

2025-2026 HCEA Job Satisfaction Survey Trend Report

Veterans 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.	75.4%	84.3%	83.0%	85.7%	75.9%	81.2%	43.9%	64.8%	76.6%	55.4%	42.0%	65.1%	68.6%
There is an atmosphere of open communication and trust in my school/worksite.	71.9%	88.2%	81.1%	90.0%	81.0%	88.7%	77.3%	80.0%	78.1%	61.3%	58.8%	42.6%	70.0%
I personally feel successful in my work.	84.4%	92.2%	86.8%	85.7%	84.7%	89.0%	69.2%	90.0%	87.7%	81.1%	82.5%	87.2%	85.9%
I feel involved in decision-making at my school/worksite.	46.0%	67.3%	63.5%	72.9%	64.4%	76.5%	58.1%	71.6%	71.4%	66.7%	60.5%	62.8%	62.7%
I want to be involved in decision-making at my school/worksite.	93.5%	91.8%	91.8%	93.9%	94.9%	90.6%	90.2%	92.3%	85.2%	83.1%	88.5%	88.5%	87.9%
In my school/worksite, I can speak openly about important issues without fear of repercussions	72.3%	80.4%	82.7%	84.0%	79.7%	81.2%	83.1%	87.1%	83.9%	79.5%	81.5%	72.5%	73.8%
In my school/worksite, I am treated as a professional	84.6%	94.0%	96.2%	98.0%	93.2%	96.8%	89.4%	90.1%	93.7%	89.2%	84.6%	84.9%	85.5%
There is good teamwork among staff in my school/worksite.	81.3%	88.0%	79.2%	92.0%	89.8%	84.1%	83.1%	78.3%	82.5%	74.3%	74.7%	82.7%	83.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	65.5%	89.6%	77.1%	80.5%	79.6%	76.1%	69.0%	77.0%	75.0%	68.7%	62.2%	74.9%	77.0%
My working environment (i.e. safety, cleanliness) is conducive to success	86.2%	86.0%	69.8%	64.0%	62.7%	67.1%	62.5%	81.2%	65.6%	53.3%	38.8%	67.6%	69.9%
My work performance is evaluated fairly.	72.3%	78.4%	81.1%	92.0%	86.4%	95.2%	92.2%	91.3%	82.8%	89.2%	94.9%	88.9%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	44.4%	67.3%	50.0%	60.0%	65.5%	73.4%	56.9%	55.2%	59.7%	62.0%	62.0%	58.9%	58.4%
I am provided adequate work and storage space to prepare for and do my job.	88.7%	90.2%	81.1%	90.0%	94.8%	95.3%	87.9%	94.2%	89.1%	93.2%	77.9%	79.8%	82.2%
My administrators/supervisors respect the negotiated contracts	85.5%	94.0%	96.2%	94.0%	86.4%	96.8%	92.4%	92.6%	95.0%	91.7%	94.9%	90.5%	91.2%
My planning time is respected by my school administrators/supervisors	80.8%	90.5%	72.3%	93.2%	84.6%	91.9%	88.1%	86.4%	88.9%	79.0%	74.6%	85.0%	86.4%
In my school, administrators/supervisors support me in enforcing discipline	73.2%	82.2%	83.7%	84.8%	73.6%	73.4%	83.9%	66.1%	66.7%	52.4%	49.3%	72.6%	71.9%
In my school, student misbehavior interferes with learning.	44.8%	53.2%	54.9%	50.0%	76.4%	64.0%	66.7%	71.0%	78.6%	94.1%	85.1%	75.8%	70.5%
Too much instructional time is spent administering assessments.	85.5%	73.9%	73.5%	57.8%	60.8%	54.6%	67.3%	68.6%	67.3%	65.5%	58.7%	72.4%	67.2%
HCPSS professional development experiences are meaningful and worthwhile	51.6%	64.0%	30.0%	46.0%	44.1%	51.6%	45.3%	46.3%	50.0%	45.2%	38.8%	38.4%	36.2%
Increased workload has contributed to a decline in my morale.	66.7%	56.9%	64.2%	50.0%	53.4%	51.5%	78.1%	63.6%	64.4%	72.2%	65.3%	70.0%	67.2%
I am paid fairly.	35.4%	73.1%	31.4%	51.0%	40.7%	63.4%	32.3%	34.8%	49.2%	33.3%	37.5%	43.2%	46.2%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	30.5%	31.4%	17.3%	97.9%	96.4%	76.1%	57.8%	77.1%	43.6%	86.2%	56.6%	66.3%	68.2%
I have confidence in the leadership exhibited by the Howard County Board of Education.	33.9%	30.0%	69.2%	84.0%	84.5%	65.6%	43.8%	59.4%	35.6%	50.0%	37.7%	40.3%	39.5%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	90.0%	92.2%	98.1%	94.0%	91.4%	90.6%	83.1%	91.3%	86.4%	88.9%	75.3%	82.4%	82.7%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	77.6%	70.2%	76.5%	89.6%	78.9%	82.8%	78.7%	80.3%	78.6%	79.7%	74.6%	75.8%	73.9%
In my position, I receive appropriate and adequate support and training	70.3%	88.2%	74.0%	84.0%	72.9%	77.4%	77.3%	67.6%	74.6%	71.6%	64.1%	70.9%	70.9%
In the last 12 months, I have experienced harassing behavior from colleagues	16.7%	2.1%	2.0%	8.9%	15.3%	7.9%	12.5%	13.0%	5.0%	8.1%	15.6%	15.4%	13.7%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	7.3%	2.1%	3.9%	4.3%	1.7%	0.0%	3.2%	4.3%	4.9%	5.4%	5.0%	8.5%	8.5%
In the last 12 months, I have experienced harassing behavior from parents	19.0%	16.3%	5.9%	12.8%	12.1%	9.3%	15.9%	8.7%	23.0%	19.2%	16.7%	16.5%	18.8%
At my school I spend most of my PIP time on non-instructional activities.					25.0%	24.1%	40.5%	31.8%	18.6%	29.2%	30.4%	38.6%	38.6%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					78.0%	70.0%	84.2%	83.7%	67.5%	83.0%	88.1%	80.5%	76.5%
In my school, I spend too much time in meetings.						25.8%	26.3%	47.5%	39.0%	58.5%	68.2%	50.3%	47.6%
In my school, there is adequate support for special education students.						17.4%	17.7%	17.6%	23.7%	12.7%	8.0%	18.8%	33.3%
Participants	65	51	53	50	59 out of 127	64 out of 125	66 out of 123	71 out of 127	63 out of 133	75 out of 135	80 out of 139		
Principal	Robert Bruce	Robert Bruce	Robert Bruce	Robert Bruce	Robert Bruce	Robert Bruce	Robert Bruce	Robert Bruce	Alexcia Redd	Alexcia Redd	Alexcia Redd		