	78.1%	64.7%	71.1%	80.5%	76.5%
In my school, I spend too much time in meetings.						64.8%	18.4%	39.1%	38.5%	42.9%	65.0%	50.3%	47.6%
In my school, there is adequate support for special education students.						11.4%	22.5%	17.0%	11.4%	33.3%	17.1%	18.8%	33.3%
Participants	25			29	18 out of 55	37 out of 51	42 out of 53	49 out of 57	44 out of 64	46 out of 70	43 out of 66		
Principal	Patricia Shifflett	Patricia Shifflett	Patricia Shifflett	Maisha Strong	Maisha Strong	Maisha Strong	Maisha Strong	Maisha Strong	Maisha Strong	Maisha Strong	Maisha Strong		