2025-2026 HCEA Job Satisfaction Survey Trend Report

Rockburn ES	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-ES	25-26 OVERALL-ALL
Overall, morale at my school/worksite is good.	76.6%	63.0%	33.3%	22.5%	100.0%	70.5%	51.0%	60.3%	80.9%	67.7%	67.3%	65.1%	68.6%
There is an atmosphere of open communication and trust in my school/worksite.	76.6%	71.7%	60.0%	30.0%	94.3%	76.4%	71.4%	62.1%	80.4%	63.5%	63.5%	42.6%	70.0%
I personally feel successful in my work.	89.4%	87.0%	71.4%	71.8%	97.1%	58.8%	65.3%	80.7%	78.3%	85.5%	78.4%	87.2%	85.9%
I feel involved in decision-making at my school/worksite.	65.2%	65.2%	61.1%	43.6%	80.0%	67.6%	64.6%	51.7%	58.1%	47.5%	53.1%	62.8%	62.7%
I want to be involved in decision-making at my school/worksite.	91.5%	93.5%	91.4%	94.9%	88.6%	94.1%	91.5%	86.0%	77.3%	89.1%	88.0%	88.5%	87.9%
In my school/worksite, I can speak openly about important issues without fear of repercussions	78.3%	71.7%	66.7%	47.5%	91.4%	78.7%	70.2%	69.0%	60.9%	65.0%	61.2%	72.5%	73.8%
In my school/worksite, I am treated as a professional	89.4%	91.3%	77.8%	75.0%	97.1%	88.2%	97.9%	93.0%	97.9%	90.2%	86.0%	84.9%	85.5%
There is good teamwork among staff in my school/worksite.	87.2%	82.2%	72.2%	65.0%	94.3%	85.2%	87.8%	68.4%	87.0%	66.7%	66.7%	82.7%	83.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	79.5%	69.0%	71.9%	62.9%	74.2%	61.7%	70.5%	68.6%	80.0%	75.9%	79.1%	74.9%	77.0%
My working enviornment (i.e. safety, cleanliness) is conductive to success	89.4%	89.1%	38.9%	50.0%	63.6%	55.8%	42.9%	56.1%	95.7%	82.5%	71.4%	67.6%	69.9%
My work performance is evaluated fairly.	85.1%	84.8%	94.3%	92.5%	100.0%	90.9%	93.8%	90.9%	95.7%	95.0%	88.6%	88.9%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	67.4%	47.8%	61.1%	45.0%	68.6%	38.2%	45.8%	53.4%	58.7%	61.0%	61.7%	58.9%	58.4%
I am provided adequate work and storage space to prepare for and do my job.	84.8%	84.8%	75.0%	75.0%	91.2%	64.7%	79.6%	81.0%	80.9%	80.6%	74.5%	79.8%	82.2%
My administrators/supervisors respect the negotiated contracts	95.7%	93.3%	91.7%	87.5%	97.1%	91.1%	100.0%	96.6%	100.0%	96.8%	85.4%	90.5%	91.2%
My planning time is respected by my school administrators/supervisors	87.8%	89.7%	91.2%	86.1%	88.2%	76.4%	95.1%	83.7%	92.1%	90.0%	75.0%	85.0%	86.4%
In my school, administrators/supervisors support me in enforcing discipline	80.0%	73.8%	61.8%	46.2%	93.9%	70.5%	90.0%	77.4%	90.7%	78.8%	81.4%	72.6%	71.9%
In my school, student misbehavior interferes with learning.	40.0%	52.4%	70.6%	82.1%	40.0%	79.4%	54.3%	52.7%	52.3%	42.6%	50.0%	75.8%	70.5%
Too much instructional time is spent administering assessments.	61.0%	73.7%	66.7%	64.7%	65.6%	54.5%	76.9%	66.7%	72.2%	69.4%	61.1%	72.4%	67.2%
HCPSS professional development experiences are meaningful and worthwhile	60.0%	59.5%	27.8%	45.0%	42.9%	44.1%	42.6%	48.3%	41.3%	39.3%	32.7%	38.4%	36.2%
Increased workload has contributed to a decline in my morale.	76.6%	86.4%	88.9%	57.5%	58.8%	79.4%	84.8%	74.5%	73.9%	62.9%	65.9%	70.0%	67.2%
I am paid fairly.	51.1%	37.0%	52.8%	47.5%	41.2%	47.0%	25.5%	49.1%	41.3%	33.3%	43.5%	43.2%	46.2%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	52.2%	28.3%	2.9%	100.0%	97.1%	73.5%	42.6%	65.5%	41.0%	80.7%	76.1%	66.3%	68.2%
I have confidence in the leadership exhibited by the Howard County Board of Education.	61.4%	35.6%	82.9%	87.9%	85.7%	48.4%	32.6%	47.2%	19.0%	45.8%	39.6%	40.3%	39.5%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	97.7%	97.7%	97.2%	100.0%	97.1%	90.9%	95.3%	96.4%	91.1%	95.1%	87.0%	82.4%	82.7%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	76.1%	85.7%	57.1%	66.7%	82.4%	64.7%	75.6%	70.4%	66.7%	74.1%	58.1%	75.8%	73.9%
In my position, I receive appropriate and adequate support and training	76.6%	75.6%	69.4%	55.0%	79.4%	64.7%	61.2%	70.7%	80.0%	68.3%	70.8%	70.9%	70.9%
In the last 12 months, I have experienced harassing behavior from colleagues	4.3%	14.3%	14.3%	23.7%	8.6%	8.8%	8.5%	15.5%	23.9%	8.3%	10.6%	15.4%	13.7%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	4.4%	9.1%	8.6%	7.7%	5.7%	2.9%	8.3%	5.3%	4.4%	4.9%	17.0%	8.5%	8.5%
In the last 12 months, I have experienced harassing behavior from parents	10.9%	15.6%	26.5%	20.5%	22.9%	17.6%	17.0%	23.2%	15.6%	10.0%	14.9%	16.5%	18.8%
At my school I spend most of my PIP time on non-instructional activities.					30.4%	15.6%	46.9%	24.4%	15.6%	19.5%	41.9%	38.6%	38.6%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					73.9%	44.1%	93.5%	85.7%	93.1%	76.5%	72.4%	80.5%	76.5%
In my school, I spend too much time in meetings.						39.3%	47.7%	43.9%	25.0%	29.6%	35.0%	50.3%	47.6%
In my school, there is adequate support for special education students.						14.7%	10.6%	24.1%	32.6%	27.4%	20.5%	18.8%	33.3%
Participants	47	46	36	40	35 out of 93	34 out of 95	49 out of 90	58 out of 90	47 out of 104	62 out of 109	52 out of 100		
Principal	Lauren Bauer	Lauren Bauer	Lauren Bauer	Lauren Bauer	Elizabeth Yankle	Elizabeth Yankle	Elizabeth Yankle	Elizabeth Yankle	Elizabeth Yankle	Elizabeth Yankle	Elizabeth Yankle		