2025-2026 HCEA Job Satisfaction Survey Trend Report

Reservoir 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.	78.8%	71.8%	55.7%	76.0%	63.5%	48.4%	27.6%	68.3%	60.4%	77.2%	81.7%	67.8%	68.6%
There is an atmosphere of open communication and trust in my school/worksite.	66.3%	63.5%	57.6%	64.0%	60.8%	50.5%	43.1%	58.2%	56.8%	67.7%	77.9%	69.3%	70.0%
I personally feel successful in my work.	89.8%	83.5%	86.9%	88.0%	86.5%	83.8%	74.1%	81.1%	79.3%	88.2%	92.2%	89.8%	85.9%
I feel involved in decision-making at my school/worksite.	49.0%	36.6%	41.7%	45.9%	50.0%	41.4%	38.5%	39.5%	39.8%	52.8%	59.4%	58.5%	62.7%
I want to be involved in decision-making at my school/worksite.	88.5%	84.5%	83.6%	86.3%	90.4%	80.6%	85.3%	82.8%	85.2%	90.5%	84.0%	86.4%	87.9%
In my school/worksite, I can speak openly about important issues without fear of repercussions	63.6%	51.8%	43.5%	63.5%	62.0%	61.6%	59.6%	62.8%	59.1%	70.7%	75.5%	73.8%	73.8%
In my school/worksite, I am treated as a professional	82.8%	77.6%	82.3%	83.8%	85.1%	77.7%	82.8%	85.5%	82.9%	84.8%	85.3%	85.9%	85.5%
There is good teamwork among staff in my school/worksite.	77.8%	80.7%	80.6%	70.7%	74.3%	60.2%	81.9%	75.0%	73.4%	79.8%	86.4%	82.7%	83.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	75.0%	70.5%	74.6%	82.4%	77.6%	64.6%	80.2%	80.7%	76.0%	79.5%	78.7%	82.2%	77.0%
My working enviornment (i.e. safety, cleanliness) is conductive to success	92.9%	90.6%	88.7%	85.3%	93.2%	88.8%	72.8%	86.9%	91.0%	91.5%	90.6%	72.2%	69.9%
My work performance is evaluated fairly.	77.8%	81.2%	80.0%	87.8%	87.7%	84.6%	83.0%	79.2%	76.9%	90.4%	89.2%	89.4%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	56.8%	50.6%	55.2%	63.5%	49.3%	51.5%	41.1%	47.0%	44.4%	36.7%	48.0%	51.4%	58.4%
I am provided adequate work and storage space to prepare for and do my job.	87.8%	94.0%	93.4%	90.5%	94.6%	86.8%	79.8%	84.9%	79.8%	84.8%	82.5%	88.3%	82.2%
My administrators/supervisors respect the negotiated contracts	94.8%	90.5%	93.5%	90.7%	95.9%	85.8%	87.8%	91.1%	92.7%	94.3%	93.8%	92.2%	91.2%
My planning time is respected by my school administrators/supervisors	95.3%	87.8%	90.6%	90.6%	84.4%	62.2%	76.0%	84.2%	81.9%	86.5%	93.2%	87.1%	86.4%
In my school, administrators/supervisors support me in enforcing discipline	64.8%	67.1%	61.7%	68.1%	77.9%	49.4%	69.2%	73.1%	54.4%	65.1%	75.0%	64.2%	71.9%
In my school, student misbehavior interferes with learning.	52.8%	64.6%	74.2%	66.2%	69.6%	73.4%	57.5%	53.9%	73.6%	70.6%	69.2%	66.8%	70.5%
Too much instructional time is spent administering assessments.	61.4%	78.9%	83.6%	81.4%	87.1%	64.6%	69.4%	59.6%	63.3%	58.8%	62.8%	59.6%	67.2%
HCPSS professional development experiences are meaningful and worthwhile	34.7%	49.4%	30.0%	44.3%	39.4%	31.3%	22.0%	30.8%	27.9%	20.9%	26.0%	25.4%	36.2%
Increased workload has contributed to a decline in my morale.	61.5%	66.7%	59.3%	63.9%	66.7%	63.6%	83.6%	76.3%	78.5%	77.9%	65.3%	69.1%	67.2%
I am paid fairly.	43.4%	29.4%	46.0%	50.7%	43.2%	53.5%	32.5%	36.1%	30.9%	27.7%	37.6%	47.4%	46.2%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	45.4%	22.6%	4.9%	95.9%	86.3%	69.7%	31.6%	44.2%	27.1%	66.3%	53.5%	64.3%	68.2%
I have confidence in the leadership exhibited by the Howard County Board of Education.	38.7%	21.7%	66.1%	86.3%	85.7%	53.6%	16.7%	36.1%	13.0%	22.5%	16.5%	32.8%	39.5%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	86.6%	90.5%	88.9%	91.9%	91.7%	87.7%	86.6%	89.8%	86.9%	86.5%	86.6%	82.3%	82.7%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	73.1%	73.5%	60.0%	72.2%	67.1%	64.2%	61.9%	63.6%	59.8%	73.5%	63.6%	69.1%	73.9%
In my position, I receive appropriate and adequate support and training	80.0%	68.7%	69.4%	81.3%	65.8%	59.6%	59.3%	61.8%	52.3%	60.9%	64.6%	65.7%	70.9%
In the last 12 months, I have experienced harassing behavior from colleagues	11.0%	7.6%	15.5%	21.4%	12.5%	16.4%	8.1%	17.6%	20.2%	9.9%	5.1%	9.3%	13.7%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	9.7%	9.1%	8.3%	11.1%	9.7%	10.2%	10.5%	8.4%	8.3%	3.3%	0.0%	8.8%	8.5%
In the last 12 months, I have experienced harassing behavior from parents	31.2%	35.4%	32.8%	29.6%	35.6%	30.6%	30.7%	28.2%	37.0%	33.7%	26.3%	23.4%	18.8%
At my school I spend most of my PIP time on non-instructional activities.					43.3%	23.9%	39.8%	39.1%	38.4%	55.4%	43.6%	42.4%	38.6%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					56.7%	33.6%	58.9%	66.3%	52.3%	54.0%	70.7%	67.9%	76.5%
In my school, I spend too much time in meetings.						36.7%	43.9%	32.5%	36.8%	44.4%	44.4%	42.8%	47.6%
In my school, there is adequate support for special education students.						43.4%	46.2%	47.0%	36.1%	49.4%	59.1%	53.3%	33.3%
Participants	99	85	63	75	74 out of 161	99 out of 159	117 out of 166	124 out of 171	111 out of 173	94 out of 164	104 out of 155		
Principal	Patrick Saunderso	Patrick Saunderso	Patrick Saunderso	Nelda Sims	Nelda Sims	Nelda Sims	Karim Shortridge	Karim Shortridge	Karim Shortridge	Karim Shortridge	Karim Shortridge		