

**2024-2025 HCEA Job Satisfaction Survey Trend Report**

Long Reach HS	14-15	15-16	16-17	17-18	18-19	19-20	21-22	22-23	23-24	24-25	24-25 Overall- HS	24-25 Overall- All
Overall, morale at my school/worksite is good.	60.3%	38.8%	39.0%	60.0%	60.0%	66.0%	43.6%	55.1%	76.9%	81.0%	68.0%	70.8%
There is an atmosphere of open communication and trust in my school/worksite.	50.7%	44.8%	42.4%	59.3%	62.5%	69.6%	62.8%	63.8%	79.8%	85.7%	68.8%	72.1%
I personally feel successful in my work.	85.5%	88.1%	81.4%	83.3%	87.5%	85.7%	76.1%	85.0%	88.5%	88.6%	88.6%	86.6%
I feel involved in decision-making at my school/worksite.	51.5%	45.5%	31.6%	40.4%	52.5%	64.2%	48.8%	50.0%	60.0%	64.6%	56.6%	62.7%
I want to be involved in decision-making at my school/worksite.	88.1%	94.0%	86.0%	88.1%	94.6%	92.7%	91.8%	88.2%	88.9%	90.8%	86.4%	89.0%
In my school/worksite, I can speak openly about important issues without fear of repercussions	66.2%	59.7%	59.6%	65.0%	60.0%	73.2%	68.5%	75.7%	85.3%	83.5%	73.8%	75.5%
In my school/worksite, I am treated as a professional	79.4%	71.6%	69.5%	76.7%	79.5%	85.7%	79.1%	85.0%	92.2%	93.7%	85.9%	88.4%
There is good teamwork among staff in my school/worksite.	69.6%	51.5%	55.9%	75.0%	84.6%	71.4%	87.0%	77.8%	82.9%	89.7%	80.2%	82.6%
Non-instructional duties are assigned on an equitable basis in my school/worksite	73.3%	60.3%	59.6%	75.0%	58.3%	66.0%	66.3%	72.2%	76.7%	79.4%	81.0%	77.5%
My working environment (i.e. safety, cleanliness) is conducive to success	85.5%	67.2%	69.0%	73.3%	64.1%	60.7%	54.8%	57.4%	66.3%	67.1%	67.1%	71.8%
My work performance is evaluated fairly.	76.5%	66.7%	63.2%	78.0%	80.0%	82.1%	79.3%	86.7%	92.2%	91.0%	88.3%	90.0%
I am provided adequate time during the workday to plan, prepare for and do my job.	47.0%	43.9%	46.6%	46.7%	38.5%	42.8%	43.5%	48.0%	57.6%	50.7%	50.0%	55.2%
I am provided adequate work and storage space to prepare for and do my job.	83.8%	82.1%	80.7%	83.1%	77.5%	71.4%	82.8%	79.0%	85.7%	93.7%	89.0%	84.5%
My administrators/supervisors respect the negotiated contracts	95.6%	86.4%	82.8%	94.9%	85.0%	91.0%	92.4%	87.9%	96.0%	93.5%	92.1%	93.4%
My planning time is respected by my school administrators/supervisors	82.8%	84.2%	74.5%	81.6%	75.8%	69.6%	80.2%	80.0%	89.8%	85.5%	87.2%	87.5%
In my school, administrators/supervisors support me in enforcing discipline	75.9%	61.3%	36.5%	50.9%	46.2%	54.5%	55.2%	53.6%	62.0%	71.8%	58.4%	72.2%
In my school, student misbehavior interferes with learning.	75.4%	83.6%	91.2%	87.5%	84.6%	76.7%	70.3%	79.6%	84.7%	76.7%	67.2%	71.4%
Too much instructional time is spent administering assessments.	79.0%	77.8%	88.7%	78.8%	89.7%	80.3%	75.9%	66.7%	73.0%	72.7%	56.7%	64.5%
HCPSS professional development experiences are meaningful and worthwhile	39.3%	43.1%	27.8%	28.6%	27.5%	35.7%	39.1%	45.1%	39.4%	38.7%	30.6%	41.3%
Increased workload has contributed to a decline in my morale.	65.2%	67.2%	69.0%	60.7%	57.9%	62.5%	79.6%	72.1%	66.3%	56.8%	69.5%	68.4%
I am paid fairly.	55.9%	43.3%	55.9%	50.0%	42.5%	46.4%	35.1%	47.2%	47.1%	45.6%	36.7%	37.1%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	42.4%	25.8%	5.6%	83.9%	81.6%	72.7%	45.1%	59.0%	38.7%	79.2%	76.2%	80.0%
I have confidence in the leadership exhibited by the Howard County Board of Education.	36.5%	33.8%	63.6%	72.7%	66.7%	46.2%	25.0%	40.6%	27.1%	44.3%	35.7%	42.1%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	74.6%	89.6%	86.0%	84.2%	83.8%	82.1%	77.4%	90.5%	91.9%	89.9%	86.8%	88.8%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	62.1%	60.0%	61.1%	66.1%	60.5%	62.5%	64.0%	68.0%	68.7%	71.6%	71.4%	76.2%
In my position, I receive appropriate and adequate support and training	77.6%	71.2%	69.0%	57.9%	66.7%	67.8%	70.3%	64.8%	75.5%	75.6%	68.5%	72.4%
In the last 12 months, I have experienced harassing behavior from colleagues	22.4%	16.9%	22.2%	19.3%	20.5%	10.9%	5.4%	8.5%	9.1%	6.4%	8.9%	9.5%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	12.1%	10.6%	13.0%	8.6%	12.8%	7.1%	6.4%	5.6%	1.0%	3.8%	6.0%	5.6%
In the last 12 months, I have experienced harassing behavior from parents	27.7%	33.3%	28.3%	31.6%	21.1%	32.1%	18.7%	20.0%	18.0%	20.0%	24.0%	20.4%
At my school I spend most of my PIP time on non-instructional activities.					59.4%	41.8%	61.2%	53.7%	50.6%	40.4%	37.3%	31.5%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					22.6%	21.8%	38.8%	43.6%	46.1%	70.4%	61.1%	75.8%
In my school, I spend too much time in meetings.						41.8%	40.4%	41.4%	34.0%	34.7%	34.9%	40.1%
In my school, there is adequate support for special education students.						53.5%	49.4%	54.2%	52.9%	62.5%	49.8%	30.6%
Participants	69	67	59	60	40 out of 175	56 out of 182	94 out of 172	108 out of 178	103 out of 168	79 out of 150		
Principal	David Burton	David Burton	Josh Wasilewski	Josh Wasilewski	Josh Wasilewski	Josh Wasilewski	Josh Wasilewski	Josh Wasilewski	Adam Eldridge	Adam Eldridge	Adam Eldridge	