

2025-2026 HCEA Job Satisfaction Survey Trend Report

Swansfield ES	14-15	15-16	16-17	17-18	18-19	19-20	20-21	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.	30.6%	45.9%	14.3%	78.4%	56.8%	66.0%	91.7%	95.1%	65.4%	91.8%	95.9%	91.9%	65.1%	68.6%
There is an atmosphere of open communication and trust in my school/worksite.	40.8%	44.3%	18.4%	84.3%	65.9%	72.7%	85.4%	91.9%	64.9%	87.2%	87.8%	90.2%	42.6%	70.0%
I personally feel successful in my work.	85.7%	78.7%	57.1%	86.3%	81.8%	87.5%	85.1%	90.2%	91.0%	95.3%	94.6%	88.7%	87.2%	85.9%
I feel involved in decision-making at my school/worksite.	40.8%	59.3%	31.9%	71.7%	61.9%	66.0%	77.8%	75.0%	64.4%	70.4%	75.7%	74.1%	62.8%	62.7%
I want to be involved in decision-making at my school/worksite.	83.3%	91.4%	93.9%	91.8%	97.7%	87.5%	95.6%	94.9%	95.9%	92.5%	87.0%	89.7%	88.5%	87.9%
In my school/worksite, I can speak openly about important issues without fear of repercussions	44.7%	53.3%	29.8%	92.0%	74.4%	75.0%	80.9%	85.2%	76.9%	83.5%	80.6%	80.3%	72.5%	73.8%
In my school/worksite, I am treated as a professional	73.5%	73.8%	53.1%	94.0%	79.5%	80.3%	95.8%	95.0%	85.9%	91.8%	95.9%	90.2%	84.9%	85.5%
There is good teamwork among staff in my school/worksite.	61.2%	69.5%	51.0%	85.4%	75.0%	82.1%	97.9%	98.4%	79.2%	87.2%	90.4%	93.2%	82.7%	83.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	71.1%	74.1%	60.0%	80.0%	82.9%	81.4%	86.7%	87.9%	71.2%	89.5%	87.1%	87.0%	74.9%	77.0%
My working environment (i.e. safety, cleanliness) is conducive to success	70.8%	85.0%	49.0%	74.0%	70.5%	80.0%	95.6%	91.9%	89.7%	87.1%	90.5%	75.9%	67.6%	69.9%
My work performance is evaluated fairly.	66.7%	67.8%	63.0%	95.9%	93.0%	92.8%	87.2%	96.6%	93.3%	94.0%	91.9%	93.1%	88.9%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	32.6%	45.8%	39.6%	74.5%	53.5%	65.4%	59.6%	55.9%	60.0%	64.6%	72.6%	71.9%	58.9%	58.4%
I am provided adequate work and storage space to prepare for and do my job.	56.3%	76.7%	61.2%	98.0%	88.6%	94.6%	91.3%	93.5%	89.6%	85.9%	95.9%	89.8%	79.8%	82.2%
My administrators/supervisors respect the negotiated contracts	85.1%	67.8%	67.3%	100.0%	95.3%	96.3%	100.0%	100.0%	90.9%	96.4%	100.0%	94.5%	90.5%	91.2%
My planning time is respected by my school administrators/supervisors	62.8%	84.3%	51.1%	95.3%	92.7%	78.5%	95.0%	96.2%	92.3%	95.5%	98.4%	91.5%	85.0%	86.4%
In my school, administrators/supervisors support me in enforcing discipline	43.8%	83.1%	36.2%	70.8%	48.8%	58.9%	87.8%	89.5%	83.6%	81.2%	86.6%	86.0%	72.6%	71.9%
In my school, student misbehavior interferes with learning.	85.4%	85.0%	89.6%	100.0%	93.2%	94.6%	54.3%	53.3%	84.3%	87.3%	62.9%	77.6%	75.8%	70.5%
Too much instructional time is spent administering assessments.	89.1%	91.4%	80.0%	39.5%	52.5%	37.5%	39.5%	61.5%	49.2%	43.9%	59.3%	55.1%	72.4%	67.2%
HCPSS professional development experiences are meaningful and worthwhile	45.7%	62.1%	28.6%	71.7%	62.8%	70.9%	65.2%	39.3%	61.6%	64.6%	51.4%	47.5%	38.4%	36.2%
Increased workload has contributed to a decline in my morale.	68.9%	61.0%	71.4%	40.8%	60.5%	46.4%	64.4%	77.6%	54.1%	60.5%	50.0%	61.4%	70.0%	67.2%
I am paid fairly.	38.8%	32.8%	40.4%	54.9%	43.2%	41.0%	31.9%	31.1%	29.9%	38.6%	34.7%	45.0%	43.2%	46.2%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	35.4%	32.2%	6.3%	100.0%	100.0%	83.9%	85.4%	61.0%	74.7%	40.0%	81.7%	75.9%	66.3%	68.2%
I have confidence in the leadership exhibited by the Howard County Board of Education.	36.7%	39.0%	63.8%	88.0%	90.9%	63.6%	72.9%	38.3%	60.3%	26.8%	54.3%	57.6%	40.3%	39.5%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	91.7%	93.4%	89.6%	96.1%	90.7%	94.6%	97.9%	91.7%	81.1%	88.0%	93.2%	93.2%	82.4%	82.7%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	62.2%	64.9%	62.5%	81.3%	81.0%	81.8%	88.6%	84.7%	84.5%	85.2%	87.7%	86.2%	75.8%	73.9%
In my position, I receive appropriate and adequate support and training	63.3%	84.7%	59.2%	90.2%	77.3%	85.7%	87.5%	77.4%	71.4%	76.5%	83.6%	78.3%	70.9%	70.9%
In the last 12 months, I have experienced harassing behavior from colleagues	8.5%	16.4%	24.5%	4.1%	9.3%	7.1%	4.2%	0.0%	13.5%	11.8%	8.2%	13.6%	15.4%	13.7%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	10.6%	15.8%	28.6%	2.0%	0.0%	1.8%	2.1%	1.6%	6.5%	4.8%	4.1%	10.0%	8.5%	8.5%
In the last 12 months, I have experienced harassing behavior from parents	18.8%	26.7%	26.5%	24.5%	27.3%	17.8%	21.3%	8.2%	18.2%	8.4%	6.9%	12.1%	16.5%	18.8%
At my school I spend most of my PIP time on non-instructional activities.					30.0%	14.2%	12.1%	22.5%	17.3%	21.8%	20.7%	35.6%	38.6%	38.6%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					76.5%	55.3%	96.8%	92.7%	85.1%	89.1%	85.5%	82.2%	80.5%	76.5%
In my school, I spend too much time in meetings.						39.2%	45.5%	31.6%	33.3%	30.3%	17.1%	21.1%	50.3%	47.6%
In my school, there is adequate support for special education students.						12.5%	45.7%	26.7%	20.6%	17.5%	31.0%	27.1%	18.8%	33.3%
Participants	49	61	49	51	44 out of 86	56 out of 82	48	62 out of 74	78 of out 88	86 out of 108	74 out of 112	62 out of 106		
Principal	Molly Ketterer	Maisha Strong	Maisha Strong	Laurel Porter	Laurel Porter	Laurel Porter	Laurel Porter	Laurel Porter	Laurel Porter	Anthony Esposito	Anthony Esposito	Anthony Esposito	Anthony Esposito	