

**2024-2025 HCEA Job Satisfaction Survey**

<b>Old Cedar Lane</b>	<b>14-15</b>	<b>15-16</b>	<b>16-17</b>	<b>17-18</b>	<b>18-19</b>	<b>19-20</b>	<b>21-22</b>	<b>22-23</b>	<b>23-24</b>	<b>24-25</b>	<b>24-25 Overall-All</b>
Overall, morale at my school/worksite is good.	53.8%		84.6%	75.0%	87.5%	72.0%	60.0%	79.6%	69.4%	69.1%	70.8%
There is an atmosphere of open communication and trust in my	61.5%		84.6%	80.0%	93.8%	76.0%	65.8%	77.4%	77.6%	67.3%	72.1%
I personally feel successful in my work.	91.7%		84.6%	100.0%	93.8%	80.0%	82.5%	90.6%	91.7%	85.7%	86.6%
I feel involved in decision-making at my school/worksite.	38.5%		61.5%	80.0%	75.0%	60.0%	60.5%	75.0%	75.6%	51.9%	62.7%
I want to be involved in decision-making at my school/worksite.	91.7%		100.0%	100.0%	100.0%	96.0%	100.0%	92.3%	100.0%	94.3%	89.0%
In my school/worksite, I can speak openly about important issues without	69.2%		61.5%	75.0%	87.5%	80.0%	63.4%	86.8%	87.8%	74.5%	75.5%
In my school/worksite, I am treated as a professional	76.9%		92.3%	90.0%	100.0%	96.0%	92.5%	92.5%	94.0%	92.9%	88.4%
There is good teamwork among staff in my school/worksite.	61.5%		76.9%	95.0%	93.8%	92.0%	73.2%	84.3%	86.0%	83.6%	82.6%
Non-instructional duties are assigned on an equitable basis in my	50.0%		88.9%	87.5%	100.0%	36.0%	68.4%	90.0%	85.7%	80.8%	77.5%
My working environment (i.e. safety, cleanliness) is conducive to success	50.0%		66.7%	63.2%	62.5%	72.0%	73.2%	66.7%	57.1%	60.7%	71.8%
My work performance is evaluated fairly.	54.5%		75.0%	90.0%	86.7%	92.0%	81.1%	90.4%	95.6%	94.2%	90.0%
I am provided adequate time during the workday to plan, prepare for and do	54.5%		76.9%	63.2%	73.3%	68.0%	76.5%	83.0%	84.8%	79.6%	55.2%
I am provided adequate work and storage space to prepare for and do my	75.0%		76.9%	90.0%	87.5%	88.0%	92.5%	86.8%	83.7%	90.7%	84.5%
My administrators/supervisors respect the negotiated contracts	83.3%		92.3%	89.5%	81.3%	88.0%	82.1%	96.2%	95.9%	94.3%	93.4%
My planning time is respected by my school administrators/supervisors	60.0%		71.4%	88.9%	85.7%	44.0%	87.5%	94.7%	100.0%	90.0%	87.5%
In my school, administrators/supervisors support me in enforcing discipline	50.0%		100.0%	100.0%	100.0%	8.0%	66.7%	80.0%	75.0%	50.0%	72.2%
In my school, student misbehavior interferes with learning.	0.0%		100.0%	0.0%	50.0%	0.0%	40.0%	80.0%	75.0%	33.3%	71.4%
Too much instructional time is spent administering assessments.	100.0%		100.0%	50.0%	50.0%	8.0%	100.0%	57.1%	0.0%	75.0%	64.5%
HCPSS professional development experiences are meaningful and worthwhile	41.7%		45.5%	76.5%	71.4%	44.0%	78.8%	53.5%	63.4%	45.7%	41.3%
Increased workload has contributed to a decline in my morale.	33.3%		58.3%	38.9%	40.0%	48.0%	64.9%	43.1%	35.9%	46.0%	68.4%
I am paid fairly.	38.5%		61.5%	70.0%	50.0%	64.0%	43.9%	55.6%	58.0%	57.1%	37.1%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	41.7%		15.4%	70.0%	87.5%	72.0%	61.5%	78.8%	77.5%	87.0%	80.0%
I have confidence in the leadership exhibited by the Howard County Board of	69.2%		36.4%	70.0%	69.2%	32.0%	48.7%	62.5%	31.9%	53.7%	42.1%
I have confidence in the leadership exhibited by the Howard County	92.3%		76.9%	94.4%	93.8%	84.0%	92.5%	96.0%	75.5%	79.2%	88.8%
I feel that HCPSS offers me the possibility of advancing professionally in the	33.3%		30.8%	80.0%	62.5%	52.0%	66.7%	72.7%	61.5%	69.8%	76.2%
In my position, I receive appropriate and adequate support and training	53.8%		76.9%	95.0%	81.3%	80.0%	66.7%	73.6%	79.6%	74.5%	72.4%
In the last 12 months, I have experienced harassing behavior from colleagues	27.3%		9.1%	5.6%	7.1%	20.0%	7.5%	9.6%	4.1%	10.4%	9.5%
In the last 12 months, I have experienced harassing behavior from	16.7%		0.0%	5.6%	7.1%	8.0%	10.0%	7.7%	2.0%	0.0%	5.6%
In the last 12 months, I have experienced harassing behavior from parents	0.0%		50.0%	33.3%	23.1%	24.0%	9.1%	18.2%	34.1%	31.0%	20.4%
At my school I spend most of my PIP time on non-instructional activities.					0.0%	0.0%	0.0%	0.0%	N/A	66.7%	31.5%
At my school our administrator includes time during PIP for teacher-initiated					0.0%	0.0%	0.0%	100.0%	N/A	100.0%	75.8%
In my school, I spend too much time in meetings.						20.0%	33.3%	17.9%	14.3%	29.7%	40.1%
In my school, there is adequate support for special education students.						16.0%	36.4%	70.6%	61.5%	52.9%	30.6%
Participants	13		13	20	17 out of 93	25 out of 93	41 out of 94	54 out of 99	50 out of 115	56 out of 121	