2025-2026 HCEA Job Satisfaction Survey Trend Report

Triadelphia Ridge 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.	84.2%	92.1%	53.8%	97.4%	96.9%	84.8%	56.4%	76.1%	87.5%	95.2%	86.0%	65.1%	68.6%
There is an atmosphere of open communication and trust in my school/worksite.	81.6%	92.1%	69.2%	97.4%	96.9%	93.9%	71.8%	73.9%	83.9%	90.5%	90.0%	42.6%	70.0%
I personally feel successful in my work.	84.2%	92.1%	79.5%	94.7%	81.3%	84.8%	77.5%	84.8%	100.0%	83.3%	84.0%	87.2%	85.9%
I feel involved in decision-making at my school/worksite.	67.6%	83.3%	73.7%	91.9%	90.3%	78.7%	66.7%	71.1%	84.9%	65.0%	83.3%	62.8%	62.7%
I want to be involved in decision-making at my school/worksite.	89.5%	94.6%	94.7%	92.1%	96.7%	96.9%	92.1%	95.3%	96.2%	92.3%	100.0%	88.5%	87.9%
In my school/worksite, I can speak openly about important issues without fear of repercussions	84.2%	81.6%	74.4%	94.7%	100.0%	84.8%	72.5%	70.5%	80.4%	87.8%	86.0%	72.5%	73.8%
In my school/worksite, I am treated as a professional	84.2%	89.5%	79.5%	94.7%	90.6%	96.9%	85.0%	83.0%	92.9%	92.9%	89.8%	84.9%	85.5%
There is good teamwork among staff in my school/worksite.	81.6%	89.5%	67.6%	97.4%	100.0%	87.8%	76.9%	78.7%	92.9%	92.7%	89.8%	82.7%	83.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	60.0%	78.1%	61.8%	91.7%	86.7%	69.7%	88.9%	72.5%	94.0%	84.2%	72.7%	74.9%	77.0%
My working enviornment (i.e. safety, cleanliness) is conductive to success	97.4%	89.5%	82.1%	89.5%	90.6%	72.7%	64.1%	76.1%	80.4%	65.0%	66.0%	67.6%	69.9%
My work performance is evaluated fairly.	81.6%	73.7%	79.5%	92.1%	90.6%	97.0%	90.0%	97.8%	98.1%	90.5%	89.6%	88.9%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	44.7%	55.3%	53.8%	51.4%	53.3%	61.7%	47.5%	57.8%	59.3%	39.0%	46.9%	58.9%	58.4%
I am provided adequate work and storage space to prepare for and do my job.	78.9%	81.6%	71.8%	73.7%	76.7%	94.1%	82.1%	84.1%	83.9%	73.2%	83.7%	79.8%	82.2%
My administrators/supervisors respect the negotiated contracts	94.7%	97.4%	89.5%	100.0%	100.0%	96.9%	94.7%	100.0%	100.0%	100.0%	95.7%	90.5%	91.2%
My planning time is respected by my school administrators/supervisors	88.2%	87.1%	66.7%	97.0%	93.5%	85.2%	93.9%	97.6%	98.0%	91.2%	84.1%	85.0%	86.4%
In my school, administrators/supervisors support me in enforcing discipline	78.8%	93.3%	88.2%	100.0%	100.0%	85.2%	92.1%	81.0%	89.4%	92.1%	77.8%	72.6%	71.9%
In my school, student misbehavior interferes with learning.	50.0%	33.3%	48.6%	31.4%	40.0%	41.1%	61.5%	59.5%	62.3%	70.7%	71.1%	75.8%	70.5%
Too much instructional time is spent administering assessments.	87.9%	89.3%	88.6%	73.5%	60.7%	61.7%	71.0%	67.6%	66.0%	75.8%	69.2%	72.4%	67.2%
HCPSS professional development experiences are meaningful and worthwhile	55.3%	63.6%	25.0%	44.7%	38.7%	20.5%	38.5%	40.9%	50.9%	35.0%	22.4%	38.4%	36.2%
Increased workload has contributed to a decline in my morale.	73.7%	62.2%	84.2%	76.3%	74.2%	78.7%	78.9%	65.9%	69.8%	76.9%	81.3%	70.0%	67.2%
I am paid fairly.	47.4%	34.2%	56.4%	47.4%	50.0%	47.0%	27.5%	39.1%	48.2%	31.0%	58.0%	43.2%	46.2%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	39.5%	25.0%	2.6%	100.0%	96.9%	45.4%	50.0%	62.8%	56.8%	75.0%	60.4%	66.3%	68.2%
I have confidence in the leadership exhibited by the Howard County Board of Education.	43.2%	27.0%	66.7%	92.1%	96.9%	21.2%	30.8%	51.2%	24.1%	41.5%	35.4%	40.3%	39.5%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	86.5%	88.6%	84.2%	97.4%	96.8%	84.8%	87.2%	79.5%	86.0%	80.5%	85.4%	82.4%	82.7%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	72.2%	78.4%	72.2%	86.5%	78.1%	72.7%	71.1%	73.8%	81.6%	78.4%	78.3%	75.8%	73.9%
In my position, I receive appropriate and adequate support and training	71.1%	86.5%	79.5%	78.9%	90.3%	75.7%	71.8%	76.1%	78.2%	63.4%	59.2%	70.9%	70.9%
In the last 12 months, I have experienced harassing behavior from colleagues	13.2%	10.8%	25.0%	8.1%	3.3%	0.0%	7.7%	13.0%	5.5%	4.9%	10.2%	15.4%	13.7%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	0.0%	0.0%	11.1%	5.4%	0.0%	2.9%	5.1%	6.4%	1.8%	0.0%	4.1%	8.5%	8.5%
In the last 12 months, I have experienced harassing behavior from parents	24.3%	35.1%	40.5%	21.1%	30.0%	23.5%	22.2%	6.8%	18.2%	17.1%	16.3%	16.5%	18.8%
At my school I spend most of my PIP time on non-instructional activities.					25.0%	18.7%	30.8%	32.3%	25.0%	18.5%	41.7%	38.6%	38.6%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					76.9%	65.6%	80.0%	87.1%	80.6%	81.5%	80.6%	80.5%	76.5%
In my school, I spend too much time in meetings.						48.4%	51.4%	59.5%	30.0%	50.0%	48.9%	50.3%	47.6%
In my school, there is adequate support for special education students.						23.5%	20.5%	19.1%	23.6%	17.1%	23.4%	18.8%	33.3%
Participants	38	38	39	38	32 out of 71	34 out of 58	40 out of 65	47 out of 72	56 out of 82	41 out of 82	50 out of 77		
Principal	Peggy Dumler	Lisa Smithson	Lisa Smithson	Tiffany Tresler	Tiffany Tresler	Tiffany Tresler	Tiffany Tresler	Tiffany Tresler	Tiffany Tresler	Tiffany Tresler	Tiffany Tresler		