

2024-2025 HCEA Job Satisfaction Survey Trend Report

| Guilford 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. | 73.5% | 85.3% | 88.0% | 71.9% | 44.4% | 54.7% | 18.2% | 39.3% | 22.0% | 41.2% | 71.7% | 70.8% |
| There is an atmosphere of open communication and trust in my school/worksite. | 79.4% | 85.3% | 88.0% | 72.7% | 50.0% | 78.5% | 34.1% | 44.3% | 27.1% | 41.2% | 74.4% | 72.1% |
| I personally feel successful in my work. | 91.4% | 85.3% | 88.0% | 87.9% | 77.8% | 76.1% | 58.1% | 80.0% | 84.7% | 74.5% | 86.2% | 86.6% |
| I feel involved in decision-making at my school/worksite. | 71.4% | 76.5% | 76.0% | 71.9% | 76.5% | 78.5% | 37.2% | 61.0% | 39.3% | 47.9% | 65.8% | 62.7% |
| I want to be involved in decision-making at my school/worksite. | 88.6% | 90.6% | 92.0% | 96.8% | 100.0% | 97.5% | 95.3% | 89.7% | 84.2% | 89.8% | 90.6% | 89.0% |
| In my school/worksite, I can speak openly about important issues without fear of repercussions | 77.1% | 79.4% | 72.0% | 68.8% | 61.1% | 80.4% | 40.5% | 57.6% | 44.1% | 40.8% | 75.9% | 75.5% |
| In my school/worksite, I am treated as a professional | 88.6% | 88.2% | 96.0% | 87.9% | 83.3% | 90.2% | 65.1% | 77.0% | 65.5% | 74.0% | 89.2% | 88.4% |
| There is good teamwork among staff in my school/worksite. | 82.9% | 82.4% | 87.5% | 84.8% | 88.9% | 73.1% | 56.8% | 68.9% | 67.2% | 70.0% | 83.1% | 82.6% |
| Non-instructional duties are assigned on an equitable basis in my school/worksite | 78.8% | 69.0% | 78.3% | 78.1% | 64.3% | 58.5% | 45.9% | 61.2% | 63.0% | 62.2% | 77.7% | 77.5% |
| My working environment (i.e. safety, cleanliness) is conducive to success | 85.7% | 85.3% | 88.0% | 90.6% | 94.4% | 69.0% | 60.5% | 83.1% | 55.9% | 68.6% | 74.1% | 71.8% |
| My work performance is evaluated fairly. | 80.0% | 76.5% | 88.0% | 93.8% | 83.3% | 90.2% | 83.3% | 81.4% | 68.5% | 83.0% | 91.4% | 90.0% |
| I am provided adequate time during the workday to plan, prepare for and do my job. | 57.6% | 39.4% | 56.0% | 54.5% | 55.6% | 57.1% | 38.1% | 45.8% | 56.1% | 40.4% | 56.3% | 55.2% |
| I am provided adequate work and storage space to prepare for and do my job. | 80.0% | 74.2% | 92.0% | 78.8% | 77.8% | 80.9% | 63.6% | 73.3% | 60.3% | 75.5% | 82.2% | 84.5% |
| My administrators/supervisors respect the negotiated contracts | 94.3% | 93.8% | 96.0% | 84.8% | 83.3% | 90.4% | 68.3% | 83.1% | 69.5% | 83.7% | 94.4% | 93.4% |
| My planning time is respected by my school administrators/supervisors | 84.8% | 78.6% | 97.5% | 72.4% | 83.3% | 80.4% | 64.1% | 84.3% | 66.7% | 59.5% | 87.4% | 87.5% |
| In my school, administrators/supervisors support me in enforcing discipline | 82.4% | 88.2% | 82.6% | 76.7% | 83.3% | 69.0% | 43.2% | 50.9% | 30.8% | 60.9% | 77.3% | 72.2% |
| In my school, student misbehavior interferes with learning. | 76.5% | 67.6% | 95.7% | 90.9% | 88.9% | 95.2% | 92.9% | 89.7% | 85.7% | 88.0% | 74.3% | 71.4% |
| Too much instructional time is spent administering assessments. | 87.9% | 87.5% | 61.9% | 71.4% | 61.5% | 51.2% | 62.5% | 69.6% | 68.1% | 85.7% | 70.5% | 64.5% |
| HCPSS professional development experiences are meaningful and worthwhile | 65.7% | 51.5% | 62.5% | 56.7% | 52.9% | 63.4% | 41.5% | 54.4% | 50.9% | 33.3% | 43.7% | 41.3% |
| Increased workload has contributed to a decline in my morale. | 62.5% | 67.6% | 60.0% | 53.1% | 83.3% | 78.0% | 78.6% | 68.4% | 75.9% | 80.4% | 70.0% | 68.4% |
| I am paid fairly. | 37.1% | 42.4% | 40.0% | 39.4% | 44.4% | 35.7% | 25.0% | 26.7% | 40.7% | 35.3% | 33.5% | 37.1% |
| I have confidence in the leadership exhibited by the HCPSS Superintendent. | 48.5% | 34.4% | 28.0% | 97.0% | 94.4% | 67.5% | 27.9% | 61.4% | 25.0% | 63.8% | 80.9% | 80.0% |
| I have confidence in the leadership exhibited by the Howard County Board of Education. | 54.5% | 35.5% | 76.0% | 87.5% | 83.3% | 39.0% | 16.7% | 46.6% | 27.8% | 37.0% | 42.2% | 42.1% |
| I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). | 94.3% | 97.1% | 96.0% | 96.9% | 100.0% | 95.1% | 80.5% | 86.0% | 89.7% | 91.1% | 90.2% | 88.8% |
| I feel that HCPSS offers me the possibility of advancing professionally in the field of education | 74.3% | 63.6% | 79.2% | 78.1% | 76.5% | 69.0% | 64.3% | 70.9% | 65.5% | 57.4% | 79.4% | 76.2% |
| In my position, I receive appropriate and adequate support and training | 85.7% | 79.4% | 72.0% | 81.3% | 77.8% | 78.0% | 59.5% | 70.0% | 70.7% | 62.7% | 73.1% | 72.4% |
| In the last 12 months, I have experienced harassing behavior from colleagues | 15.2% | 21.9% | 24.0% | 15.2% | 35.3% | 16.6% | 23.8% | 21.7% | 12.7% | 20.4% | 9.7% | 9.5% |
| In the last 12 months, I have experienced harassing behavior from administrators/supervisors. | 3.1% | 15.2% | 12.0% | 15.2% | 18.8% | 11.9% | 9.3% | 13.3% | 16.9% | 16.3% | 5.7% | 5.6% |
| In the last 12 months, I have experienced harassing behavior from parents | 9.4% | 21.2% | 36.0% | 27.3% | 25.0% | 30.0% | 34.1% | 32.8% | 27.1% | 16.0% | 17.6% | 20.4% |
| At my school I spend most of my PIP time on non-instructional activities. | | | | | 16.7% | 20.5% | 48.4% | 27.3% | 27.7% | 42.9% | 27.4% | 31.5% |
| At my school our administrator includes time during PIP for teacher-initiated collaboration. | | | | | 83.3% | 57.5% | 72.7% | 70.7% | 76.2% | 71.4% | 82.8% | 75.8% |
| In my school, I spend too much time in meetings. | | | | | | 56.1% | 39.0% | 50.0% | 47.3% | 67.4% | 44.3% | 40.1% |
| In my school, there is adequate support for special education students. | | | | | | 9.5% | 14.3% | 22.4% | 10.3% | 8.2% | 17.6% | 30.6% |
| Participants | 34 | 34 | 25 | 33 | 18 out of 68 | 42 out of 65 | 44 out of 75 | 61 out of 77 | 59 out of 74 | 51 out of 71 | | |
| Principal | Genee A. Varlack | Jonathan Davis | Jonathan Davis | Jonathan Davis | Jonathan Davis | Justin FitzGerald | Trish Lannon | Trish Lannon | Stephanie Barber-Wehrman | Stephanie Barber-Wehrman | | |