2024-2025 HCEA Job Satisfaction Survey Trend Report

| Hollifield Station 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. | 64.4% | 70.2% | 33.3% | 75.0% | 82.8% | 90.7% | 67.4% | 75.0% | 74.5% | 80.5% | 71.7% | 70.8% |
| There is an atmosphere of open communication and trust in my school/worksite. | 74.6% | 66.0% | 59.1% | 76.6% | 72.4% | 85.1% | 77.8% | 81.6% | 80.4% | 80.5% | 74.4% | 72.1% |
| I personally feel successful in my work. | 87.9% | 91.5% | 71.1% | 89.4% | 89.7% | 88.6% | 84.8% | 89.8% | 88.2% | 92.7% | 86.2% | 86.6% |
| I feel involved in decision-making at my school/worksite. | 50.0% | 56.5% | 47.7% | 64.4% | 57.7% | 61.1% | 67.5% | 66.0% | 70.8% | 77.5% | 65.8% | 62.7% |
| I want to be involved in decision-making at my school/worksite. | 87.9% | 88.6% | 90.7% | 91.3% | 85.2% | 81.4% | 95.0% | 93.6% | 86.7% | 92.5% | 90.6% | 89.0% |
| In my school/worksite, I can speak openly about important issues without fear of repercussions | 62.1% | 55.3% | 48.9% | 63.8% | 59.3% | 77.3% | 73.9% | 67.3% | 80.0% | 82.9% | 75.9% | 75.5% |
| In my school/worksite, I am treated as a professional | 81.4% | 82.6% | 71.1% | 91.7% | 82.8% | 90.5% | 91.3% | 89.6% | 96.0% | 90.2% | 89.2% | 88.4% |
| There is good teamwork among staff in my school/worksite. | 93.1% | 95.7% | 91.1% | 89.4% | 86.2% | 92.4% | 88.9% | 87.8% | 92.2% | 87.5% | 83.1% | 82.6% |
| Non-instructional duties are assigned on an equitable basis in my school/worksite | 62.5% | 84.8% | 76.2% | 76.1% | 82.8% | 72.2% | 75.7% | 74.4% | 75.0% | 72.5% | 77.7% | 77.5% |
| My working enviornment (i.e. safety, cleanliness) is conductive to success | 83.1% | 85.1% | 84.4% | 82.6% | 78.6% | 79.2% | 78.3% | 79.6% | 86.3% | 85.4% | 74.1% | 71.8% |
| My work performance is evaluated fairly. | 70.7% | 66.0% | 80.0% | 89.1% | 75.0% | 84.9% | 88.4% | 87.5% | 87.5% | 85.4% | 91.4% | 90.0% |
| I am provided adequate time during the workday to plan, prepare for and do my job. | 37.9% | 36.2% | 41.9% | 46.7% | 63.0% | 43.4% | 53.7% | 57.4% | 68.0% | 55.0% | 56.3% | 55.2% |
| I am provided adequate work and storage space to prepare for and do my job. | 74.1% | 83.0% | 88.9% | 77.1% | 78.6% | 72.2% | 81.8% | 79.2% | 90.2% | 97.6% | 82.2% | 84.5% |
| My administrators/supervisors respect the negotiated contracts | 79.3% | 95.7% | 82.2% | 97.9% | 93.1% | 100.0% | 95.3% | 91.7% | 97.9% | 97.4% | 94.4% | 93.4% |
| My planning time is respected by my school administrators/supervisors | 76.0% | 80.0% | 64.1% | 72.1% | 79.2% | 75.9% | 91.7% | 85.7% | 97.6% | 91.4% | 87.4% | 87.5% |
| In my school, administrators/supervisors support me in enforcing discipline | 83.9% | 84.8% | 71.4% | 72.1% | 66.7% | 86.7% | 80.0% | 68.2% | 86.7% | 87.2% | 77.3% | 72.2% |
| In my school, student misbehavior interferes with learning. | 57.1% | 47.8% | 86.0% | 78.3% | 69.0% | 68.5% | 71.1% | 76.6% | 69.4% | 55.3% | 74.3% | 71.4% |
| Too much instructional time is spent administering assessments. | 90.4% | 88.1% | 87.5% | 79.5% | 69.2% | 61.5% | 73.0% | 70.0% | 80.0% | 83.3% | 70.5% | 64.5% |
| HCPSS professional development experiences are meaningful and worthwhile | 51.8% | 56.5% | 42.9% | 63.0% | 59.3% | 41.5% | 56.8% | 52.1% | 45.8% | 46.3% | 43.7% | 41.3% |
| Increased workload has contributed to a decline in my morale. | 74.1% | 80.0% | 79.1% | 64.6% | 69.0% | 77.7% | 66.7% | 72.9% | 72.9% | 81.1% | 70.0% | 68.4% |
| I am paid fairly. | 34.5% | 29.8% | 37.8% | 52.2% | 48.3% | 25.9% | 30.4% | 44.9% | 44.0% | 31.7% | 33.5% | 37.1% |
| I have confidence in the leadership exhibited by the HCPSS Superintendent. | 50.9% | 25.5% | 9.3% | 97.9% | 93.1% | 79.6% | 65.9% | 78.7% | 48.8% | 89.2% | 80.9% | 80.0% |
| I have confidence in the leadership exhibited by the Howard County Board of Education. | 44.6% | 34.0% | 57.1% | 93.6% | 93.1% | 48.1% | 39.0% | 59.2% | 24.5% | 42.1% | 42.2% | 42.1% |
| I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). | 81.5% | 89.4% | 97.6% | 97.7% | 100.0% | 88.8% | 81.0% | 88.6% | 78.7% | 89.5% | 90.2% | 88.8% |
| I feel that HCPSS offers me the possibility of advancing professionally in the field of education | 75.9% | 68.2% | 61.9% | 78.7% | 81.5% | 65.3% | 81.0% | 81.8% | 81.3% | 87.8% | 79.4% | 76.2% |
| In my position, I receive appropriate and adequate support and training | 91.2% | 78.7% | 68.2% | 81.3% | 89.7% | 75.9% | 70.5% | 52.1% | 68.0% | 80.0% | 73.1% | 72.4% |
| In the last 12 months, I have experienced harassing behavior from colleagues | 7.4% | 13.3% | 8.9% | 9.1% | 7.1% | 0.0% | 19.6% | 13.0% | 18.4% | 7.7% | 9.7% | 9.5% |
| In the last 12 months, I have experienced harassing behavior from administrators/supervisors. | 9.1% | 2.2% | 13.3% | 8.9% | 3.6% | 5.6% | 4.3% | 4.3% | 8.2% | 2.6% | 5.7% | 5.6% |
| In the last 12 months, I have experienced harassing behavior from parents | 23.1% | 11.1% | 11.4% | 17.4% | 10.7% | 18.5% | 11.6% | 15.2% | 20.8% | 10.3% | 17.6% | 20.4% |
| At my school I spend most of my PIP time on non-instructional activities. | | | | | 35.0% | 28.3% | 39.3% | 24.3% | 36.1% | 31.3% | 27.4% | 31.5% |
| At my school our administrator includes time during PIP for teacher-initiated collaboration. | | | | | 70.0% | 66.6% | 96.3% | 87.9% | 97.2% | 96.7% | 82.8% | 75.8% |
| In my school, I spend too much time in meetings. | | | | | | 54.7% | 42.1% | 55.0% | 50.0% | 55.6% | 44.3% | 40.1% |
| In my school, there is adequate support for special education students. | | | | | | 16.9% | 12.2% | 17.0% | 22.4% | 14.6% | 17.6% | 30.6% |
| Participant | 59 | 47 | 45 | 48 | 30 out of 95 | 54 out of 92 | 46 out of 87 | 49 out of 88 | 49 out of 85 | 41 out of 83 | | |
| Principa | l oth | oth | oth | oth | oth | тth | £ | пth | £. | £ | | |