

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

<b>Laurel Woods ES</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- ES</b>	<b>25-26 OVERALL- ALL</b>
Overall, morale at my school/worksite is good.	86.5%	86.5%	66.7%	90.7%	94.5%	84.6%	51.5%	68.3%	72.4%	72.0%	31.9%	65.1%	68.6%
There is an atmosphere of open communication and trust in my school/worksite.	78.9%	83.8%	78.8%	86.0%	94.6%	87.5%	83.6%	79.4%	82.5%	94.0%	30.6%	42.6%	70.0%
I personally feel successful in my work.	92.1%	86.5%	90.6%	97.6%	98.2%	90.0%	70.1%	88.9%	87.9%	94.0%	71.8%	87.2%	85.9%
I feel involved in decision-making at my school/worksite.	76.3%	66.7%	54.5%	83.3%	85.5%	85.0%	72.7%	80.3%	78.2%	82.0%	31.4%	62.8%	62.7%
I want to be involved in decision-making at my school/worksite.	92.1%	94.4%	90.6%	97.6%	98.2%	90.0%	95.3%	96.7%	90.6%	98.0%	90.9%	88.5%	87.9%
In my school/worksite, I can speak openly about important issues without fear of repercussions	78.9%	78.4%	84.8%	88.1%	91.1%	95.0%	89.6%	90.5%	87.9%	90.0%	38.6%	72.5%	73.8%
In my school/worksite, I am treated as a professional	94.7%	91.7%	100.0%	97.7%	96.4%	97.5%	98.5%	93.5%	89.7%	93.8%	63.4%	84.9%	85.5%
There is good teamwork among staff in my school/worksite.	92.1%	83.8%	84.4%	88.4%	89.3%	85.0%	94.0%	82.3%	82.1%	88.0%	77.1%	82.7%	83.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	75.0%	66.7%	71.9%	76.9%	90.9%	70.0%	73.0%	85.0%	81.8%	71.7%	54.5%	74.9%	77.0%
My working environment (i.e. safety, cleanliness) is conducive to success	89.5%	89.2%	90.9%	88.4%	92.7%	87.5%	77.6%	88.9%	86.2%	83.7%	67.1%	67.6%	69.9%
My work performance is evaluated fairly.	97.4%	89.2%	90.9%	95.3%	96.4%	97.5%	95.3%	96.7%	96.4%	93.8%	73.8%	88.9%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	80.6%	82.4%	78.1%	80.5%	77.4%	67.5%	53.1%	62.9%	59.6%	61.7%	46.2%	58.9%	58.4%
I am provided adequate work and storage space to prepare for and do my job.	81.6%	83.8%	90.9%	86.0%	82.1%	66.6%	71.2%	69.8%	63.2%	72.0%	68.6%	79.8%	82.2%
My administrators/supervisors respect the negotiated contracts	100.0%	100.0%	97.0%	100.0%	100.0%	97.5%	100.0%	100.0%	94.6%	98.0%	63.8%	90.5%	91.2%
My planning time is respected by my school administrators/supervisors	93.9%	93.9%	89.7%	100.0%	91.7%	87.5%	91.5%	92.6%	91.7%	95.6%	53.4%	85.0%	86.4%
In my school, administrators/supervisors support me in enforcing discipline	100.0%	100.0%	78.1%	76.2%	94.3%	89.7%	94.9%	93.0%	88.9%	89.1%	52.5%	72.6%	71.9%
In my school, student misbehavior interferes with learning.	75.7%	66.7%	93.9%	80.5%	83.3%	67.5%	58.5%	75.9%	92.6%	75.0%	92.3%	75.8%	70.5%
Too much instructional time is spent administering assessments.	80.6%	77.4%	80.6%	52.8%	53.1%	42.5%	78.0%	73.5%	81.4%	83.3%	82.0%	72.4%	67.2%
HCPSS professional development experiences are meaningful and worthwhile	52.8%	72.2%	66.7%	68.3%	86.3%	60.0%	51.6%	61.7%	61.4%	63.3%	49.3%	38.4%	36.2%
Increased workload has contributed to a decline in my morale.	47.4%	44.4%	68.8%	55.0%	56.6%	55.0%	80.9%	69.8%	70.2%	81.3%	79.4%	70.0%	67.2%
I am paid fairly.	57.9%	56.8%	62.5%	67.4%	61.8%	47.5%	25.0%	28.6%	36.2%	32.0%	32.4%	43.2%	46.2%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	51.4%	38.9%	31.3%	100.0%	98.2%	92.5%	47.7%	71.7%	49.0%	73.3%	67.2%	66.3%	68.2%
I have confidence in the leadership exhibited by the Howard County Board of Education.	54.1%	38.9%	67.7%	100.0%	98.1%	67.5%	32.8%	51.7%	22.2%	38.3%	37.3%	40.3%	39.5%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	89.2%	91.9%	97.0%	100.0%	100.0%	97.5%	92.2%	96.8%	88.7%	87.5%	89.2%	82.4%	82.7%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	86.1%	83.8%	87.9%	97.5%	90.9%	74.3%	80.6%	82.8%	86.3%	83.7%	86.6%	75.8%	73.9%
In my position, I receive appropriate and adequate support and training	89.2%	94.6%	93.9%	88.4%	98.2%	92.5%	78.8%	83.3%	77.2%	75.5%	72.9%	70.9%	70.9%
In the last 12 months, I have experienced harassing behavior from colleagues	5.6%	5.6%	0.0%	2.6%	10.2%	15.0%	8.8%	11.5%	5.3%	4.0%	13.4%	15.4%	13.7%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	5.4%	2.8%	3.3%	0.0%	11.8%	0.0%	4.4%	0.0%	0.0%	2.0%	15.6%	8.5%	8.5%
In the last 12 months, I have experienced harassing behavior from parents	27.0%	27.0%	33.3%	37.5%	28.3%	32.5%	24.6%	6.6%	12.5%	18.4%	19.7%	16.5%	18.8%
At my school I spend most of my PIP time on non-instructional activities.					42.1%	23.6%	38.8%	34.0%	23.1%	32.4%	36.0%	38.6%	38.6%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					84.4%	53.8%	82.6%	83.7%	85.3%	84.8%	72.0%	80.5%	76.5%
In my school, I spend too much time in meetings.						38.4%	53.8%	33.9%	30.4%	52.1%	60.0%	50.3%	47.6%
In my school, there is adequate support for special education students.						30.0%	18.5%	13.1%	17.9%	14.0%	4.3%	18.8%	33.3%
Participants	38	37	33	43	56 out of 86	40 out of 95	68 out of 96	63 out of 102	58 out of 101	50 out of 108	71 out of 98		
Principal	Susan Brown	Susan Brown	Susan Brown	Susan Brown	Susan Brown	Connie Stahler	Connie Stahler	Connie Stahler	Connie Stahler	Connie Stahler	Tanisha Burks		