

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

<b>Lisbon 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>20-21</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.	71.1%	67.6%	56.7%	32.4%	47.4%	13.1%	12.5%	41.2%	81.4%	80.0%	77.5%	82.1%	65.1%	68.6%
There is an atmosphere of open communication and trust in my school/worksite.	68.4%	62.2%	53.3%	35.3%	46.2%	21.0%	12.5%	54.5%	72.1%	84.6%	77.5%	79.5%	42.6%	70.0%
I personally feel successful in my work.	88.9%	91.9%	83.3%	87.9%	76.9%	65.7%	60.0%	64.7%	73.8%	95.0%	87.5%	82.1%	87.2%	85.9%
I feel involved in decision-making at my school/worksite.	52.6%	44.4%	60.7%	48.5%	44.4%	34.2%	29.2%	52.9%	59.5%	81.1%	70.0%	66.7%	62.8%	62.7%
I want to be involved in decision-making at my school/worksite.	94.7%	72.2%	85.7%	94.1%	94.6%	92.1%	95.7%	93.5%	92.5%	86.5%	86.5%	87.2%	88.5%	87.9%
In my school/worksite, I can speak openly about important issues without fear of repercussions	60.5%	44.4%	51.7%	43.0%	48.7%	26.3%	16.7%	46.9%	66.7%	74.4%	75.0%	79.5%	72.5%	73.8%
In my school/worksite, I am treated as a professional	78.5%	77.8%	76.7%	52.9%	61.5%	39.4%	52.0%	76.5%	78.0%	87.5%	89.7%	97.4%	84.9%	85.5%
There is good teamwork among staff in my school/worksite.	81.6%	86.1%	83.3%	88.2%	76.9%	76.3%	88.0%	94.1%	88.4%	92.5%	97.5%	84.2%	82.7%	83.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	73.0%	91.4%	76.0%	71.9%	64.7%	34.2%	55.0%	74.2%	79.5%	85.3%	94.6%	84.2%	74.9%	77.0%
My working environment (i.e. safety, cleanliness) is conducive to success	89.2%	89.2%	86.7%	79.4%	76.3%	73.6%	76.2%	73.5%	86.0%	85.0%	87.2%	89.5%	67.6%	69.9%
My work performance is evaluated fairly.	76.3%	70.3%	79.3%	82.4%	84.6%	75.6%	76.0%	87.9%	84.2%	89.7%	82.5%	92.3%	88.9%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	45.7%	47.2%	57.1%	38.2%	44.7%	36.8%	24.0%	36.4%	40.5%	61.1%	65.8%	58.3%	58.9%	58.4%
I am provided adequate work and storage space to prepare for and do my job.	81.1%	78.4%	83.3%	84.8%	89.7%	84.2%	71.4%	97.1%	88.4%	84.6%	87.5%	89.2%	79.8%	82.2%
My administrators/supervisors respect the negotiated contracts	92.1%	97.2%	96.6%	85.3%	81.6%	71.0%	78.3%	81.8%	90.7%	100.0%	100.0%	94.7%	90.5%	91.2%
My planning time is respected by my school administrators/supervisors	85.3%	93.5%	58.3%	65.6%	79.4%	57.8%	77.3%	86.2%	94.3%	93.8%	100.0%	100.0%	85.0%	86.4%
In my school, administrators/supervisors support me in enforcing discipline	91.9%	94.6%	100.0%	83.9%	56.8%	47.3%	59.1%	71.0%	73.7%	91.7%	86.1%	91.7%	72.6%	71.9%
In my school, student misbehavior interferes with learning.	34.2%	16.7%	35.7%	14.7%	35.9%	36.8%	41.7%	31.3%	47.6%	61.5%	42.1%	72.2%	75.8%	70.5%
Too much instructional time is spent administering assessments.	94.6%	97.1%	96.3%	74.2%	65.8%	44.7%	52.2%	67.9%	68.4%	77.4%	73.5%	75.8%	72.4%	67.2%
HCPSS professional development experiences are meaningful and worthwhile	57.9%	47.2%	33.3%	42.4%	36.8%	42.1%	32.0%	34.4%	51.2%	50.0%	40.0%	39.5%	38.4%	36.2%
Increased workload has contributed to a decline in my morale.	73.7%	73.0%	82.8%	63.6%	70.3%	70.2%	91.7%	75.0%	66.7%	73.0%	70.0%	70.3%	70.0%	67.2%
I am paid fairly.	26.3%	44.4%	56.7%	52.9%	38.5%	42.1%	21.7%	39.4%	30.2%	35.0%	35.0%	48.7%	43.2%	46.2%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	44.7%	11.1%	13.3%	97.1%	94.6%	42.1%	32.0%	45.5%	46.5%	36.1%	97.4%	68.4%	66.3%	68.2%
I have confidence in the leadership exhibited by the Howard County Board of Education.	48.6%	11.1%	76.7%	97.0%	89.5%	41.6%	40.0%	40.6%	46.3%	10.5%	44.7%	39.5%	40.3%	39.5%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	85.7%	82.4%	100.0%	97.1%	86.8%	71.0%	80.0%	90.6%	90.5%	89.2%	92.3%	79.5%	82.4%	82.7%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	63.2%	77.1%	70.4%	64.7%	76.3%	51.3%	54.5%	64.5%	76.3%	76.5%	71.4%	79.5%	75.8%	73.9%
In my position, I receive appropriate and adequate support and training	81.6%	75.7%	73.3%	88.2%	76.9%	52.6%	68.0%	68.8%	65.0%	79.5%	50.0%	66.7%	70.9%	70.9%
In the last 12 months, I have experienced harassing behavior from colleagues	10.8%	2.7%	3.3%	3.0%	16.7%	18.4%	16.0%	12.1%	9.5%	7.5%	7.5%	7.7%	15.4%	13.7%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2.7%	5.4%	17.2%	18.8%	18.9%	23.6%	28.0%	21.2%	9.3%	2.6%	2.5%	0.0%	8.5%	8.5%
In the last 12 months, I have experienced harassing behavior from parents	18.9%	8.1%	16.7%	15.2%	16.2%	15.7%	36.0%	12.1%	16.7%	12.8%	12.8%	7.9%	16.5%	18.8%
At my school I spend most of my PIP time on non-instructional activities.					25.0%	16.6%	45.0%	43.5%	25.9%	29.2%	20.0%	25.8%	38.6%	38.6%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					83.3%	55.5%	90.9%	78.3%	91.7%	91.3%	91.7%	88.9%	80.5%	76.5%
In my school, I spend too much time in meetings.						35.1%	54.2%	38.7%	45.2%	30.0%	42.1%	34.3%	50.3%	47.6%
In my school, there is adequate support for special education students.						7.8%	33.3%	29.0%	16.3%	17.9%	8.1%	2.7%	18.8%	33.3%
Participants	38	37	30	34	40 out of 55	38 out of 51	25	34 out of 47	43 out of 52	40 out of 54	40 out of 55	38 out of 55		
Principal	Michael Caldwell	Michael Caldwell	Debra Anoff	Debra Anoff	Debra Anoff	Debra Anoff	Debra Anoff	Debra Anoff	Debra Anoff/Bradley Scobie	Debra Anoff	Debra Anoff	Mariah Carr		