2024-2025 HCEA Job Satisfaction Survey Trend Report

Centennial Lane ES	14-15	15-16	16-17	17-18	18-19	19-20	21-22	22-23	23-24	24-25	24-25 Overall- ES	24-25 Overall-All
Overall, morale at my school/worksite is good.	56.3%	36.8%	41.3%	97.1%	80.8%	78.7%	56.4%	71.1%	74.1%	87.5%	71.7%	70.8%
There is an atmosphere of open communication and trust in my school/worksite.	63.8%	50.0%	56.5%	94.1%	76.9%	91.1%	82.1%	88.9%	94.4%	98.2%	74.4%	72.1%
I personally feel successful in my work.	74.5%	63.2%	67.4%	88.2%	88.5%	91.4%	71.8%	80.0%	87.0%	83.9%	86.2%	86.6%
I feel involved in decision-making at my school/worksite.	61.7%	55.6%	53.3%	81.8%	79.2%	68.0%	64.9%	78.6%	80.4%	83.6%	65.8%	62.7%
I want to be involved in decision-making at my school/worksite.	97.7%	97.1%	95.5%	97.0%	100.0%	91.4%	89.2%	95.0%	93.5%	96.1%	90.6%	89.0%
In my school/worksite, I can speak openly about important issues without fear of repercussions	70.2%	63.9%	45.5%	88.2%	80.8%	87.2%	87.2%	93.3%	94.3%	87.3%	75.9%	75.5%
In my school/worksite, I am treated as a professional	81.3%	71.1%	71.7%	88.2%	88.5%	93.4%	94.9%	93.3%	92.6%	94.6%	89.2%	88.4%
There is good teamwork among staff in my school/worksite.	79.2%	86.8%	91.3%	88.2%	84.0%	84.7%	92.1%	88.6%	81.5%	87.5%	83.1%	82.6%
Non-instructional duties are assigned on an equitable basis in my school/worksite	75.6%	66.7%	80.5%	75.0%	87.5%	77.7%	76.3%	85.7%	75.5%	91.8%	77.7%	77.5%
My working enviornment (i.e. safety, cleanliness) is conductive to success	68.8%	68.4%	73.3%	73.5%	88.5%	78.7%	76.9%	90.9%	88.7%	82.1%	74.1%	71.8%
My work performance is evaluated fairly.	71.7%	73.7%	64.4%	90.9%	84.0%	93.6%	89.7%	93.3%	98.1%	96.4%	91.4%	90.0%
I am provided adequate time during the workday to plan, prepare for and do my job.	34.8%	23.7%	23.9%	46.9%	42.3%	42.5%	50.0%	48.8%	47.1%	63.0%	56.3%	55.2%
I am provided adequate work and storage space to prepare for and do my job.	68.8%	81.1%	62.2%	71.9%	88.5%	87.2%	89.5%	84.4%	81.1%	80.4%	82.2%	84.5%
My administrators/supervisors respect the negotiated contracts	87.5%	83.8%	91.1%	100.0%	100.0%	91.4%	92.3%	100.0%	98.1%	98.2%	94.4%	93.4%
My planning time is respected by my school administrators/supervisors	90.2%	67.6%	75.0%	92.9%	79.2%	74.4%	93.5%	92.3%	95.1%	91.7%	87.4%	87.5%
In my school, administrators/supervisors support me in enforcing discipline	95.3%	86.1%	88.4%	100.0%	95.8%	93.6%	97.2%	97.7%	100.0%	94.1%	77.3%	72.2%
In my school, student misbehavior interferes with learning.	10.9%	13.5%	41.9%	33.3%	24.0%	40.4%	13.5%	56.8%	47.1%	52.7%	74.3%	71.4%
Too much instructional time is spent administering assessments.	91.5%	94.4%	81.8%	75.0%	61.5%	44.6%	64.7%	45.9%	75.7%	59.5%	70.5%	64.5%
HCPSS professional development experiences are meaningful and worthwhile	67.4%	54.3%	50.0%	54.5%	37.5%	48.9%	41.0%	45.2%	37.7%	42.6%	43.7%	41.3%
Increased workload has contributed to a decline in my morale.	78.7%	94.4%	89.1%	80.6%	62.5%	76.6%	80.6%	71.1%	86.3%	74.5%	70.0%	68.4%
I am paid fairly.	30.4%	21.1%	32.6%	45.5%	40.0%	31.9%	30.8%	51.1%	37.0%	46.4%	33.5%	37.1%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	21.3%	8.1%	4.3%	82.4%	83.3%	63.0%	46.2%	56.8%	31.8%	83.3%	80.9%	80.0%
I have confidence in the leadership exhibited by the Howard County Board of Education.	28.9%	13.2%	72.1%	84.8%	81.8%	46.8%	30.8%	32.6%	13.2%	40.7%	42.2%	42.1%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	88.9%	97.4%	88.4%	91.2%	91.7%	87.2%	83.8%	90.9%	88.2%	89.1%	90.2%	88.8%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	78.0%	77.4%	72.7%	86.7%	83.3%	78.2%	75.0%	81.0%	78.0%	75.5%	79.4%	76.2%
In my position, I receive appropriate and adequate support and training	66.0%	58.3%	70.5%	86.3%	72.0%	70.2%	81.6%	68.9%	64.2%	70.9%	73.1%	72.4%
In the last 12 months, I have experienced harassing behavior from colleagues	17.4%	5.3%	9.1%	9.7%	18.2%	11.1%	0.0%	4.4%	9.4%	13.2%	9.7%	9.5%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	10.9%	10.5%	11.1%	6.3%	4.5%	2.1%	0.0%	2.3%	0.0%	1.9%	5.7%	5.6%
In the last 12 months, I have experienced harassing behavior from parents	26.1%	29.7%	31.1%	23.3%	26.1%	15.2%	15.8%	15.6%	15.1%	18.9%	17.6%	20.4%
At my school I spend most of my PIP time on non-instructional activities.					52.4%	19.1%	30.8%	25.0%	27.8%	41.5%	27.4%	31.5%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					63.2%	55.5%	88.5%	82.4%	90.9%	90.2%	82.8%	75.8%
In my school, I spend too much time in meetings.						53.1%	25.7%	46.5%	60.4%	51.9%	44.3%	40.1%
In my school, there is adequate support for special education students.						31.9%	51.4%	18.6%	13.7%	20.0%	17.6%	30.6%
Participants	48	38	46	34	28 out of 74	47 out of 72	39 out of 64	45 out of 76	54 out of 80	56 out of 86		
Principal	Amanda Wadsworth	Amanda Wadsworth	Amanda Wadsworth	Amanda Wadsworth	Amanda Wadsworth	Tracey Albright	Tracey Albright	Tracey Albright	Tracey Albright	Tracey Albright		