

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

<b>Pointers Run 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.	75.0%	56.6%	33.3%	48.9%	19.6%	23.6%	29.3%	50.7%	66.7%	70.6%	73.1%	65.1%	68.6%
There is an atmosphere of open communication and trust in my school/worksite.	78.4%	62.3%	43.6%	62.2%	25.5%	27.9%	32.8%	57.4%	71.7%	72.5%	75.5%	42.6%	70.0%
I personally feel successful in my work.	83.0%	75.5%	82.1%	71.1%	66.1%	74.1%	68.4%	82.4%	76.3%	82.0%	90.6%	87.2%	85.9%
I feel involved in decision-making at my school/worksite.	66.7%	48.1%	47.4%	55.6%	27.8%	26.0%	31.6%	40.9%	53.7%	50.0%	55.8%	62.8%	62.7%
I want to be involved in decision-making at my school/worksite.	90.4%	86.5%	92.3%	97.7%	87.5%	89.0%	87.0%	93.9%	91.1%	93.5%	86.0%	88.5%	87.9%
In my school/worksite, I can speak openly about important issues without fear of repercussions	69.8%	56.6%	61.5%	73.3%	40.0%	38.0%	50.9%	54.4%	72.9%	58.8%	64.0%	72.5%	73.8%
In my school/worksite, I am treated as a professional	80.8%	69.8%	74.4%	82.2%	53.6%	56.5%	71.4%	82.4%	79.7%	78.4%	82.4%	84.9%	85.5%
There is good teamwork among staff in my school/worksite.	81.1%	81.1%	74.4%	86.7%	65.5%	69.6%	74.1%	79.7%	94.8%	86.3%	92.2%	82.7%	83.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	81.3%	74.0%	75.0%	83.3%	76.0%	43.4%	76.1%	82.1%	75.0%	73.8%	89.6%	74.9%	77.0%
My working environment (i.e. safety, cleanliness) is conducive to success	80.8%	71.7%	61.5%	86.7%	78.6%	63.7%	57.9%	85.1%	78.3%	90.0%	78.8%	67.6%	69.9%
My work performance is evaluated fairly.	75.0%	64.2%	82.1%	86.7%	72.7%	81.7%	84.2%	84.2%	86.4%	93.9%	94.2%	88.9%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	42.3%	34.6%	40.5%	29.5%	49.1%	45.6%	45.3%	48.5%	57.9%	51.0%	63.5%	58.9%	58.4%
I am provided adequate work and storage space to prepare for and do my job.	88.5%	73.1%	76.3%	80.0%	80.4%	68.1%	78.9%	83.8%	71.2%	86.0%	88.7%	79.8%	82.2%
My administrators/supervisors respect the negotiated contracts	96.1%	90.6%	92.1%	95.6%	85.7%	76.0%	87.9%	92.1%	94.9%	90.0%	90.0%	90.5%	91.2%
My planning time is respected by my school administrators/supervisors	81.0%	86.7%	83.3%	76.9%	73.3%	52.6%	79.5%	79.3%	83.7%	92.3%	84.4%	85.0%	86.4%
In my school, administrators/supervisors support me in enforcing discipline	79.6%	79.6%	73.0%	97.8%	71.2%	51.0%	64.6%	56.4%	70.6%	68.9%	76.6%	72.6%	71.9%
In my school, student misbehavior interferes with learning.	52.0%	42.0%	56.4%	55.0%	67.3%	69.5%	54.9%	73.4%	80.4%	68.1%	68.8%	75.8%	70.5%
Too much instructional time is spent administering assessments.	83.0%	86.3%	84.8%	76.9%	60.0%	54.8%	60.0%	61.5%	73.9%	75.7%	71.4%	72.4%	67.2%
HCPSS professional development experiences are meaningful and worthwhile	52.0%	39.2%	18.9%	35.6%	32.7%	35.4%	41.8%	40.9%	42.1%	36.0%	37.3%	38.4%	36.2%
Increased workload has contributed to a decline in my morale.	70.6%	71.7%	83.8%	88.4%	75.5%	73.9%	80.4%	76.5%	83.9%	71.4%	80.9%	70.0%	67.2%
I am paid fairly.	43.4%	22.6%	26.3%	46.5%	37.5%	38.4%	30.9%	35.3%	37.3%	35.3%	46.2%	43.2%	46.2%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	32.7%	12.0%	0.0%	95.6%	85.5%	53.7%	37.5%	69.2%	37.0%	75.0%	70.6%	66.3%	68.2%
I have confidence in the leadership exhibited by the Howard County Board of Education.	42.0%	13.7%	84.6%	88.9%	88.7%	41.5%	29.1%	49.2%	27.8%	37.8%	46.0%	40.3%	39.5%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	91.8%	94.2%	100.0%	100.0%	96.4%	90.0%	96.4%	97.1%	89.5%	93.6%	94.0%	82.4%	82.7%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	71.4%	60.8%	73.0%	83.7%	61.8%	61.2%	68.5%	71.9%	75.5%	67.4%	67.4%	75.8%	73.9%
In my position, I receive appropriate and adequate support and training	79.2%	69.8%	65.8%	75.0%	57.4%	63.0%	66.7%	55.9%	64.4%	68.6%	73.1%	70.9%	70.9%
In the last 12 months, I have experienced harassing behavior from colleagues	5.9%	8.2%	10.8%	4.7%	19.2%	10.9%	10.7%	7.4%	8.5%	6.0%	4.0%	15.4%	13.7%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	5.9%	10.0%	15.8%	4.7%	23.1%	13.0%	5.4%	6.1%	7.1%	8.2%	4.0%	8.5%	8.5%
In the last 12 months, I have experienced harassing behavior from parents	30.8%	36.0%	26.3%	24.4%	40.4%	26.8%	36.8%	26.2%	32.1%	17.6%	24.5%	16.5%	18.8%
At my school I spend most of my PIP time on non-instructional activities.					35.1%	22.2%	29.3%	28.3%	35.0%	20.0%	35.9%	38.6%	38.6%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					60.0%	36.3%	85.7%	65.1%	85.0%	81.1%	70.3%	80.5%	76.5%
In my school, I spend too much time in meetings.						58.7%	42.3%	44.3%	32.7%	53.3%	71.4%	50.3%	47.6%
In my school, there is adequate support for special education students.						15.0%	22.8%	17.4%	18.6%	16.3%	34.0%	18.8%	33.3%
Participants	52	53	39	45	57 out of 105	93 out of 107	58 out of 100	69 out of 101	60 out of 106	51 out of 107	52 out of 100		
Principal	Lenore Schiff	Lenore Schiff	Lenore Schiff	Julie Schrufer	Julie Schrufer	Julie Schrufer	Julie Schrufer	Shawna Holden	Shawna Holden	Shawna Holden	Shawna Holden		