2025-2026 HCEA Job Satisfaction Survey Trend Report

Oakland Mills HS	14-15	15-16	16-17	17-18	18-19	19-20	21-22	22-23	23-24	24-25	25-26	25-26 OVERALL-HS	25-26 OVERALL-ALL
Overall, morale at my school/worksite is good.	38.4%	31.1%	11.4%	9.2%	94.2%	88.2%	59.1%	53.8%	64.0%	55.9%	72.1%	67.8%	68.6%
There is an atmosphere of open communication and trust in my school/worksite.	39.7%	36.1%	12.9%	15.6%	91.3%	89.4%	82.8%	70.9%	79.1%	69.6%	79.1%	69.3%	70.0%
I personally feel successful in my work.	71.2%	78.7%	71.0%	81.6%	91.2%	90.5%	78.3%	84.7%	86.4%	86.0%	87.2%	89.8%	85.9%
I feel involved in decision-making at my school/worksite.	38.9%	39.3%	28.4%	27.0%	75.4%	59.0%	60.5%	55.9%	58.5%	54.3%	65.1%	58.5%	62.7%
I want to be involved in decision-making at my school/worksite.	87.3%	86.9%	84.6%	77.3%	80.3%	79.5%	86.0%	81.1%	78.5%	85.2%	85.7%	86.4%	87.9%
In my school/worksite, I can speak openly about important issues without fear of repercussions	43.7%	55.9%	16.4%	19.7%	85.3%	79.7%	84.8%	74.6%	75.2%	74.2%	83.7%	73.8%	73.8%
In my school/worksite, I am treated as a professional	68.5%	68.9%	43.3%	54.5%	92.8%	92.8%	88.2%	83.8%	83.6%	81.5%	87.2%	85.9%	85.5%
There is good teamwork among staff in my school/worksite.	69.4%	66.7%	76.8%	57.1%	92.5%	88.2%	88.0%	82.1%	84.8%	73.6%	81.0%	82.7%	83.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	62.5%	79.2%	72.1%	78.3%	93.4%	69.4%	76.8%	74.1%	76.0%	67.5%	78.4%	82.2%	77.0%
My working enviornment (i.e. safety, cleanliness) is conductive to success	72.2%	70.0%	66.7%	39.0%	79.7%	80.0%	63.4%	54.7%	40.0%	50.5%	38.4%	72.2%	69.9%
My work performance is evaluated fairly.	49.3%	53.3%	61.8%	77.6%	91.2%	88.1%	88.9%	83.8%	84.4%	83.7%	86.7%	89.4%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	40.8%	39.0%	35.8%	45.9%	54.0%	56.4%	40.2%	50.9%	44.8%	53.9%	42.7%	51.4%	58.4%
I am provided adequate work and storage space to prepare for and do my job.	79.2%	82.0%	83.8%	87.8%	91.2%	83.5%	83.9%	75.9%	70.6%	80.0%	69.4%	88.3%	82.2%
My administrators/supervisors respect the negotiated contracts	82.9%	86.9%	76.1%	73.0%	98.5%	91.6%	88.0%	92.1%	94.3%	89.1%	90.1%	92.2%	91.2%
My planning time is respected by my school administrators/supervisors	73.2%	81.3%	36.1%	62.3%	96.2%	69.0%	76.6%	82.1%	80.7%	80.2%	84.1%	87.1%	86.4%
In my school, administrators/supervisors support me in enforcing discipline	66.7%	58.5%	20.0%	17.1%	71.2%	47.6%	81.3%	45.7%	57.0%	47.0%	67.9%	64.2%	71.9%
In my school, student misbehavior interferes with learning.	95.5%	94.7%	92.3%	91.9%	86.2%	83.1%	56.1%	83.5%	86.9%	80.9%	72.5%	66.8%	70.5%
Too much instructional time is spent administering assessments.	84.4%	86.5%	68.3%	73.5%	86.0%	65.4%	65.3%	48.0%	55.1%	44.2%	61.6%	59.6%	67.2%
HCPSS professional development experiences are meaningful and worthwhile	33.8%	29.8%	35.4%	43.2%	48.5%	50.0%	47.8%	45.0%	39.8%	24.2%	25.9%	25.4%	36.2%
Increased workload has contributed to a decline in my morale.	75.4%	78.0%	73.8%	66.2%	54.5%	50.5%	78.6%	69.4%	75.2%	76.1%	72.2%	69.1%	67.2%
I am paid fairly.	46.6%	31.1%	50.7%	41.6%	52.2%	54.1%	38.0%	52.1%	50.0%	45.7%	55.8%	47.4%	46.2%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	23.2%	10.2%	7.6%	88.2%	89.7%	77.6%	37.1%	54.9%	25.3%	77.3%	70.9%	64.3%	68.2%
I have confidence in the leadership exhibited by the Howard County Board of Education.	20.3%	8.6%	69.7%	81.3%	91.3%	56.4%	28.1%	45.5%	19.4%	38.9%	23.3%	32.8%	39.5%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	85.5%	86.7%	100.0%	96.0%	97.1%	91.7%	90.2%	91.2%	86.9%	87.9%	81.0%	82.3%	82.7%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	51.5%	55.0%	63.6%	68.9%	82.1%	71.0%	77.1%	80.2%	68.9%	70.9%	78.0%	69.1%	73.9%
In my position, I receive appropriate and adequate support and training	64.4%	62.3%	69.7%	70.1%	80.9%	80.9%	79.6%	76.9%	70.9%	68.9%	73.3%	65.7%	70.9%
In the last 12 months, I have experienced harassing behavior from colleagues	19.4%	13.8%	6.2%	10.7%	10.4%	8.2%	6.7%	9.6%	12.7%	11.0%	5.9%	9.3%	13.7%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	13.2%	12.3%	9.4%	12.2%	6.3%	2.3%	1.1%	7.0%	3.7%	4.3%	7.1%	8.8%	8.5%
In the last 12 months, I have experienced harassing behavior from parents	32.4%	17.5%	20.9%	17.6%	25.0%	16.4%	23.1%	28.8%	20.8%	15.7%	19.8%	23.4%	18.8%
At my school I spend most of my PIP time on non-instructional activities.					50.0%	45.8%	67.6%	61.8%	68.4%	68.1%	66.1%	42.4%	38.6%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					58.3%	40.9%	48.5%	52.7%	37.7%	40.6%	40.3%	67.9%	76.5%
In my school, I spend too much time in meetings.						17.6%	25.0%	40.2%	53.5%	49.4%	52.6%	42.8%	47.6%
In my school, there is adequate support for special education students.						55.9%	48.1%	44.2%	49.5%	42.5%	48.1%	53.3%	33.3%
Participants	73	61	70	77	69 out of 149	85 out of 153	93 out of 150	118 out of 154	111 out of 173	93 out of 159	86 out of 153		
Principal	Karim Shortridge	Karim Shortridge	Katherine Orlando	Katherine Orlando/ Elaine Reid	Jeffrey Fink	Jeffrey Fink	Jeffrey Fink	Jeffrey Fink	Jeffrey Fink	Jeffrey Fink	Jeffrey Fink		