

2024-2025 HCEA Job Satisfaction Survey Trend Report

Illchester 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.	80.4%	65.9%	22.7%	18.0%	25.7%	46.9%	31.0%	26.1%	73.5%	77.5%	71.7%	70.8%
There is an atmosphere of open communication and trust in my school/worksite.	78.3%	73.2%	34.1%	20.4%	31.4%	45.4%	78.6%	58.7%	91.5%	90.0%	74.4%	72.1%
I personally feel successful in my work.	89.1%	85.0%	81.8%	84.0%	82.4%	83.3%	85.7%	75.6%	79.6%	85.0%	86.2%	86.6%
I feel involved in decision-making at my school/worksite.	62.8%	52.5%	33.3%	25.5%	37.1%	38.4%	55.0%	47.7%	69.6%	71.8%	65.8%	62.7%
I want to be involved in decision-making at my school/worksite.	90.9%	87.2%	81.4%	89.4%	88.6%	87.8%	92.3%	90.7%	93.5%	94.6%	90.6%	89.0%
In my school/worksite, I can speak openly about important issues without fear of repercussions	91.1%	80.0%	46.5%	41.7%	60.0%	63.6%	85.7%	68.9%	87.5%	85.0%	75.9%	75.5%
In my school/worksite, I am treated as a professional	91.3%	90.0%	65.9%	56.0%	68.6%	77.2%	92.9%	84.4%	98.0%	92.5%	89.2%	88.4%
There is good teamwork among staff in my school/worksite.	62.2%	70.7%	43.2%	42.0%	50.0%	75.3%	73.8%	69.6%	71.4%	80.0%	83.1%	82.6%
Non-instructional duties are assigned on an equitable basis in my school/worksite	72.7%	67.5%	64.1%	63.8%	58.8%	56.0%	79.5%	75.0%	85.1%	83.3%	77.7%	77.5%
My working environment (i.e. safety, cleanliness) is conducive to success	95.7%	92.7%	95.5%	88.0%	97.1%	83.3%	81.0%	93.3%	93.8%	87.5%	74.1%	71.8%
My work performance is evaluated fairly.	91.1%	80.0%	69.0%	70.0%	82.9%	84.6%	95.2%	87.0%	97.9%	100.0%	91.4%	90.0%
I am provided adequate time during the workday to plan, prepare for and do my job.	52.3%	47.5%	34.1%	43.8%	41.2%	51.5%	40.0%	36.4%	54.3%	43.6%	56.3%	55.2%
I am provided adequate work and storage space to prepare for and do my job.	80.0%	78.0%	86.4%	94.0%	85.7%	87.8%	85.0%	89.1%	89.6%	84.6%	82.2%	84.5%
My administrators/supervisors respect the negotiated contracts	100.0%	95.1%	79.5%	79.6%	85.7%	86.1%	97.6%	100.0%	100.0%	95.0%	94.4%	93.4%
My planning time is respected by my school administrators/supervisors	89.7%	85.7%	50.0%	59.0%	66.7%	72.3%	85.3%	82.9%	92.3%	90.9%	87.4%	87.5%
In my school, administrators/supervisors support me in enforcing discipline	76.2%	71.8%	77.8%	72.5%	64.5%	57.5%	83.3%	40.0%	75.0%	73.7%	77.3%	72.2%
In my school, student misbehavior interferes with learning.	26.2%	30.0%	35.7%	22.2%	28.6%	71.2%	80.0%	81.8%	81.3%	81.6%	74.3%	71.4%
Too much instructional time is spent administering assessments.	86.8%	100.0%	85.4%	81.4%	66.7%	48.4%	66.7%	55.3%	84.2%	82.4%	70.5%	64.5%
HCPSS professional development experiences are meaningful and worthwhile	33.3%	38.9%	16.7%	31.1%	34.3%	40.0%	39.0%	34.8%	45.8%	40.0%	43.7%	41.3%
Increased workload has contributed to a decline in my morale.	77.8%	73.2%	90.7%	72.9%	71.4%	69.2%	80.0%	83.3%	77.3%	78.9%	70.0%	68.4%
I am paid fairly.	35.6%	36.6%	37.2%	50.0%	34.3%	40.9%	35.7%	42.2%	39.6%	30.0%	33.5%	37.1%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	17.8%	10.3%	0.0%	89.6%	85.7%	50.0%	33.3%	48.9%	21.4%	82.1%	80.9%	80.0%
I have confidence in the leadership exhibited by the Howard County Board of Education.	26.8%	22.5%	69.8%	74.5%	78.8%	24.2%	14.3%	40.5%	25.5%	37.5%	42.2%	42.1%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	78.6%	79.5%	87.5%	93.5%	87.1%	77.2%	84.6%	86.4%	87.0%	85.0%	90.2%	88.8%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	72.7%	66.7%	58.5%	72.9%	68.8%	63.6%	70.3%	65.9%	76.1%	84.6%	79.4%	76.2%
In my position, I receive appropriate and adequate support and training	73.3%	61.0%	71.4%	66.0%	73.5%	68.7%	70.7%	66.7%	74.5%	75.0%	73.1%	72.4%
In the last 12 months, I have experienced harassing behavior from colleagues	14.0%	17.1%	24.4%	31.3%	37.1%	28.7%	28.2%	24.4%	16.7%	0.0%	9.7%	9.5%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	4.7%	4.9%	4.8%	18.4%	8.6%	10.6%	0.0%	2.2%	2.0%	2.6%	5.7%	5.6%
In the last 12 months, I have experienced harassing behavior from parents	27.9%	27.5%	29.3%	20.4%	36.4%	10.6%	22.5%	26.1%	14.6%	15.8%	17.6%	20.4%
At my school I spend most of my PIP time on non-instructional activities.					36.0%	23.0%	35.7%	29.0%	21.2%	29.2%	27.4%	31.5%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					64.0%	46.7%	76.0%	59.1%	66.7%	91.3%	82.8%	75.8%
In my school, I spend too much time in meetings.						37.8%	28.9%	59.5%	34.1%	41.7%	44.3%	40.1%
In my school, there is adequate support for special education students.						7.5%	5.0%	15.6%	11.1%	15.4%	17.6%	30.6%
Participants	46	41	44	50	35 out of 85	66 out of 78	42 out of 74	46 out of 82	49 out of 86	40 out of 83		
Principal	David Adelman	David Adelman	Joy B. Smith	Joy B. Smith	Ernesto Diaz	Ernesto Diaz	Lauren Beaman	Lauren Beaman	Lauren Beaman	Lauren Beaman		