

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

<b>Lime Kiln 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.	76.2%	90.0%	33.3%	76.9%	57.1%	83.3%	48.8%	64.4%	47.9%	100.0%	100.0%	72.9%	68.6%
There is an atmosphere of open communication and trust in my school/worksite.	76.2%	82.5%	19.4%	71.8%	42.9%	62.5%	56.1%	58.7%	41.7%	93.2%	97.7%	71.5%	70.0%
I personally feel successful in my work.	90.5%	97.5%	91.7%	89.7%	85.7%	85.4%	68.3%	82.6%	83.3%	93.3%	95.5%	88.1%	85.9%
I feel involved in decision-making at my school/worksite.	52.5%	73.7%	25.7%	55.3%	33.3%	43.7%	52.5%	42.2%	36.4%	81.0%	81.0%	63.8%	62.7%
I want to be involved in decision-making at my school/worksite.	78.6%	97.4%	86.1%	97.4%	90.5%	74.4%	73.2%	84.4%	87.0%	90.7%	83.3%	86.8%	87.9%
In my school/worksite, I can speak openly about important issues without fear of repercussions	69.0%	86.8%	28.6%	53.8%	28.6%	45.8%	48.8%	45.7%	56.5%	93.3%	95.5%	73.9%	73.8%
In my school/worksite, I am treated as a professional	90.5%	95.0%	72.2%	81.6%	81.0%	89.5%	85.4%	80.4%	77.1%	100.0%	97.7%	85.3%	85.5%
There is good teamwork among staff in my school/worksite.	87.8%	92.3%	76.5%	87.2%	90.5%	93.7%	80.5%	91.3%	85.1%	93.3%	90.7%	84.3%	83.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	81.1%	89.2%	68.6%	68.6%	85.0%	76.6%	82.5%	79.5%	63.8%	75.0%	90.5%	76.9%	77.0%
My working environment (i.e. safety, cleanliness) is conducive to success	78.0%	87.5%	80.6%	79.5%	47.6%	47.9%	46.3%	82.6%	87.5%	80.0%	81.8%	70.1%	69.9%
My work performance is evaluated fairly.	73.8%	80.0%	62.9%	74.4%	66.7%	82.9%	85.4%	86.7%	81.8%	90.9%	92.9%	89.0%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	53.7%	68.4%	33.3%	51.4%	33.3%	42.5%	26.8%	31.1%	37.0%	72.7%	76.7%	57.4%	58.4%
I am provided adequate work and storage space to prepare for and do my job.	82.9%	89.7%	83.3%	92.3%	90.5%	85.4%	85.4%	82.6%	79.2%	86.4%	86.0%	79.5%	82.2%
My administrators/supervisors respect the negotiated contracts	97.6%	95.0%	80.6%	92.3%	95.2%	93.7%	92.7%	84.8%	91.5%	100.0%	100.0%	90.7%	91.2%
My planning time is respected by my school administrators/supervisors	89.7%	97.2%	77.4%	80.6%	100.0%	82.9%	97.1%	74.4%	82.5%	97.4%	100.0%	88.1%	86.4%
In my school, administrators/supervisors support me in enforcing discipline	74.4%	86.5%	62.5%	60.0%	65.0%	75.0%	90.0%	75.0%	80.4%	100.0%	92.3%	75.0%	71.9%
In my school, student misbehavior interferes with learning.	18.4%	7.5%	33.3%	48.6%	47.6%	41.6%	42.5%	56.5%	46.7%	34.1%	13.6%	65.9%	70.5%
Too much instructional time is spent administering assessments.	87.2%	85.7%	88.6%	77.8%	85.7%	72.9%	62.9%	59.0%	60.0%	63.4%	63.4%	66.8%	67.2%
HCPSS professional development experiences are meaningful and worthwhile	55.0%	53.8%	38.9%	37.8%	25.0%	34.0%	32.5%	47.7%	45.7%	43.2%	35.7%	39.7%	36.2%
Increased workload has contributed to a decline in my morale.	65.9%	59.0%	74.3%	76.3%	90.5%	57.4%	78.0%	88.9%	78.3%	63.6%	55.8%	65.9%	67.2%
I am paid fairly.	50.0%	52.5%	50.0%	51.3%	66.7%	62.5%	31.7%	43.5%	48.9%	37.8%	47.7%	47.8%	46.2%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	31.7%	25.6%	13.9%	94.9%	100.0%	80.8%	37.5%	64.3%	36.6%	86.7%	74.4%	72.2%	68.2%
I have confidence in the leadership exhibited by the Howard County Board of Education.	33.3%	20.5%	80.0%	87.2%	90.0%	54.1%	35.9%	59.5%	22.2%	42.2%	41.9%	40.9%	39.5%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	82.5%	87.5%	85.7%	87.2%	95.0%	87.2%	95.1%	91.3%	91.3%	88.6%	83.7%	84.6%	82.7%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	80.0%	75.0%	69.4%	83.3%	73.7%	70.8%	69.2%	81.4%	70.8%	70.5%	81.8%	76.5%	73.9%
In my position, I receive appropriate and adequate support and training	81.0%	92.5%	77.8%	78.9%	85.7%	81.2%	70.0%	60.9%	62.5%	80.0%	79.5%	74.0%	70.9%
In the last 12 months, I have experienced harassing behavior from colleagues	10.0%	13.2%	8.6%	31.6%	0.0%	6.2%	12.5%	10.9%	4.2%	4.4%	4.5%	11.0%	13.7%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	7.5%	0.0%	22.9%	13.2%	5.6%	8.3%	10.0%	8.9%	14.6%	2.2%	2.3%	9.0%	8.5%
In the last 12 months, I have experienced harassing behavior from parents	40.5%	41.7%	42.9%	36.8%	40.0%	29.1%	25.6%	28.3%	19.1%	15.6%	6.8%	21.6%	18.8%
At my school I spend most of my PIP time on non-instructional activities.					47.4%	40.4%	37.1%	44.1%	41.5%	14.3%	17.6%	38.1%	38.6%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					100.0%	59.5%	88.2%	82.9%	82.5%	88.6%	88.2%	76.5%	76.5%
In my school, I spend too much time in meetings.						53.1%	12.2%	59.5%	76.1%	26.2%	12.5%	47.5%	47.6%
In my school, there is adequate support for special education students.						42.5%	27.5%	22.7%	25.0%	37.8%	52.3%	41.2%	33.3%
Participants	42	40	36	39	21 out of 70	48 out of 65	41 out of 63	46 out of 61	48 out of 62	45 out of 65	44 out of 70		
Principal	Scott Conroy	Scott Conroy	Lucy Lublin	Lucy Lublin	Lucy Lublin	Lucy Lublin	Lucy Lublin	Tammy Jones	Tammy Jones	Andrew Cockley	Andrew Cockley		