

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

<b>Longfellow 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.	56.8%	58.7%	40.6%	75.8%	80.0%	92.3%	45.2%	51.1%	62.0%	59.1%	66.7%	65.1%	68.6%
There is an atmosphere of open communication and trust in my school/worksite.	59.1%	60.9%	68.8%	75.8%	77.1%	83.7%	71.4%	68.9%	42.0%	58.1%	64.8%	42.6%	70.0%
I personally feel successful in my work.	93.2%	89.4%	87.5%	87.9%	88.6%	92.3%	81.0%	86.7%	86.0%	84.1%	75.0%	87.2%	85.9%
I feel involved in decision-making at my school/worksite.	55.8%	45.7%	58.1%	65.6%	63.6%	79.4%	57.1%	65.9%	50.0%	51.2%	64.0%	62.8%	62.7%
I want to be involved in decision-making at my school/worksite.	97.6%	89.1%	96.8%	96.6%	94.3%	89.7%	92.5%	90.5%	93.8%	90.5%	98.0%	88.5%	87.9%
In my school/worksite, I can speak openly about important issues without fear of repercussions	65.9%	59.6%	62.5%	87.9%	80.0%	84.6%	76.2%	77.8%	42.0%	54.8%	57.4%	72.5%	73.8%
In my school/worksite, I am treated as a professional	81.4%	76.6%	75.0%	83.9%	88.6%	94.8%	88.1%	80.0%	82.0%	88.6%	86.8%	84.9%	85.5%
There is good teamwork among staff in my school/worksite.	77.3%	56.5%	53.1%	78.8%	81.3%	84.6%	76.2%	84.1%	63.3%	79.5%	81.1%	82.7%	83.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	74.4%	65.2%	61.3%	79.3%	87.5%	76.9%	69.2%	62.8%	68.9%	75.0%	74.5%	74.9%	77.0%
My working environment (i.e. safety, cleanliness) is conducive to success	50.0%	72.3%	75.0%	59.4%	97.1%	89.7%	46.3%	77.8%	70.0%	90.9%	57.4%	67.6%	69.9%
My work performance is evaluated fairly.	81.8%	76.1%	87.5%	90.0%	94.3%	97.4%	97.5%	95.5%	76.6%	92.5%	88.2%	88.9%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	54.8%	53.3%	51.6%	51.6%	68.6%	61.5%	37.5%	43.2%	56.0%	53.5%	62.3%	58.9%	58.4%
I am provided adequate work and storage space to prepare for and do my job.	72.7%	84.1%	78.1%	72.7%	93.9%	87.1%	88.1%	86.4%	87.8%	90.9%	90.6%	79.8%	82.2%
My administrators/supervisors respect the negotiated contracts	93.0%	89.4%	93.8%	97.0%	88.6%	97.4%	85.7%	88.6%	74.0%	93.0%	84.6%	90.5%	91.2%
My planning time is respected by my school administrators/supervisors	78.8%	81.6%	61.5%	88.0%	82.1%	79.4%	84.8%	74.4%	83.3%	78.4%	84.1%	85.0%	86.4%
In my school, administrators/supervisors support me in enforcing discipline	66.7%	65.9%	55.6%	76.7%	87.5%	89.7%	76.9%	68.3%	75.0%	71.8%	82.0%	72.6%	71.9%
In my school, student misbehavior interferes with learning.	87.2%	72.3%	93.5%	90.3%	67.6%	69.2%	53.7%	77.3%	68.1%	85.0%	86.0%	75.8%	70.5%
Too much instructional time is spent administering assessments.	80.6%	81.4%	86.7%	82.8%	63.6%	46.1%	85.3%	79.5%	76.3%	65.6%	70.5%	72.4%	67.2%
HCPSS professional development experiences are meaningful and worthwhile	57.1%	50.0%	51.7%	70.0%	61.8%	58.9%	29.7%	38.1%	45.8%	57.1%	43.4%	38.4%	36.2%
Increased workload has contributed to a decline in my morale.	57.5%	60.0%	56.3%	63.6%	68.8%	53.8%	82.1%	81.0%	85.1%	70.7%	66.7%	70.0%	67.2%
I am paid fairly.	46.5%	44.7%	51.6%	42.4%	44.1%	47.3%	38.1%	43.2%	42.0%	31.8%	48.1%	43.2%	46.2%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	60.5%	23.9%	12.5%	93.8%	97.1%	64.1%	24.4%	45.2%	31.7%	80.6%	64.7%	66.3%	68.2%
I have confidence in the leadership exhibited by the Howard County Board of Education.	66.7%	32.6%	46.7%	93.8%	88.2%	41.0%	26.2%	35.7%	25.0%	36.8%	46.0%	40.3%	39.5%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	88.4%	78.3%	90.0%	83.9%	88.2%	82.0%	85.0%	73.8%	72.1%	78.6%	75.0%	82.4%	82.7%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	70.0%	71.7%	62.1%	63.6%	69.7%	48.7%	75.0%	73.7%	75.6%	78.0%	69.4%	75.8%	73.9%
In my position, I receive appropriate and adequate support and training	72.7%	78.7%	68.8%	81.3%	91.2%	81.5%	82.9%	65.9%	64.6%	83.7%	64.8%	70.9%	70.9%
In the last 12 months, I have experienced harassing behavior from colleagues	15.4%	19.6%	18.8%	16.1%	14.7%	12.8%	14.6%	11.6%	22.9%	20.5%	13.2%	15.4%	13.7%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	10.5%	4.4%	6.3%	9.7%	8.8%	7.6%	9.5%	15.6%	16.7%	18.6%	13.0%	8.5%	8.5%
In the last 12 months, I have experienced harassing behavior from parents	20.0%	22.2%	32.3%	37.5%	29.4%	35.9%	24.4%	22.2%	25.0%	25.0%	26.4%	16.5%	18.8%
At my school I spend most of my PIP time on non-instructional activities.					42.1%	18.4%	53.6%	42.4%	17.6%	36.4%	35.1%	38.6%	38.6%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					90.9%	57.8%	89.3%	83.9%	83.3%	75.9%	80.6%	80.5%	76.5%
In my school, I spend too much time in meetings.						38.4%	70.0%	64.3%	57.1%	55.3%	42.9%	50.3%	47.6%
In my school, there is adequate support for special education students.						35.9%	27.5%	18.2%	18.4%	7.0%	15.1%	18.8%	33.3%
Participants	44	47	32	33	35 out of 74	39 out of 69	42 out of 69	45 out of 69	50 out of 75	44 out of 75	54 out of 79		
Principal	Laurel Marsh	Laurel Marsh	Laurel Marsh	Derek Anderson	Derek Anderson	Derek Anderson	Derek Anderson	Derek Anderson	Vanya Jackson	Vanya Jackson	Vanya Jackson		