2024-2025 HCEA Job Satisfaction Survey Trend Report

Dunloggin MS		14-15	15-16	16-17	17-18	18-19	19-20	21-22	22-23	23-24	24-25		24-25 Overall-
Overall, morale at my school/worksite is good.		86.1%	65.6%	53.8%	52.5%	22.9%	25.0%	23.9%	32.6%	73.0%	87.2%	MS 73.9%	All
There is an atmosphere of open communication and trust in my school/worksite.		75.0%	58.1%	34.6%	38.5%	12.5%	29.1%	33.3%	32.6%	76.3%	86.8%	73.3%	70.8%
I personally feel successful in my work.		83.3%	75.0%	73.1%	80.0%	83.3%	85.4%	73.3%	80.4%	83.8%	92.3%	86.1%	72.1% 86.6%
I feel involved in decision-making at my school/worksite.		69.4%	56.3%	60.0%	52.5%	29.5%	40.4%	38.6%	42.9%	59.5%	70.6%	64.3%	62.7%
I want to be involved in decision-making at my school/worksite.		91.7%	87.5%		92.3%	85.4%	75.0%	79.1%	77.3%	85.3%	80.6%	86.9%	89.0%
In my school/worksite, I can speak openly about important issues without fear of repercussions		86.1%	56.3%	64.0%	57.3%	38.3%	41.6%	50.0%	55.6%	73.7%	78.9%	77.7%	75.5%
In my school/worksite, I can speak openly about important issues without real of repercussions		91.7%	84.4%	80.0%	77.5%	57.4%	68.0%	68.9%	71.7%	94.7%	97.4%	89.7%	
There is good teamwork among staff in my school/worksite.		86.1%	71.9%	53.8%	64.1%	62.5%	66.6%	71.7%	78.3%	76.3%	92.1%	84.6%	88.4%
Non-instructional duties are assigned on an equitable basis in my school/worksite		81.8%	69.0%	64.0%	55.3%	57.8%	58.3%	23.8%	41.0%	50.0%	55.6%	74.8%	82.6%
My working enviornment (i.e. safety, cleanliness) is conductive to success		91.7%	84.4%		70.0%	80.9%	70.8%	56.5%	66.7%	37.8%	59.0%	72.0%	77.5%
		85.7%	81.3%	88.5%	86.8%	81.4%	81.2%	90.9%	86.7%	86.5%	97.4%	88.9%	71.8%
My work performance is evaluated fairly. I am provided adequate time during the workday to plan, prepare for and do my job.		63.9%	68.8%	52.0%	66.7%	47.9%	50.0%	25.0%	46.5%	44.7%	46.2%	51.8%	90.0%
			84.4%	80.8%	85.0%	47.9% 77.1%		65.9%	77.8%	60.5%	66.7%		55.2%
I am provided adequate work and storage space to prepare for and do my job.		88.9% 94.4%	96.9%	92.3%	85.0% 82.5%	77.1% 85.4%	79.1% 83.3%	89.1%	77.8% 84.4%	100.0%	94.7%	82.9%	84.5%
My administrators/supervisors respect the negotiated contracts												93.5%	93.4%
My planning time is respected by my school administrators/supervisors		100.0% 84.4%	96.6%	95.0% 58.3%	85.3% 37.8%	77.3% 43.2%	56.2% 37.5%	48.8% 39.5%	66.7% 36.4%	87.1% 44.1%	84.8% 77.8%	88.6%	87.5%
In my school, administrators/supervisors support me in enforcing discipline		38.2%	56.7%	56.0%			67.3%	82.6%	93.3%			76.0%	72.2%
In my school, student misbehavior interferes with learning.					44.7%	63.8%				80.0%	80.6%	68.3%	71.4%
Too much instructional time is spent administering assessments.		85.3%	93.5%	87.5%	67.6%	77.3%	60.4%	66.7%	74.4%	61.3%	76.5%	63.8%	64.5%
HCPSS professional development experiences are meaningful and worthwhile		61.8%	44.8%	45.8%	42.1%	45.5%	44.6%	37.0%	45.2%	47.2%	50.0%	46.1%	41.3%
Increased workload has contributed to a decline in my morale.		62.9%	71.9%	72.0%	62.2%	60.9%	54.1%	77.8%	74.4%	77.8%	72.2%	67.3%	68.4%
I am paid fairly.		52.8%	34.4%		55.0%	41.7%	43.4%	42.2%	46.7%	44.4%	50.0%	40.3%	37.1%
I have confidence in the leadership exhibited by the HCPSS Superintendent.		50.0%	16.1%	12.5%	92.1%	81.3%	67.3%	31.1%	51.1%	38.7%	89.2%	80.9%	80.0%
I have confidence in the leadership exhibited by the Howard County Board of Education.		44.4%	16.1%	69.6%	82.1%	72.7%	43.4%	17.8%	34.9%	21.6%	30.8%	45.7%	42.1%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).		86.1%	90.6%	100.0%	89.7%	95.7%	82.9%	80.0%	78.3%	81.1%	91.9%	89.5%	88.8%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education		77.1%	68.8%	53.8%	75.0%	67.4%	62.5%	68.3%	62.5%	84.8%	72.7%	76.1%	76.2%
In my position, I receive appropriate and adequate support and training		82.9%	68.8%	73.1%	70.0%	66.7%	63.8%	57.8%	67.4%	81.6%	81.6%	75.9%	72.4%
In the last 12 months, I have experienced harassing behavior from colleagues		19.4%	23.3%	37.5%	26.3%	25.5%	25.0%	6.7%	8.7%	5.6%	2.7%	9.2%	9.5%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		3.2%	9.7%	8.3%	13.2%	19.6%	20.8%	11.1%	19.6%	0.0%	0.0%	4.6%	5.6%
In the last 12 months, I have experienced harassing behavior from parents		25.0%	21.9%	22.7%	28.2%	47.8%	43.7%	35.6%	36.4%	32.4%	22.2%	23.6%	20.4%
At my school I spend most of my PIP time on non-instructional activities.						20.0%	12.7%	58.8%	42.4%	33.3%	61.3%	33.2%	31.5%
At my school our administrator includes time during PIP for teacher-initiated collaboration.						81.3%	52.0%	31.4%	75.0%	80.6%	66.7%	78.7%	75.8%
In my school, I spend too much time in meetings.							12.5%	14.0%	21.4%	17.6%	35.3%	36.3%	40.1%
In my school, there is adequate support for special education students.							37.5%	20.5%	28.6%	36.4%	41.2%	38.7%	30.6%
Partic		36	32		40	48 out of 70	48 out of 72	46 out of 65	46 out of 64	38 out of 68	39 out of 71		
Pri	incipal :	Jeffery Fink	Jeffery Fink	Jeffery Fink	Jeffery Fink	Antoinette Roberson	Antoinette Roberson	Antoinette Roberson	Antoinette Roberson	Antoinette Roberson	Antoinette Roberson		