

**2024-2025 HCEA Job Satisfaction Survey Trend Report**

<b>Bushy Park ES</b>	<b>14-15</b>	<b>15-16</b>	<b>16-17</b>	<b>17-18</b>	<b>18-19</b>	<b>19-20</b>	<b>21-22</b>	<b>22-23</b>	<b>23-24</b>	<b>24-25</b>	<b>24-25 Overall ES</b>	<b>24-25 Overall All</b>
Overall, morale at my school/worksite is good.	18.8%	90.9%	50.0%	79.4%	81.1%	85.4%	61.4%	62.5%	87.5%	55.2%	71.7%	70.8%
There is an atmosphere of open communication and trust in my school/worksite.	44.7%	87.9%	41.7%	61.8%	56.8%	85.4%	88.4%	67.3%	91.1%	58.6%	74.4%	72.1%
I personally feel successful in my work.	74.5%	90.6%	94.4%	97.1%	97.3%	91.4%	86.4%	85.7%	92.9%	79.3%	86.2%	86.6%
I feel involved in decision-making at my school/worksite.	41.7%	78.1%	45.7%	69.7%	61.8%	68.7%	75.0%	65.4%	75.0%	49.1%	65.8%	62.7%
I want to be involved in decision-making at my school/worksite.	93.8%	93.8%	88.9%	90.9%	91.4%	91.4%	94.9%	91.8%	90.4%	89.1%	90.6%	89.0%
In my school/worksite, I can speak openly about important issues without fear of repercussions	55.3%	84.8%	40.0%	58.8%	54.1%	79.1%	75.0%	61.1%	81.5%	57.9%	75.9%	75.5%
In my school/worksite, I am treated as a professional	66.7%	87.9%	83.3%	85.3%	83.8%	97.9%	86.0%	80.4%	94.6%	81.0%	89.2%	88.4%
There is good teamwork among staff in my school/worksite.	62.5%	75.8%	71.4%	88.2%	81.1%	81.2%	90.9%	80.4%	82.1%	69.0%	83.1%	82.6%
Non-instructional duties are assigned on an equitable basis in my school/worksite	63.4%	80.6%	71.9%	75.9%	77.8%	78.7%	83.3%	82.0%	73.1%	72.5%	77.7%	77.5%
My working environment (i.e. safety, cleanliness) is conducive to success	100.0%	97.0%	100.0%	100.0%	91.9%	97.8%	88.4%	87.5%	89.3%	77.6%	74.1%	71.8%
My work performance is evaluated fairly.	60.4%	70.0%	51.4%	63.6%	65.7%	93.6%	100.0%	83.3%	94.4%	92.9%	91.4%	90.0%
I am provided adequate time during the workday to plan, prepare for and do my job.	20.8%	42.4%	36.1%	58.8%	61.1%	47.9%	38.6%	49.1%	58.8%	50.0%	56.3%	55.2%
I am provided adequate work and storage space to prepare for and do my job.	97.9%	90.9%	94.4%	100.0%	94.4%	95.8%	97.7%	96.3%	98.2%	96.4%	82.2%	84.5%
My administrators/supervisors respect the negotiated contracts	78.7%	90.9%	91.7%	88.2%	85.7%	93.6%	100.0%	98.2%	100.0%	89.5%	94.4%	93.4%
My planning time is respected by my school administrators/supervisors	61.0%	89.3%	89.7%	79.3%	90.3%	76.6%	94.7%	90.9%	92.5%	77.8%	87.4%	87.5%
In my school, administrators/supervisors support me in enforcing discipline	63.0%	93.5%	65.6%	86.7%	68.8%	72.9%	73.2%	72.5%	87.8%	84.3%	77.3%	72.2%
In my school, student misbehavior interferes with learning.	31.1%	30.0%	40.0%	9.4%	31.4%	41.6%	32.6%	34.6%	47.2%	50.9%	74.3%	71.4%
Too much instructional time is spent administering assessments.	95.7%	93.9%	90.6%	68.8%	71.9%	58.3%	74.3%	68.9%	72.7%	65.2%	70.5%	64.5%
HCPSS professional development experiences are meaningful and worthwhile	23.4%	34.4%	45.7%	54.5%	45.7%	45.8%	23.8%	37.7%	32.7%	33.9%	43.7%	41.3%
Increased workload has contributed to a decline in my morale.	91.7%	84.4%	91.7%	72.7%	66.7%	79.1%	84.1%	77.4%	74.1%	67.3%	70.0%	68.4%
I am paid fairly.	43.8%	39.4%	50.0%	52.9%	51.4%	56.2%	34.1%	37.5%	46.4%	33.3%	33.5%	37.1%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	11.1%	9.1%	14.3%	100.0%	100.0%	55.3%	41.9%	52.8%	44.7%	78.2%	80.9%	80.0%
I have confidence in the leadership exhibited by the Howard County Board of Education.	19.0%	18.2%	77.1%	97.1%	86.5%	45.6%	25.6%	46.3%	15.4%	37.9%	42.2%	42.1%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	91.3%	93.9%	91.4%	100.0%	97.3%	100.0%	90.7%	90.7%	94.1%	92.6%	90.2%	88.8%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	59.1%	78.1%	67.6%	85.3%	77.1%	79.1%	89.7%	82.4%	83.3%	77.4%	79.4%	76.2%
In my position, I receive appropriate and adequate support and training	70.2%	72.7%	77.8%	94.1%	81.1%	68.0%	73.8%	74.5%	76.8%	55.2%	73.1%	72.4%
In the last 12 months, I have experienced harassing behavior from colleagues	18.6%	16.7%	13.9%	11.8%	5.7%	12.5%	7.0%	13.2%	3.6%	10.3%	9.7%	9.5%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	11.4%	10.0%	11.4%	8.8%	17.1%	6.2%	0.0%	3.8%	1.8%	12.3%	5.7%	5.6%
In the last 12 months, I have experienced harassing behavior from parents	37.0%	33.3%	38.9%	20.6%	14.3%	20.8%	23.3%	32.7%	13.0%	19.3%	17.6%	20.4%
At my school I spend most of my PIP time on non-instructional activities.					25.9%	35.4%	20.0%	16.2%	25.7%	17.5%	27.4%	31.5%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					85.2%	65.9%	90.6%	91.7%	87.9%	78.9%	82.8%	75.8%
In my school, I spend too much time in meetings.						35.4%	60.0%	38.5%	26.0%	42.0%	44.3%	40.1%
In my school, there is adequate support for special education students.						25.0%	52.4%	30.9%	20.0%	28.6%	17.6%	30.6%
Participants	48	33	36	34	38 out of 73	48 out of 71	44 out of 74	56 out of 82	57 out of 87	39 out of 89		
Principal	Edward Cosentino	Molly Ketterer	Molly Ketterer	Molly Ketterer	Molly Ketterer	Julia Bialek	Julia Bialek	Julia Bialek	Julia Bialek	Kristan Rutledge		