

2025-2026 HCEA Job Satisfaction Survey Trend Report

Wilde Lake HS	14-15	15-16	16-17	17-18	18-19	19-20	21-22	22-23	23-24	24-25	25-26	24-25 Overall-HS	24-25 Overall-All
Overall, morale at my school/worksite is good.	57.6%	53.7%	44.6%	18.5%	31.7%	94.6%	46.1%	85.4%	74.7%	58.1%	52.9%	68.0%	70.8%
There is an atmosphere of open communication and trust in my school/worksite.	57.6%	51.2%	53.6%	23.4%	31.7%	93.3%	85.2%	87.6%	82.9%	60.0%	57.6%	68.8%	72.1%
I personally feel successful in my work.	78.8%	81.7%	85.5%	77.8%	84.1%	93.2%	77.0%	85.2%	82.1%	90.5%	90.4%	88.6%	86.6%
I feel involved in decision-making at my school/worksite.	47.1%	47.5%	45.5%	32.3%	36.1%	69.3%	72.1%	70.1%	68.3%	44.4%	45.1%	56.6%	62.7%
I want to be involved in decision-making at my school/worksite.	84.5%	80.8%	82.7%	91.8%	88.3%	85.3%	87.8%	86.0%	82.7%	90.3%	87.7%	86.4%	89.0%
In my school/worksite, I can speak openly about important issues without fear of repercussions	55.3%	56.1%	64.3%	37.1%	43.3%	89.3%	90.9%	79.5%	81.9%	71.6%	65.1%	73.8%	75.5%
In my school/worksite, I am treated as a professional	74.1%	73.2%	85.5%	61.5%	54.0%	95.9%	91.0%	92.1%	90.4%	79.5%	71.4%	85.9%	88.4%
There is good teamwork among staff in my school/worksite.	55.4%	71.3%	66.1%	56.9%	68.3%	90.4%	83.9%	84.3%	80.7%	81.1%	89.0%	80.2%	82.6%
Non-instructional duties are assigned on an equitable basis in my school/worksite	55.8%	59.5%	62.3%	58.7%	55.9%	72.0%	84.6%	79.5%	78.4%	71.0%	72.5%	81.0%	77.5%
My working environment (i.e. safety, cleanliness) is conducive to success	77.6%	74.4%	57.1%	64.6%	58.7%	79.7%	53.9%	72.7%	60.2%	54.1%	66.7%	67.1%	71.8%
My work performance is evaluated fairly.	71.1%	70.4%	71.4%	76.6%	69.4%	93.1%	95.5%	95.5%	92.4%	89.3%	90.1%	88.3%	90.0%
I am provided adequate time during the workday to plan, prepare for and do my job.	34.5%	29.5%	43.6%	42.9%	42.6%	54.6%	39.1%	42.0%	48.7%	47.2%	54.3%	50.0%	55.2%
I am provided adequate work and storage space to prepare for and do my job.	71.4%	75.3%	71.4%	70.3%	84.1%	80.0%	79.5%	84.1%	88.9%	90.5%	86.9%	89.0%	84.5%
My administrators/supervisors respect the negotiated contracts	76.5%	84.8%	87.0%	85.9%	85.5%	98.6%	96.5%	97.7%	96.2%	93.0%	88.1%	92.1%	93.4%
My planning time is respected by my school administrators/supervisors	73.2%	73.6%	78.8%	80.0%	70.9%	73.9%	79.2%	88.3%	93.9%	91.7%	87.5%	87.2%	87.5%
In my school, administrators/supervisors support me in enforcing discipline	67.5%	59.2%	50.9%	23.0%	30.5%	77.3%	59.3%	62.5%	72.0%	60.0%	61.0%	58.4%	72.2%
In my school, student misbehavior interferes with learning.	80.3%	83.5%	82.1%	81.0%	83.9%	68.4%	84.7%	82.9%	89.0%	93.2%	80.0%	67.2%	71.4%
Too much instructional time is spent administering assessments.	80.0%	89.0%	96.2%	83.3%	85.0%	64.8%	70.6%	51.9%	56.3%	60.3%	51.9%	56.7%	64.5%
HCPSS professional development experiences are meaningful and worthwhile	30.9%	35.4%	14.5%	33.9%	44.3%	63.0%	44.7%	45.2%	38.2%	28.6%	34.5%	30.6%	41.3%
Increased workload has contributed to a decline in my morale.	69.9%	75.9%	77.8%	68.9%	61.3%	52.0%	81.2%	69.4%	70.9%	72.5%	75.3%	69.5%	68.4%
I am paid fairly.	37.6%	34.6%	41.1%	53.8%	41.3%	52.0%	39.3%	50.0%	50.0%	33.3%	58.5%	36.7%	37.1%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	30.6%	16.0%	1.9%	89.2%	85.5%	85.3%	26.8%	59.5%	34.7%	79.4%	60.2%	76.2%	80.0%
I have confidence in the leadership exhibited by the Howard County Board of Education.	28.9%	19.0%	64.2%	87.3%	83.3%	55.4%	16.3%	43.0%	23.8%	31.0%	37.6%	35.7%	42.1%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	94.0%	89.9%	89.1%	93.5%	95.1%	88.0%	81.0%	90.4%	85.7%	88.1%	81.9%	86.8%	88.8%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	61.4%	55.0%	57.4%	75.4%	70.5%	68.9%	70.9%	67.9%	67.5%	70.8%	73.4%	71.4%	76.2%
In my position, I receive appropriate and adequate support and training	65.1%	66.7%	66.1%	68.3%	66.7%	77.0%	70.5%	77.6%	69.6%	74.0%	64.2%	68.5%	72.4%
In the last 12 months, I have experienced harassing behavior from colleagues	14.6%	12.0%	18.9%	16.1%	23.3%	9.3%	5.9%	8.0%	8.6%	14.5%	8.3%	8.9%	9.5%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	19.8%	15.1%	14.8%	21.3%	25.0%	4.0%	3.4%	3.4%	2.5%	8.6%	14.3%	6.0%	5.6%
In the last 12 months, I have experienced harassing behavior from parents	30.9%	35.5%	37.0%	41.3%	38.1%	20.5%	29.4%	28.7%	28.2%	22.9%	21.4%	24.0%	20.4%
At my school I spend most of my PIP time on non-instructional activities.					51.9%	32.0%	47.8%	38.6%	32.2%	44.8%	42.6%	37.3%	31.5%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					38.5%	58.6%	74.6%	76.3%	68.8%	51.7%	56.3%	61.1%	75.8%
In my school, I spend too much time in meetings.						40.5%	35.4%	39.1%	26.7%	25.7%	34.2%	34.9%	40.1%
In my school, there is adequate support for special education students.						44.5%	49.4%	53.6%	44.3%			36.7%	49.8%
Participants	86	82	56	65	63 out of 152	74 out of 155	89 out of 151	89 out of 148	84 out of 153	84 out of 139	85 out of 145		
Principal	James LeMon	James LeMon	James LeMon	Rick Wilson	Rick Wilson	Marcy Leonard	Marcy Leonard	Marcy Leonard	Marcy Leonard	Michael Brown	Michael Brown		