

2025-2026 HCEA Job Satisfaction Survey Trend Report

Thunder Hill 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.	74.1%	51.4%	50.0%	65.7%	18.2%	24.2%	14.7%	35.6%	45.9%	90.6%	54.1%	65.1%	68.6%
There is an atmosphere of open communication and trust in my school/worksite.	81.5%	48.6%	64.3%	51.4%	18.2%	29.4%	32.4%	43.2%	60.5%	87.5%	75.7%	42.6%	70.0%
I personally feel successful in my work.	85.2%	91.4%	85.7%	91.4%	100.0%	73.5%	67.6%	77.8%	81.6%	87.5%	91.4%	87.2%	85.9%
I feel involved in decision-making at my school/worksite.	73.1%	51.4%	53.8%	57.6%	65.0%	55.8%	42.4%	55.8%	55.6%	83.9%	77.8%	62.8%	62.7%
I want to be involved in decision-making at my school/worksite.	88.5%	82.4%	77.8%	90.9%	77.3%	75.7%	93.8%	79.5%	93.8%	87.1%	93.8%	88.5%	87.9%
In my school/worksite, I can speak openly about important issues without fear of repercussions	77.8%	48.6%	64.3%	60.0%	38.1%	50.0%	61.8%	65.9%	83.3%	83.9%	86.1%	72.5%	73.8%
In my school/worksite, I am treated as a professional	96.2%	77.1%	82.1%	80.0%	95.2%	72.7%	81.8%	79.1%	92.3%	96.9%	94.4%	84.9%	85.5%
There is good teamwork among staff in my school/worksite.	81.5%	71.4%	92.9%	77.1%	63.6%	64.7%	85.3%	77.8%	82.1%	93.8%	72.2%	82.7%	83.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	81.0%	65.6%	53.8%	78.8%	57.9%	60.6%	66.7%	52.5%	72.2%	82.1%	87.1%	74.9%	77.0%
My working environment (i.e. safety, cleanliness) is conducive to success	88.9%	71.4%	71.4%	76.5%	50.0%	52.9%	32.4%	63.6%	64.1%	81.3%	73.5%	67.6%	69.9%
My work performance is evaluated fairly.	77.8%	76.5%	85.2%	85.7%	90.9%	87.8%	84.8%	95.2%	86.5%	100.0%	97.1%	88.9%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	40.7%	31.3%	29.6%	38.2%	45.5%	38.2%	38.2%	40.5%	55.9%	63.3%	57.1%	58.9%	58.4%
I am provided adequate work and storage space to prepare for and do my job.	77.8%	88.6%	92.3%	82.4%	81.8%	82.3%	85.3%	86.7%	89.2%	90.6%	77.1%	79.8%	82.2%
My administrators/supervisors respect the negotiated contracts	100.0%	82.9%	81.5%	90.9%	81.8%	87.8%	90.3%	83.7%	86.5%	96.9%	97.1%	90.5%	91.2%
My planning time is respected by my school administrators/supervisors	79.2%	50.0%	61.9%	74.1%	76.2%	61.7%	84.8%	74.4%	79.4%	100.0%	82.1%	85.0%	86.4%
In my school, administrators/supervisors support me in enforcing discipline	100.0%	75.0%	37.0%	58.8%	40.9%	32.3%	39.4%	45.2%	50.0%	83.3%	66.7%	72.6%	71.9%
In my school, student misbehavior interferes with learning.	57.7%	50.0%	74.1%	87.5%	81.0%	88.2%	82.4%	93.2%	86.8%	84.4%	90.9%	75.8%	70.5%
Too much instructional time is spent administering assessments.	100.0%	87.5%	73.1%	64.5%	68.4%	47.0%	69.0%	62.2%	48.1%	61.5%	69.2%	72.4%	67.2%
HCPSS professional development experiences are meaningful and worthwhile	59.3%	61.8%	38.5%	42.4%	36.4%	35.2%	41.2%	45.5%	61.1%	56.3%	31.4%	38.4%	36.2%
Increased workload has contributed to a decline in my morale.	84.6%	63.6%	68.0%	67.6%	71.4%	88.2%	87.1%	75.6%	67.6%	41.4%	57.6%	70.0%	67.2%
I am paid fairly.	42.3%	34.3%	40.7%	51.4%	50.0%	50.0%	23.5%	42.2%	37.8%	43.8%	45.9%	43.2%	46.2%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	29.2%	17.6%	11.1%	94.3%	77.3%	38.2%	27.3%	58.5%	34.5%	92.3%	59.5%	66.3%	68.2%
I have confidence in the leadership exhibited by the Howard County Board of Education.	17.4%	20.6%	78.6%	91.2%	86.4%	23.5%	3.0%	40.5%	27.3%	46.4%	32.4%	40.3%	39.5%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	96.0%	94.3%	100.0%	97.0%	95.5%	82.3%	83.9%	76.2%	87.5%	90.0%	83.8%	82.4%	82.7%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	84.6%	78.8%	76.9%	84.8%	81.0%	64.7%	71.0%	83.7%	86.8%	93.1%	73.5%	75.8%	73.9%
In my position, I receive appropriate and adequate support and training	92.6%	79.4%	74.1%	85.3%	86.4%	55.8%	72.7%	60.0%	71.1%	75.0%	71.4%	70.9%	70.9%
In the last 12 months, I have experienced harassing behavior from colleagues	14.8%	18.2%	3.7%	8.8%	9.5%	14.7%	15.2%	20.0%	13.2%	12.5%	5.4%	15.4%	13.7%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3.7%	6.1%	20.0%	3.0%	4.8%	5.8%	8.8%	13.6%	10.5%	3.1%	10.8%	8.5%	8.5%
In the last 12 months, I have experienced harassing behavior from parents	22.2%	18.2%	11.5%	25.7%	23.8%	17.6%	33.3%	11.6%	11.1%	18.8%	25.0%	16.5%	18.8%
At my school I spend most of my PIP time on non-instructional activities.					18.8%	20.5%	19.0%	29.4%	23.1%	18.2%	50.0%	38.6%	38.6%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					64.3%	21.2%	60.0%	56.3%	87.0%	78.9%	75.0%	80.5%	76.5%
In my school, I spend too much time in meetings.						82.3%	44.1%	63.4%	42.4%	40.0%	41.2%	50.3%	47.6%
In my school, there is adequate support for special education students.						0.0%	6.1%	13.6%	21.6%	6.5%	5.9%	18.8%	33.3%
Participants	27	35	28	35	23 out of 75	34 out of 64	34 out of 62	45 out of 63	39 out of 66	32 out of 64	37 out of 69		
Principal	John T. Birus	Marti Bowen Miller	Marti Bowen Miller	Marti Bowen Miller	Marti Bowen Miller	Marti Bowen Miller	Marti Bowen Miller/ Sonia Hurd	Sonia Hurd	Sonia Hurd	Sonia Hurd	#DIV/0!		