

2025-2026 HCEA Job Satisfaction Survey Trend Report

Oakland Mills MS	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- MS	25-26 OVERALL- ALL
Overall, morale at my school/worksite is good.	74.3%	51.2%	82.1%	73.3%	36.0%	67.7%	47.6%	68.9%	64.6%	68.3%	81.8%	72.9%	68.6%
There is an atmosphere of open communication and trust in my school/worksite.	74.3%	57.5%	82.1%	76.7%	73.1%	74.1%	87.8%	88.9%	64.6%	77.5%	72.7%	71.5%	70.0%
I personally feel successful in my work.	77.1%	80.0%	89.3%	69.0%	73.1%	90.3%	71.4%	82.2%	81.6%	82.5%	81.8%	88.1%	85.9%
I feel involved in decision-making at my school/worksite.	50.0%	50.0%	63.0%	55.2%	57.7%	38.7%	63.2%	68.3%	56.5%	63.9%	62.1%	63.8%	62.7%
I want to be involved in decision-making at my school/worksite.	91.2%	100.0%	88.9%	96.4%	92.3%	83.3%	89.5%	83.3%	93.3%	94.6%	86.2%	86.8%	87.9%
In my school/worksite, I can speak openly about important issues without fear of repercussions	55.9%	52.5%	85.2%	86.7%	73.1%	80.6%	81.0%	86.4%	67.3%	72.5%	68.8%	73.9%	73.8%
In my school/worksite, I am treated as a professional	71.4%	75.0%	92.6%	86.2%	88.0%	90.3%	90.5%	97.7%	83.7%	87.8%	90.3%	85.3%	85.5%
There is good teamwork among staff in my school/worksite.	79.4%	87.8%	85.7%	76.7%	80.8%	83.3%	92.9%	95.6%	78.3%	90.0%	87.1%	84.3%	83.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	63.6%	55.9%	85.7%	78.6%	69.6%	77.4%	80.5%	92.5%	80.5%	78.9%	83.9%	76.9%	77.0%
My working environment (i.e. safety, cleanliness) is conducive to success	91.4%	90.0%	75.0%	70.0%	69.2%	80.6%	69.0%	86.7%	76.6%	85.0%	85.0%	70.1%	69.9%
My work performance is evaluated fairly.	64.7%	76.3%	89.3%	86.2%	96.0%	93.5%	95.1%	95.3%	80.4%	90.0%	93.1%	89.0%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	30.3%	31.4%	53.8%	42.3%	45.8%	64.5%	53.7%	68.2%	60.4%	60.5%	75.8%	57.4%	58.4%
I am provided adequate work and storage space to prepare for and do my job.	85.7%	82.1%	82.1%	83.3%	58.3%	87.1%	85.0%	80.0%	67.4%	82.9%	68.8%	79.5%	82.2%
My administrators/supervisors respect the negotiated contracts	91.2%	100.0%	96.4%	86.7%	100.0%	100.0%	100.0%	95.5%	89.6%	95.1%	96.9%	90.7%	91.2%
My planning time is respected by my school administrators/supervisors	75.8%	85.3%	91.3%	92.3%	82.6%	90.3%	97.1%	94.6%	80.5%	89.2%	93.3%	88.1%	86.4%
In my school, administrators/supervisors support me in enforcing discipline	60.0%	45.7%	76.0%	53.6%	65.4%	67.7%	86.8%	88.4%	83.7%	89.2%	79.3%	75.0%	71.9%
In my school, student misbehavior interferes with learning.	94.1%	91.4%	81.5%	86.2%	88.5%	93.3%	65.0%	86.7%	66.0%	83.8%	58.6%	65.9%	70.5%
Too much instructional time is spent administering assessments.	82.4%	82.4%	75.0%	76.9%	60.0%	58.0%	65.7%	69.7%	67.5%	67.6%	73.1%	66.8%	67.2%
HCPSS professional development experiences are meaningful and worthwhile	42.9%	62.9%	61.5%	50.0%	53.8%	67.7%	54.3%	62.2%	68.1%	70.3%	64.5%	65.9%	36.2%
Increased workload has contributed to a decline in my morale.	67.6%	80.6%	51.9%	55.2%	75.0%	51.6%	74.4%	61.0%	64.4%	55.6%	60.0%	65.9%	67.2%
I am paid fairly.	38.2%	24.4%	53.6%	44.8%	34.6%	50.0%	26.8%	37.2%	30.6%	39.0%	36.4%	47.8%	46.2%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	50.0%	21.1%	4.0%	88.9%	91.7%	80.0%	52.6%	76.9%	39.5%	86.5%	77.4%	72.2%	68.2%
I have confidence in the leadership exhibited by the Howard County Board of Education.	44.1%	35.0%	69.2%	79.3%	83.3%	53.3%	38.5%	63.2%	53.2%	59.0%	46.7%	40.9%	39.5%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	91.2%	82.9%	88.9%	92.9%	92.0%	93.3%	92.3%	93.2%	95.7%	94.7%	90.3%	84.6%	82.7%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	64.7%	61.5%	69.2%	65.5%	79.2%	93.5%	74.4%	86.0%	69.6%	81.1%	79.3%	76.5%	73.9%
In my position, I receive appropriate and adequate support and training	78.8%	78.0%	81.5%	76.7%	68.0%	90.3%	73.2%	81.0%	71.4%	80.0%	83.3%	74.0%	70.9%
In the last 12 months, I have experienced harassing behavior from colleagues	12.5%	10.0%	3.6%	8.0%	4.0%	12.9%	4.9%	4.5%	12.5%	8.1%	12.5%	11.0%	13.7%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	18.8%	7.7%	3.7%	8.0%	0.0%	3.2%	2.5%	2.3%	10.2%	10.3%	3.2%	9.0%	8.5%
In the last 12 months, I have experienced harassing behavior from parents	35.5%	15.4%	10.7%	15.4%	19.2%	16.1%	17.5%	15.6%	14.3%	17.9%	10.0%	21.6%	18.8%
At my school I spend most of my PIP time on non-instructional activities.					36.8%	16.1%	16.7%	20.0%	25.7%	25.8%	33.3%	38.1%	38.6%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					90.5%	77.4%	85.3%	91.9%	78.8%	90.9%	89.3%	76.5%	76.5%
In my school, I spend too much time in meetings.						9.6%	7.9%	17.9%	40.9%	39.5%	39.3%	47.5%	47.6%
In my school, there is adequate support for special education students.						33.3%	37.5%	44.2%	40.4%	55.0%	55.2%	41.2%	33.3%
Participants	35	41	28	30	26 out of 80	31 out of 73	42 out of 65	45 out of 71	49 out of 69	41 out of 68	33 out of 68		
Principal	Kathy Orlando	Kathy Orlando	Megan Chrobak	Megan Chrobak	Megan Chrobak	Alan Cosentino	Regina Coleman	Regina Coleman	Regina Coleman	Regina McLendon	Regina McLendon		