

2025-2026 HCEA Job Satisfaction Survey Trend Report

Stevens Forest 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.	55.3%	80.0%	43.8%	40.0%	76.2%	81.8%	65.8%	91.2%	72.5%	93.3%	78.1%	65.1%	68.6%
There is an atmosphere of open communication and trust in my school/worksite.	68.1%	70.0%	53.2%	65.7%	85.7%	93.9%	89.5%	84.8%	92.5%	95.6%	84.4%	42.6%	70.0%
I personally feel successful in my work.	80.4%	90.0%	77.1%	82.9%	81.0%	85.2%	76.3%	82.4%	85.0%	86.7%	87.5%	87.2%	85.9%
I feel involved in decision-making at my school/worksite.	46.7%	62.5%	41.3%	67.6%	71.4%	82.3%	63.9%	82.4%	87.5%	78.6%	70.0%	62.8%	62.7%
I want to be involved in decision-making at my school/worksite.	91.1%	94.6%	93.5%	97.1%	90.5%	91.1%	94.7%	97.0%	94.6%	90.2%	93.5%	88.5%	87.9%
In my school/worksite, I can speak openly about important issues without fear of repercussions	70.2%	71.8%	74.5%	82.9%	85.7%	94.1%	86.5%	84.8%	92.5%	91.1%	84.4%	72.5%	73.8%
In my school/worksite, I am treated as a professional	87.0%	90.0%	81.3%	97.1%	85.7%	96.9%	97.4%	91.2%	95.0%	97.8%	90.6%	84.9%	85.5%
There is good teamwork among staff in my school/worksite.	74.5%	82.5%	63.8%	71.4%	71.4%	85.2%	97.4%	91.2%	92.5%	88.6%	90.6%	82.7%	83.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	67.4%	78.4%	81.8%	75.0%	84.2%	81.80%	77.8%	67.7%	91.7%	87.5%	73.3%	74.9%	77.0%
My working environment (i.e. safety, cleanliness) is conducive to success	71.7%	82.5%	66.7%	57.1%	71.4%	47.00%	69.2%	76.5%	70.0%	68.9%	78.1%	67.6%	69.9%
My work performance is evaluated fairly.	76.1%	83.8%	89.6%	94.1%	80.0%	88.20%	86.5%	93.9%	100.0%	93.3%	96.9%	88.9%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	55.6%	66.7%	70.2%	64.7%	38.1%	55.80%	50.0%	58.1%	59.5%	57.8%	70.0%	58.9%	58.4%
I am provided adequate work and storage space to prepare for and do my job.	73.9%	87.5%	83.3%	82.9%	71.4%	76.40%	89.7%	81.8%	87.5%	88.9%	87.5%	79.8%	82.2%
My administrators/supervisors respect the negotiated contracts	95.7%	100.0%	95.7%	97.1%	81.0%	100.00%	97.4%	97.1%	100.0%	97.8%	100.0%	90.5%	91.2%
My planning time is respected by my school administrators/supervisors	83.3%	87.5%	87.2%	82.8%	68.8%	81.80%	84.8%	96.4%	96.9%	90.9%	96.0%	85.0%	86.4%
In my school, administrators/supervisors support me in enforcing discipline	81.4%	85.8%	65.2%	48.3%	83.3%	85.20%	94.4%	89.3%	97.1%	92.3%	93.1%	72.6%	71.9%
In my school, student misbehavior interferes with learning.	75.6%	84.6%	89.4%	97.1%	95.0%	90.90%	86.5%	67.7%	91.9%	78.6%	78.1%	75.8%	70.5%
Too much instructional time is spent administering assessments.	79.1%	97.4%	88.1%	80.0%	83.3%	78.10%	66.7%	64.3%	80.0%	78.8%	67.9%	72.4%	67.2%
HCPSS professional development experiences are meaningful and worthwhile	72.7%	92.3%	66.7%	68.6%	76.2%	61.70%	43.2%	57.6%	51.4%	55.8%	31.3%	38.4%	36.2%
Increased workload has contributed to a decline in my morale.	60.9%	50.0%	52.2%	57.1%	75.0%	61.70%	82.1%	60.6%	78.9%	64.3%	63.3%	70.0%	67.2%
I am paid fairly.	57.4%	50.0%	45.8%	42.9%	50.0%	50.00%	33.3%	38.2%	35.0%	28.9%	37.5%	43.2%	46.2%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	52.3%	55.0%	14.6%	84.1%	89.5%	85.20%	41.0%	79.4%	38.7%	92.7%	64.5%	66.3%	68.2%
I have confidence in the leadership exhibited by the Howard County Board of Education.	36.4%	50.0%	66.0%	96.9%	89.5%	57.50%	18.4%	57.6%	10.8%	38.1%	20.0%	40.3%	39.5%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	88.4%	94.9%	100.0%	97.1%	100.0%	96.90%	92.1%	93.9%	94.9%	88.6%	87.5%	82.4%	82.7%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	73.3%	82.5%	79.2%	68.6%	65.0%	70.50%	62.2%	74.2%	84.2%	81.0%	72.4%	75.8%	73.9%
In my position, I receive appropriate and adequate support and training	80.9%	85.0%	82.6%	85.7%	71.4%	73.50%	59.0%	73.5%	67.5%	73.3%	81.3%	70.9%	70.9%
In the last 12 months, I have experienced harassing behavior from colleagues	4.8%	5.1%	10.9%	8.8%	5.3%	11.70%	8.6%	8.8%	5.1%	6.8%	18.8%	15.4%	13.7%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2.3%	5.1%	4.3%	3.0%	5.3%	0.00%	2.8%	0.0%	5.1%	2.3%	0.0%	8.5%	8.5%
In the last 12 months, I have experienced harassing behavior from parents	16.7%	17.5%	14.9%	26.5%	15.8%	23.50%	10.8%	5.9%	12.8%	21.4%	21.9%	16.5%	18.8%
At my school I spend most of my PIP time on non-instructional activities.					33.3%	26.40%	39.1%	26.1%	40.7%	40.0%	33.3%	38.6%	38.6%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					80.0%	45.40%	87.0%	80.0%	100.0%	88.5%	95.7%	80.5%	76.5%
In my school, I spend too much time in meetings.						44.10%	45.7%	40.6%	51.5%	41.0%	40.0%	50.3%	47.6%
In my school, there is adequate support for special education students.						11.70%	33.3%	38.7%	27.0%	27.9%	18.8%	18.8%	33.3%
Participants	47	40	48	35	22 out of 75	34 out of 75	38 out of 71	34 out of 64	40 out of 60	45 out of 68	32 out of 59		
Principal	Ernesto Diaz	Ernesto Diaz	Ernesto Diaz	Ernesto Diaz	Joy Smith	Joy Smith	Joy Smith	Joy Smith	Katie Carter	Katie Carter	Katie Carter		