

2025-2026 HCEA Job Satisfaction Survey Trend Report

River Hill 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.	55.0%	13.6%	31.7%	47.1%	80.0%	74.5%	68.4%	75.3%	88.9%	89.2%	87.5%	67.8%	68.6%
There is an atmosphere of open communication and trust in my school/worksite.	50.0%	16.0%	25.0%	42.6%	60.0%	58.1%	83.5%	75.3%	88.9%	89.2%	90.6%	69.3%	70.0%
I personally feel successful in my work.	92.1%	93.8%	86.4%	89.7%	97.8%	98.1%	87.2%	95.0%	93.8%	93.1%	92.2%	89.8%	85.9%
I feel involved in decision-making at my school/worksite.	52.0%	28.8%	31.7%	43.1%	52.4%	47.2%	50.7%	65.3%	72.6%	70.6%	78.1%	58.5%	62.7%
I want to be involved in decision-making at my school/worksite.	78.8%	75.6%	77.2%	83.3%	85.7%	79.6%	81.4%	82.1%	78.2%	82.6%	77.4%	86.4%	87.9%
In my school/worksite, I can speak openly about important issues without fear of repercussions	57.6%	34.6%	32.2%	42.6%	60.0%	58.1%	81.8%	72.5%	87.5%	91.7%	89.1%	73.8%	73.8%
In my school/worksite, I am treated as a professional	81.8%	55.7%	50.0%	67.6%	88.9%	80.3%	82.3%	86.3%	90.1%	95.8%	95.2%	85.9%	85.5%
There is good teamwork among staff in my school/worksite.	68.7%	76.3%	76.3%	72.1%	82.2%	68.5%	78.5%	78.5%	86.4%	87.7%	84.1%	82.7%	83.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	89.7%	85.5%	86.8%	84.8%	92.9%	70.2%	85.5%	87.3%	87.8%	92.4%	93.3%	82.2%	77.0%
My working environment (i.e. safety, cleanliness) is conducive to success	96.0%	96.3%	90.0%	97.1%	91.1%	83.9%	84.6%	90.0%	95.0%	100.0%	93.7%	72.2%	69.9%
My work performance is evaluated fairly.	71.4%	79.0%	74.1%	74.6%	100.0%	87.5%	94.7%	93.8%	89.5%	90.3%	90.5%	89.4%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	51.5%	40.0%	51.7%	61.8%	61.9%	59.2%	54.7%	56.3%	53.3%	47.8%	58.3%	51.4%	58.4%
I am provided adequate work and storage space to prepare for and do my job.	91.0%	91.1%	88.1%	91.2%	88.6%	85.4%	82.1%	88.9%	90.0%	94.4%	95.2%	88.3%	82.2%
My administrators/supervisors respect the negotiated contracts	92.8%	80.8%	81.4%	87.9%	95.5%	92.7%	97.4%	96.3%	100.0%	98.6%	98.4%	92.2%	91.2%
My planning time is respected by my school administrators/supervisors	93.3%	59.4%	75.4%	87.9%	87.2%	74.0%	96.9%	89.9%	92.9%	96.7%	91.1%	87.1%	86.4%
In my school, administrators/supervisors support me in enforcing discipline	77.5%	91.7%	79.6%	77.4%	90.0%	67.2%	80.0%	67.1%	81.1%	85.5%	93.2%	64.2%	71.9%
In my school, student misbehavior interferes with learning.	19.4%	2.6%	14.5%	15.0%	12.2%	14.5%	21.1%	32.1%	16.2%	12.1%	25.8%	66.8%	70.5%
Too much instructional time is spent administering assessments.	73.4%	80.8%	82.5%	67.2%	81.0%	68.5%	59.7%	57.7%	64.6%	62.9%	72.9%	59.6%	67.2%
HCPSS professional development experiences are meaningful and worthwhile	44.0%	58.2%	40.0%	41.2%	37.2%	34.5%	40.8%	26.3%	41.0%	27.1%	18.0%	25.4%	36.2%
Increased workload has contributed to a decline in my morale.	75.0%	78.2%	78.0%	56.9%	75.6%	63.6%	68.5%	68.0%	67.1%	72.2%	70.7%	69.1%	67.2%
I am paid fairly.	44.4%	33.8%	39.0%	47.8%	37.8%	50.0%	35.4%	39.5%	35.0%	37.1%	40.0%	47.4%	46.2%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	33.3%	17.1%	5.3%	95.5%	95.7%	58.9%	47.4%	55.8%	37.5%	68.1%	53.2%	64.3%	68.2%
I have confidence in the leadership exhibited by the Howard County Board of Education.	35.4%	26.0%	70.7%	90.8%	91.1%	53.5%	25.7%	38.7%	28.9%	31.4%	25.8%	32.8%	39.5%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	86.2%	92.2%	91.7%	92.5%	93.3%	90.9%	78.9%	89.7%	77.9%	82.9%	62.3%	82.3%	82.7%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	66.3%	67.1%	61.8%	72.6%	77.3%	70.3%	72.9%	74.3%	77.0%	69.7%	67.8%	69.1%	73.9%
In my position, I receive appropriate and adequate support and training	71.4%	78.2%	67.2%	86.4%	93.3%	80.0%	76.9%	64.2%	72.4%	72.2%	71.0%	65.7%	70.9%
In the last 12 months, I have experienced harassing behavior from colleagues	17.0%	6.6%	15.8%	10.8%	9.8%	16.3%	9.0%	10.0%	5.0%	9.6%	4.8%	9.3%	13.7%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	11.6%	14.9%	26.7%	25.0%	7.3%	7.1%	3.8%	2.6%	2.5%	2.7%	1.6%	8.8%	8.5%
In the last 12 months, I have experienced harassing behavior from parents	50.0%	27.3%	29.8%	35.8%	29.3%	29.6%	31.2%	33.3%	33.8%	33.8%	11.5%	23.4%	18.8%
At my school I spend most of my PIP time on non-instructional activities.					22.2%	25.4%	22.4%	37.9%	41.9%	22.0%	23.1%	42.4%	38.6%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					61.5%	45.4%	72.6%	60.0%	52.5%	72.2%	77.4%	67.9%	76.5%
In my school, I spend too much time in meetings.						24.0%	29.2%	38.2%	30.3%	31.0%	30.0%	42.8%	47.6%
In my school, there is adequate support for special education students.						30.9%	50.0%	49.4%	50.0%	50.7%	60.3%	53.3%	33.3%
Participants	101	81	60	68	46 out of 119	55 out of 119	79 out of 120	81 out of 117	81 out of 124	74 out of 118	62 out of 117		
Principal	Nick Novak	Kathryn S. McKinley	Kathryn S. McKinley	Kathryn S. McKinley	Kathryn S. McKinley	Kathryn S. McKinley	Mikaela Lidgard	Mikaela Lidgard	Robert Motley	John DiFato	John DiFato		