

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

<b>Patuxent Valley MS</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- MS</b>	<b>25-26 OVERALL- ALL</b>
Overall, morale at my school/worksite is good.	38.6%	29.4%	80.0%	54.5%	74.0%	60.6%	23.8%	21.9%	88.1%	54.0%	34.4%	72.9%	68.6%
There is an atmosphere of open communication and trust in my school/worksite.	34.9%	32.4%	80.0%	45.5%	66.0%	56.9%	36.5%	29.2%	78.0%	60.3%	34.4%	71.5%	70.0%
I personally feel successful in my work.	72.7%	79.4%	80.0%	71.9%	74.0%	80.6%	71.0%	74.0%	86.4%	77.4%	90.6%	88.1%	85.9%
I feel involved in decision-making at my school/worksite.	38.6%	27.3%	71.4%	50.0%	68.8%	50.7%	42.4%	42.0%	73.1%	58.6%	50.0%	63.8%	62.7%
I want to be involved in decision-making at my school/worksite.	93.2%	84.8%	94.1%	86.7%	79.6%	81.5%	91.5%	88.1%	88.5%	81.0%	85.5%	86.8%	87.9%
In my school/worksite, I can speak openly about important issues without fear of repercussions	41.9%	58.8%	82.9%	42.4%	76.0%	63.6%	48.4%	51.4%	80.7%	76.7%	53.2%	73.9%	73.8%
In my school/worksite, I am treated as a professional	79.1%	79.4%	90.9%	72.7%	87.8%	82.0%	85.7%	80.8%	96.6%	93.7%	77.8%	85.3%	85.5%
There is good teamwork among staff in my school/worksite.	69.8%	70.6%	80.0%	69.7%	76.0%	73.1%	69.4%	76.7%	81.4%	72.6%	73.8%	84.3%	83.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	64.3%	78.8%	91.4%	77.4%	80.9%	68.1%	71.2%	68.3%	84.3%	70.9%	65.5%	76.9%	77.0%
My working environment (i.e. safety, cleanliness) is conducive to success	69.8%	39.4%	60.0%	65.6%	82.0%	88.0%	56.5%	62.2%	86.2%	76.2%	75.4%	70.1%	69.9%
My work performance is evaluated fairly.	65.9%	70.6%	77.1%	78.8%	91.8%	86.3%	88.1%	72.2%	96.6%	87.1%	86.9%	89.0%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	37.2%	38.2%	57.1%	46.9%	50.0%	56.7%	42.6%	45.8%	65.5%	47.4%	53.2%	57.4%	58.4%
I am provided adequate work and storage space to prepare for and do my job.	86.4%	97.1%	85.7%	93.8%	94.0%	90.9%	85.7%	87.7%	89.7%	80.6%	86.7%	79.5%	82.2%
My administrators/supervisors respect the negotiated contracts	86.4%	93.9%	97.1%	90.6%	95.9%	86.5%	85.5%	81.9%	98.3%	93.7%	88.5%	90.7%	91.2%
My planning time is respected by my school administrators/supervisors	76.3%	77.4%	76.5%	76.7%	74.5%	77.6%	72.2%	76.3%	93.6%	80.4%	78.6%	88.1%	86.4%
In my school, administrators/supervisors support me in enforcing discipline	45.2%	25.0%	67.6%	45.2%	63.3%	56.0%	50.0%	25.7%	75.4%	50.8%	40.0%	75.0%	71.9%
In my school, student misbehavior interferes with learning.	86.0%	82.4%	82.4%	83.9%	86.0%	86.5%	88.5%	94.5%	93.0%	96.8%	87.7%	65.9%	70.5%
Too much instructional time is spent administering assessments.	90.2%	75.0%	71.0%	62.1%	56.3%	55.2%	57.7%	59.0%	60.0%	62.7%	65.5%	66.8%	67.2%
HCPSS professional development experiences are meaningful and worthwhile	65.1%	40.6%	45.7%	61.3%	46.0%	59.0%	38.7%	58.6%	65.5%	41.0%	42.9%	39.7%	36.2%
Increased workload has contributed to a decline in my morale.	79.1%	85.3%	67.6%	58.1%	43.8%	50.0%	78.7%	77.9%	64.7%	70.7%	75.8%	65.9%	67.2%
I am paid fairly.	43.2%	48.5%	68.6%	56.3%	50.0%	52.2%	40.3%	43.8%	47.5%	39.7%	50.0%	47.8%	46.2%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	44.2%	17.6%	18.2%	93.8%	87.5%	77.6%	53.4%	65.7%	48.9%	77.2%	62.7%	72.2%	68.2%
I have confidence in the leadership exhibited by the Howard County Board of Education.	39.0%	17.6%	62.5%	97.0%	84.0%	63.6%	36.8%	47.0%	42.9%	42.6%	30.2%	40.9%	39.5%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	90.9%	84.8%	94.1%	93.5%	90.0%	84.8%	84.7%	95.5%	91.2%	90.2%	85.2%	84.6%	82.7%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	66.7%	54.8%	67.6%	78.1%	72.3%	68.1%	67.8%	76.8%	80.4%	74.6%	69.5%	76.5%	73.9%
In my position, I receive appropriate and adequate support and training	70.5%	58.8%	82.9%	84.8%	73.5%	76.1%	72.6%	70.4%	72.9%	72.6%	70.3%	74.0%	70.9%
In the last 12 months, I have experienced harassing behavior from colleagues	21.4%	21.9%	8.8%	30.0%	10.6%	15.3%	10.0%	15.5%	15.8%	17.7%	20.6%	11.0%	13.7%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	18.6%	18.2%	12.1%	32.1%	10.4%	13.4%	8.3%	15.3%	8.6%	4.9%	21.0%	9.0%	8.5%
In the last 12 months, I have experienced harassing behavior from parents	44.2%	39.4%	44.1%	43.3%	33.3%	29.8%	28.3%	23.5%	13.0%	26.3%	25.8%	21.6%	18.8%
At my school I spend most of my PIP time on non-instructional activities.					44.4%	19.4%	41.7%	48.1%	15.0%	35.7%	48.1%	38.1%	38.6%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					91.9%	64.1%	70.0%	70.2%	86.8%	78.0%	68.5%	76.5%	76.5%
In my school, I spend too much time in meetings.						40.3%	25.9%	30.8%	21.2%	38.6%	72.9%	47.5%	47.6%
In my school, there is adequate support for special education students.						37.3%	33.9%	36.9%	26.4%	36.2%	31.1%	41.2%	33.3%
Participants	44	34	35	33	50 out of 78	67 out of 79	63 out of 82	74 out of 89	59 out of 97	63 out of 101	64 out of 99		
Principal	Robert A. Motley	Micah Humbert	Rick Robb	Rick Robb	Rick Robb	Rick Robb	Rick Robb	Rick Robb	Richard Smart	Richard Smart	Richard Smart		