

**2025-2026 HCEA Job Satisfaction Survey**

<b>Old Cedar Lane</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- ALL</b>
Overall, morale at my school/worksite is good.	53.8%		84.6%	75.0%	87.5%	72.0%	60.0%	79.6%	69.4%	69.1%	% Agree	68.6%
There is an atmosphere of open communication and trust in my	61.5%		84.6%	80.0%	93.8%	76.0%	65.8%	77.4%	77.6%	67.3%	75.0%	70.0%
I personally feel successful in my work.	91.7%		84.6%	100.0%	93.8%	80.0%	82.5%	90.6%	91.7%	85.7%	76.7%	85.9%
I feel involved in decision-making at my school/worksite.	38.5%		61.5%	80.0%	75.0%	60.0%	60.5%	75.0%	75.6%	51.9%	90.0%	62.7%
I want to be involved in decision-making at my school/worksite.	91.7%		100.0%	100.0%	100.0%	96.0%	100.0%	92.3%	100.0%	94.3%	64.4%	87.9%
In my school/worksite, I can speak openly about important issues without	69.2%		61.5%	75.0%	87.5%	80.0%	63.4%	86.8%	87.8%	74.5%	94.7%	73.8%
In my school/worksite, I am treated as a professional	76.9%		92.3%	90.0%	100.0%	96.0%	92.5%	92.5%	94.0%	92.9%	76.7%	85.5%
There is good teamwork among staff in my school/worksite.	61.5%		76.9%	95.0%	93.8%	92.0%	73.2%	84.3%	86.0%	83.6%	88.3%	83.3%
Non-instructional duties are assigned on an equitable basis in my	50.0%		88.9%	87.5%	100.0%	36.0%	68.4%	90.0%	85.7%	80.8%	78.3%	77.0%
My working environment (i.e. safety, cleanliness) is conducive to success	50.0%		66.7%	63.2%	62.5%	72.0%	73.2%	66.7%	57.1%	60.7%	70.0%	69.9%
My work performance is evaluated fairly.	54.5%		75.0%	90.0%	86.7%	92.0%	81.1%	90.4%	95.6%	94.2%	54.2%	89.2%
I am provided adequate time during the workday to plan, prepare for and do	54.5%		76.9%	63.2%	73.3%	68.0%	76.5%	83.0%	84.8%	79.6%	91.7%	58.4%
I am provided adequate work and storage space to prepare for and do my	75.0%		76.9%	90.0%	87.5%	88.0%	92.5%	86.8%	83.7%	90.7%	83.9%	82.2%
My administrators/supervisors respect the negotiated contracts	83.3%		92.3%	89.5%	81.3%	88.0%	82.1%	96.2%	95.9%	94.3%	86.4%	91.2%
My planning time is respected by my school administrators/supervisors	60.0%		71.4%	88.9%	85.7%	44.0%	87.5%	94.7%	100.0%	90.0%	89.8%	86.4%
In my school, administrators/supervisors support me in enforcing discipline	50.0%		100.0%	100.0%	100.0%	8.0%	66.7%	80.0%	75.0%	50.0%	88.5%	71.9%
In my school, student misbehavior interferes with learning.	0.0%		100.0%	0.0%	50.0%	0.0%	40.0%	80.0%	75.0%	33.3%	55.6%	70.5%
Too much instructional time is spent administering assessments.	100.0%		100.0%	50.0%	50.0%	8.0%	100.0%	57.1%	0.0%	75.0%	25.0%	67.2%
HCPSS professional development experiences are meaningful and	41.7%		45.5%	76.5%	71.4%	44.0%	78.8%	53.5%	63.4%	45.7%	57.1%	36.2%
Increased workload has contributed to a decline in my morale.	33.3%		58.3%	38.9%	40.0%	48.0%	64.9%	43.1%	35.9%	46.0%	54.0%	67.2%
I am paid fairly.	38.5%		61.5%	70.0%	50.0%	64.0%	43.9%	55.6%	58.0%	57.1%	44.0%	46.2%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	41.7%		15.4%	70.0%	87.5%	72.0%	61.5%	78.8%	77.5%	87.0%	74.6%	68.2%
I have confidence in the leadership exhibited by the Howard County Board of	69.2%		36.4%	70.0%	69.2%	32.0%	48.7%	62.5%	31.9%	53.7%	84.7%	39.5%
I have confidence in the leadership exhibited by the Howard County	92.3%		76.9%	94.4%	93.8%	84.0%	92.5%	96.0%	75.5%	79.2%	40.0%	82.7%
I feel that HCPSS offers me the possibility of advancing professionally in the	33.3%		30.8%	80.0%	62.5%	52.0%	66.7%	72.7%	61.5%	69.8%	75.0%	73.9%
In my position, I receive appropriate and adequate support and training	53.8%		76.9%	95.0%	81.3%	80.0%	66.7%	73.6%	79.6%	74.5%	65.4%	70.9%
In the last 12 months, I have experienced harassing behavior from colleagues	27.3%		9.1%	5.6%	7.1%	20.0%	7.5%	9.6%	4.1%	10.4%	78.9%	13.7%
In the last 12 months, I have experienced harassing behavior from	16.7%		0.0%	5.6%	7.1%	8.0%	10.0%	7.7%	2.0%	0.0%	12.3%	8.5%
In the last 12 months, I have experienced harassing behavior from parents	0.0%		50.0%	33.3%	23.1%	24.0%	9.1%	18.2%	34.1%	31.0%	5.2%	18.8%
At my school I spend most of my PIP time on non-instructional activities.					0.0%	0.0%	0.0%	0.0%	N/A	66.7%	25.5%	38.6%
At my school our administrator includes time during PIP for teacher-initiated					0.0%	0.0%	0.0%	100.0%	N/A	100.0%	33.3%	76.5%
In my school, I spend too much time in meetings.						20.0%	33.3%	17.9%	14.3%	29.7%	66.7%	47.6%
In my school, there is adequate support for special education students.						16.0%	36.4%	70.6%	61.5%	52.9%	46.2%	33.3%
Participants	13		13	20	17 out of 93	25 out of 93	41 out of 94	54 out of 99	50 out of 115	56 out of 121	60 out of 141	