

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

<b>Lake Elkhorn MS</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- MS</b>	<b>25-26 OVERALL- ALL</b>
Overall, morale at my school/worksite is good.	65.0%	38.5%	22.7%	17.1%	5.2%	80.9%	48.0%	30.9%	20.8%	25.0%	40.6%	72.9%	68.6%
There is an atmosphere of open communication and trust in my school/worksite.	73.2%	43.6%	45.5%	23.5%	8.6%	78.5%	59.6%	41.8%	37.0%	36.7%	42.2%	71.5%	70.0%
I personally feel successful in my work.	78.0%	76.9%	65.2%	67.6%	67.9%	68.2%	69.2%	70.9%	68.1%	62.7%	79.7%	88.1%	85.9%
I feel involved in decision-making at my school/worksite.	61.1%	41.0%	38.1%	29.4%	25.9%	78.5%	52.9%	50.9%	40.0%	31.6%	36.5%	63.8%	62.7%
I want to be involved in decision-making at my school/worksite.	80.0%	89.2%	81.8%	84.8%	89.5%	87.8%	91.8%	88.5%	83.3%	91.4%	92.1%	86.8%	87.9%
In my school/worksite, I can speak openly about important issues without fear of repercussions	75.0%	43.6%	45.0%	47.1%	35.1%	89.7%	66.7%	59.3%	53.2%	57.6%	56.3%	73.9%	73.8%
In my school/worksite, I am treated as a professional	82.9%	71.8%	72.7%	60.0%	57.9%	95.1%	84.6%	85.5%	80.9%	78.3%	76.6%	85.3%	85.5%
There is good teamwork among staff in my school/worksite.	77.5%	76.9%	72.7%	67.6%	67.2%	80.9%	82.7%	59.3%	44.7%	56.7%	65.1%	84.3%	83.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	79.5%	68.6%	56.5%	62.1%	67.3%	78.0%	80.0%	70.4%	51.2%	72.4%	80.0%	76.9%	77.0%
My working environment (i.e. safety, cleanliness) is conducive to success	65.9%	66.7%	50.0%	42.9%	18.2%	60.9%	32.7%	45.5%	17.4%	11.5%	20.6%	70.1%	69.9%
My work performance is evaluated fairly.	90.0%	73.7%	73.9%	67.7%	76.8%	88.1%	86.0%	80.0%	84.8%	82.5%	77.0%	89.0%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	40.0%	47.4%	34.8%	58.8%	36.8%	35.7%	30.6%	48.1%	46.7%	44.1%	47.5%	57.4%	58.4%
I am provided adequate work and storage space to prepare for and do my job.	75.6%	76.3%	87.0%	60.6%	61.4%	53.6%	66.7%	58.2%	53.2%	65.0%	52.5%	79.5%	82.2%
My administrators/supervisors respect the negotiated contracts	94.9%	89.2%	90.9%	80.6%	73.7%	95.1%	92.3%	77.4%	88.4%	83.9%	90.3%	90.7%	91.2%
My planning time is respected by my school administrators/supervisors	80.6%	73.5%	45.5%	70.4%	50.0%	75.6%	69.8%	74.4%	80.0%	83.6%	84.2%	88.1%	86.4%
In my school, administrators/supervisors support me in enforcing discipline	53.8%	44.7%	45.5%	39.4%	28.6%	69.0%	73.3%	55.8%	30.4%	49.2%	51.7%	75.0%	71.9%
In my school, student misbehavior interferes with learning.	95.0%	94.4%	95.7%	85.3%	89.7%	95.1%	95.7%	96.3%	97.9%	95.1%	91.1%	65.9%	70.5%
Too much instructional time is spent administering assessments.	77.5%	77.1%	60.9%	51.7%	50.0%	40.0%	44.4%	31.3%	41.9%	40.0%	69.1%	66.8%	67.2%
HCPSS professional development experiences are meaningful and worthwhile	66.7%	62.2%	54.5%	51.4%	66.1%	77.5%	44.7%	45.3%	47.8%	50.0%	40.7%	39.7%	36.2%
Increased workload has contributed to a decline in my morale.	65.8%	63.9%	65.0%	71.9%	61.4%	58.5%	85.7%	64.7%	73.3%	73.7%	75.9%	65.9%	67.2%
I am paid fairly.	61.5%	51.3%	60.9%	51.4%	63.2%	61.9%	48.1%	49.1%	36.2%	40.0%	33.9%	47.8%	46.2%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	59.5%	43.6%	34.8%	87.1%	68.4%	83.3%	30.8%	52.2%	30.8%	67.3%	70.0%	72.2%	68.2%
I have confidence in the leadership exhibited by the Howard County Board of Education.	52.6%	38.5%	81.8%	74.2%	67.9%	50.0%	15.4%	38.8%	20.5%	38.9%	38.3%	40.9%	39.5%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	90.0%	86.8%	90.9%	87.9%	89.1%	92.7%	80.8%	84.6%	81.8%	85.0%	85.0%	84.6%	82.7%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	73.0%	64.9%	72.7%	69.7%	72.4%	82.9%	80.4%	68.0%	71.1%	82.1%	84.5%	76.5%	73.9%
In my position, I receive appropriate and adequate support and training	85.4%	71.8%	65.2%	63.6%	74.1%	76.1%	59.6%	56.4%	59.6%	75.0%	63.9%	74.0%	70.9%
In the last 12 months, I have experienced harassing behavior from colleagues	8.1%	5.7%	9.5%	12.5%	18.2%	9.7%	12.5%	32.7%	22.7%	15.8%	15.8%	11.0%	13.7%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	0.0%	13.9%	18.2%	32.3%	20.8%	12.2%	2.0%	5.9%	8.9%	5.6%	15.5%	9.0%	8.5%
In the last 12 months, I have experienced harassing behavior from parents	23.7%	28.9%	18.2%	45.5%	22.2%	21.4%	17.6%	31.4%	26.7%	30.4%	27.6%	21.6%	18.8%
At my school I spend most of my PIP time on non-instructional activities.					53.7%	19.5%	45.9%	37.8%	50.0%	44.7%	51.1%	38.1%	38.6%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					75.0%	64.2%	72.2%	60.6%	68.8%	63.6%	73.3%	76.5%	76.5%
In my school, I spend too much time in meetings.						20.0%	34.0%	36.0%	34.2%	38.8%	51.9%	47.5%	47.6%
In my school, there is adequate support for special education students.						21.4%	18.4%	24.1%	21.7%	20.0%	35.0%	41.2%	33.3%
Participants	41	39	23	35	58 out of 84	42 out of 79	52 out of 72	55 out of 80	48 out of 80	61 out of 86	61 out of 84		
Principal	Martin Vandenberg	Martin Vandenberg	Martin Vandenberg	Lynette Moore	Lynette Moore	Melissa Shindel	Melissa Shindel	Melissa Shindel	Brian Wallace	Brian Wallace	Brian Wallace		