

## OVERVIEW

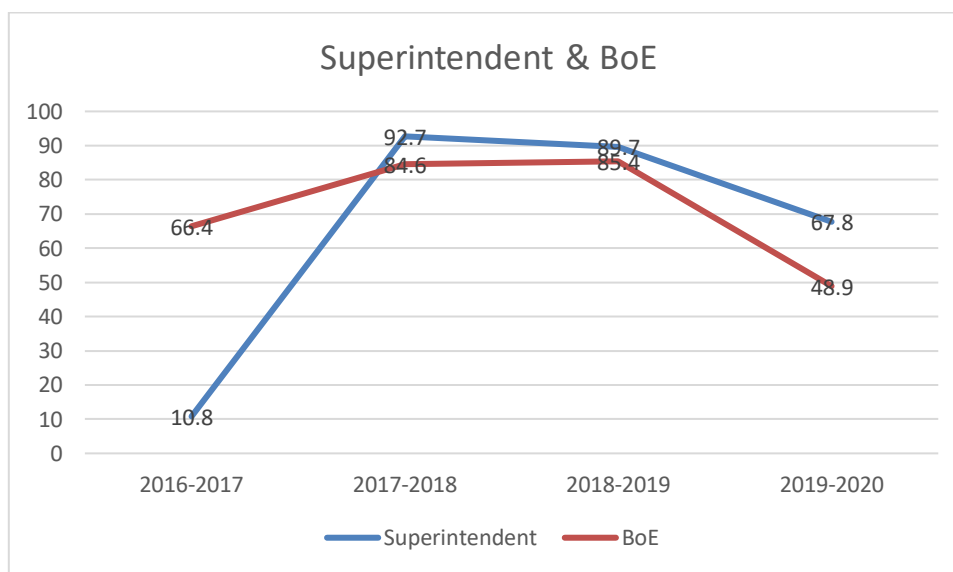
The HCEA Job Satisfaction Survey is a long-standing service provided to the Association’s members and the Howard County community annually since the early 1990’s. Over 4,290 HCPSS employees participated in 2019-20, this represents 58% of the 7345 eligible employees. The survey is conducted by an independent firm and runs from mid-January to February. For employees to have detailed information in the voluntary transfer process, results are released prior to April 1<sup>st</sup>.

### AT A GLANCE

Statement	% Agree
I have confidence in the leadership exhibited by the HCPSS Superintendent.	67.8%
I have confidence in the leadership exhibited by the Howard County Board of Education.	48.9%
I have confidence in the leadership exhibited by HCEA.	89.6%
Overall, morale at my school/worksites is good.	63%
I am provided adequate time during the workday to plan, prepare for and do my job.	51.5%

### SUPERINTENDENT/BOARD LEADERSHIP

The struggles surrounding the formulation of the FY20 operating budget as well as the most recent round of redistricting seems to have affected educators confidence in HCPSS leadership. Although far from the all-time lows during 2015 and 2016 which were 10% for the Superintendent and 26% for the Board, confidence dipped this year for both (20% and 36% respectively).



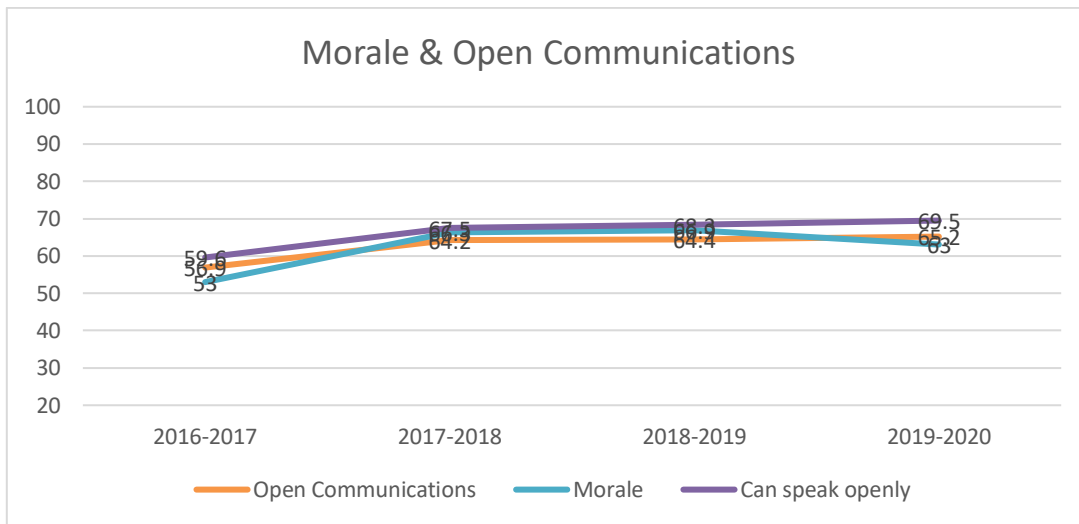
### MORALE

Agreement with the statement “Overall, morale in my school/work site is good” dropped slightly (4%) with 63% of educators agreeing. High school and Elementary school teachers trend with this data but High school ESP are trending above this agreement level at 76.2%. Middle schools teachers continue to trend below. Last year they agreed at 59.6% but that agreement has dropped again to 53.6%.

In addition, overall educator’s feelings of an atmosphere of open communication and trust at their school rose incrementally (.8) with 65.2% educators agreeing. But, for middle school teacher’s this agreement dropped to 59%.

## 2019-2020 HCEA Job Satisfaction Survey

The same, overall slight increase, can be seen in the agreement that educators can speak openly without the fear of repercussions, from 68.3% last year to 69.5% this year. Middle school teachers are closer to this trend agreeing at 67.5% while Elementary school teachers are pulling it up by agreeing at 71.4%.



### PROFESSION

Of the respondents, 83.2% feel successful in their work. Although this number is high, it has continued to drop since 2017 just as educator's agreement that they have adequate time during the workday to plan, prepare for, and do their job (51.5%). We can see that the supplemental funds through Kirwan and the two year negotiated agreement have helped increase educator's agreement that they are paid fairly, up by 3% from last year (45.9% to 48.9%).

For the second year in a row, educators report that administrators are prioritizing collaborative planning during PIP time (73.8%). Additionally, 91.1% agree administrators respect the negotiated agreement and 80.7% agree that their planning time is respected. Largely, 69.2% of educators agree that administrators support them in enforcing discipline but, unfortunately, 69% also agree that student misbehavior interferes with learning. This data remains relatively consistent over the past few years.

This year 44.1% of educators said they spent too much time in meetings and only 29.1% of educators believed special education services at their site were adequately supported. Elementary is at the lowest level of agreement with only 14.6% agreeing special education is supported adequately while middle school increases to 31% and high school is at 47.8% agreement. HCEA saw similar data within the class action grievance.

