2024-2025 HCEA Job Satisfaction Survey Trend Report

Laurel Woods ES	14-15	15-16	16-17	17-18	18-19	19-20	21-22	22-23	23-24	24-25	24-25 Overall-	24-25 Overall-
	06.50/	05.50/	66.70/	00.70/	24.50/	0.4.50/	E4 E0/	50.00/	70.40/	70.00/	ES	All
Overall, morale at my school/worksite is good.	86.5%	86.5%	66.7%	90.7%	94.5%	84.6%	51.5%	68.3%	72.4%	72.0%	71.7%	70.8%
There is an atmosphere of open communication and trust in my school/worksite.	78.9%	83.8%	78.8%	86.0%	94.6%	87.5%	83.6%	79.4%	82.5%	94.0%	74.4%	72.1%
I personally feel successful in my work.	92.1%	86.5%	90.6%	97.6%	98.2%	90.0%	70.1%	88.9%	87.9%	94.0%	86.2%	86.6%
I feel involved in decision-making at my school/worksite.	76.3%	66.7%	54.5%	83.3%	85.5%	85.0%	72.7%	80.3%	78.2%	82.0%	65.8%	62.7%
I want to be involved in decision-making at my school/worksite.	92.1%	94.4%	90.6%	97.6%	98.2%	90.0%	95.3%	96.7%	90.6%	98.0%	90.6%	89.0%
In my school/worksite, I can speak openly about important issues without fear of repercussions	78.9%	78.4%	84.8%	88.1%	91.1%	95.0%	89.6%	90.5%	87.9%	90.0%	75.9%	75.5%
In my school/worksite, I am treated as a professional	94.7%	91.7%	100.0%	97.7%	96.4%	97.5%	98.5%	93.5%	89.7%	93.8%	89.2%	88.4%
There is good teamwork among staff in my school/worksite.	92.1%	83.8%	84.4%	88.4%	89.3%	85.0%	94.0%	82.3%	82.1%	88.0%	83.1%	82.6%
Non-instructional duties are assigned on an equitable basis in my school/worksite	75.0%	66.7%	71.9%	76.9%	90.9%	70.0%	73.0%	85.0%	81.8%	71.7%	77.7%	77.5%
My working enviornment (i.e. safety, cleanliness) is conductive to success	89.5%	89.2%	90.9%	88.4%	92.7%	87.5%	77.6%	88.9%	86.2%	83.7%	74.1%	71.8%
My work performance is evaluated fairly.	97.4%	89.2%	90.9%	95.3%	96.4%	97.5%	95.3%	96.7%	96.4%	93.8%	91.4%	90.0%
I am provided adequate time during the workday to plan, prepare for and do my job.	80.6%	82.4%	78.1%	80.5%	77.4%	67.5%	53.1%	62.9%	59.6%	61.7%	56.3%	55.2%
I am provided adequate work and storage space to prepare for and do my job.	81.6%	83.8%	90.9%	86.0%	82.1%	66.6%	71.2%	69.8%	63.2%	72.0%	82.2%	84.5%
My administrators/supervisors respect the negotiated contracts	100.0%	100.0%	97.0%	100.0%	100.0%	97.5%	100.0%	100.0%	94.6%	98.0%	94.4%	93.4%
My planning time is respected by my school administrators/supervisors	93.9%	93.9%	89.7%	100.0%	91.7%	87.5%	91.5%	92.6%	91.7%	95.6%	87.4%	87.5%
In my school, administrators/supervisors support me in enforcing discipline	100.0%	100.0%	78.1%	76.2%	94.3%	89.7%	94.9%	93.0%	88.9%	89.1%	77.3%	72.2%
In my school, student misbehavior interferes with learning.	75.7%	66.7%	93.9%	80.5%	83.3%	67.5%	58.5%	75.9%	92.6%	75.0%	74.3%	71.4%
Too much instructional time is spent administering assessments.	80.6%	77.4%	80.6%	52.8%	53.1%	42.5%	78.0%	73.5%	81.4%	83.3%	70.5%	64.5%
HCPSS professional development experiences are meaningful and worthwhile	52.8%	72.2%	66.7%	68.3%	86.3%	60.0%	51.6%	61.7%	61.4%	63.3%	43.7%	41.3%
Increased workload has contributed to a decline in my morale.	47.4%	44.4%	68.8%	55.0%	56.6%	55.0%	80.9%	69.8%	70.2%	81.3%	70.0%	68.4%
I am paid fairly.	57.9%	56.8%	62.5%	67.4%	61.8%	47.5%	25.0%	28.6%	36.2%	32.0%	33.5%	37.1%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	51.4%	38.9%	31.3%	100.0%	98.2%	92.5%	47.7%	71.7%	49.0%	73.3%	80.9%	80.0%
I have confidence in the leadership exhibited by the Howard County Board of Education.	54.1%	38.9%	67.7%	100.0%	98.1%	67.5%	32.8%	51.7%	22.2%	38.3%	42.2%	42.1%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	89.2%	91.9%	97.0%	100.0%	100.0%	97.5%	92.2%	96.8%	88.7%	87.5%	90.2%	88.8%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	86.1%	83.8%	87.9%	97.5%	90.9%	74.3%	80.6%	82.8%	86.3%	83.7%	79.4%	76.2%
In my position, I receive appropriate and adequate support and training	89.2%	94.6%	93.9%	88.4%	98.2%	92.5%	78.8%	83.3%	77.2%	75.5%	73.1%	72.4%
In the last 12 months, I have experienced harassing behavior from colleagues	5.6%	5.6%	0.0%	2.6%	10.2%	15.0%	8.8%	11.5%	5.3%	4.0%	9.7%	9.5%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	5.4%	2.8%	3.3%	0.0%	11.8%	0.0%	4.4%	0.0%	0.0%	2.0%	5.7%	5.6%
In the last 12 months, I have experienced harassing behavior from parents	27.0%	27.0%	33.3%	37.5%	28.3%	32.5%	24.6%	6.6%	12.5%	18.4%	17.6%	20.4%
At my school I spend most of my PIP time on non-instructional activities.					42.1%	23.6%	38.8%	34.0%	23.1%	32.4%	27.4%	31.5%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					84.4%	53.8%	82.6%	83.7%	85.3%	84.8%	82.8%	75.8%
In my school, I spend too much time in meetings.						38.4%	53.8%	33.9%	30.4%	52.1%	44.3%	40.1%
In my school, there is adequate support for special education students.						30.0%	18.5%	13.1%	17.9%	14.0%	17.6%	30.6%
Participant	38	37	33	43	56 out of 86	40 out of 95	68 out of 96	63 out of 102	58 out of 101	50 out of 108		
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	Susan Brown	Susan Brown	Susan Brown	Susan Brown	Susan Browi	Connie Stahler	Connie Stahler	Connie Stahler	Connie Stahler	Connie Stahler		