2024-2025 HCEA Job Satisfaction Survey Trend Report

Wilde Lake MS	14-15	15-16	16-17	17-18	18-19	19-20	21-22	22-23	23-24	24-25	24-25 Overall-MS	24-25 Overall-All
Overall, morale at my school/worksite is good.	22.2%	73.9%	53.6%	88.6%	75.0%	75.0%	60.0%	86.3%	60.9%	82.5%	73.9%	70.8%
There is an atmosphere of open communication and trust in my school/worksite.	30.6%	58.7%	57.1%	85.7%	81.3%	89.2%	84.4%	88.5%	73.0%	84.2%	73.3%	72.1%
I personally feel successful in my work.	72.2%	87.0%	71.4%	85.7%	87.5%	76.7%	71.1%	88.5%	87.5%	93.0%	86.1%	86.6%
I feel involved in decision-making at my school/worksite.	40.0%	52.2%	48.1%	71.9%	53.3%	66.0%	62.5%	69.4%	60.9%	55.6%	64.3%	62.7%
I want to be involved in decision-making at my school/worksite.	78.8%	77.8%	77.8%	72.7%	66.7%	76.7%	90.2%	91.7%	88.3%	83.3%	86.9%	89.0%
In my school/worksite, I can speak openly about important issues without fear of repercussions	44.4%	71.7%	64.3%	85.7%	81.3%	87.2%	84.1%	88.2%	80.3%	83.6%	77.7%	75.5%
In my school/worksite, I am treated as a professional	77.8%	87.0%	78.6%	97.1%	93.8%	92.8%	91.1%	92.3%	85.9%	93.0%	89.7%	88.4%
There is good teamwork among staff in my school/worksite.	47.2%	73.3%	59.3%	94.1%	87.5%	87.5%	79.5%	88.2%	69.8%	91.2%	84.6%	82.6%
Non-instructional duties are assigned on an equitable basis in my school/worksite	55.6%	73.8%	74.1%	91.4%	86.7%	83.9%	81.8%	79.2%	62.5%	68.0%	74.8%	77.5%
My working enviornment (i.e. safety, cleanliness) is conductive to success	50.0%	76.1%	82.1%	100.0%	80.0%	91.0%	77.8%	94.2%	93.8%	84.2%	72.0%	71.8%
My work performance is evaluated fairly.	61.1%	73.9%	75.0%	90.9%	87.5%	89.0%	90.9%	91.8%	91.8%	98.2%	88.9%	90.0%
I am provided adequate time during the workday to plan, prepare for and do my job.	20.0%	31.0%	29.6%	47.1%	31.3%	50.0%	46.5%	55.1%	50.9%	58.2%	51.8%	55.2%
I am provided adequate work and storage space to prepare for and do my job.	63.9%	82.6%	75.0%	91.2%	75.0%	83.9%	95.5%	86.3%	93.7%	87.7%	82.9%	84.5%
My administrators/supervisors respect the negotiated contracts	77.8%	89.1%	85.7%	100.0%	93.8%	96.4%	100.0%	93.9%	85.0%	92.7%	93.5%	93.4%
My planning time is respected by my school administrators/supervisors	57.6%	82.1%	66.7%	80.0%	76.9%	78.5%	77.5%	91.3%	86.5%	95.6%	88.6%	87.5%
In my school, administrators/supervisors support me in enforcing discipline	32.4%	81.8%	48.1%	77.1%	42.9%	76.7%	78.6%	82.0%	64.3%	80.4%	76.0%	72.2%
In my school, student misbehavior interferes with learning.	91.7%	95.7%	92.9%	88.6%	81.3%	98.2%	95.5%	96.2%	93.7%	94.5%	68.3%	71.4%
Too much instructional time is spent administering assessments.	88.6%	88.4%	78.6%	70.6%	66.7%	58.9%	60.5%	46.3%	46.8%	52.3%	63.8%	64.5%
HCPSS professional development experiences are meaningful and worthwhile	42.9%	43.2%	30.8%	51.4%	33.3%	50.9%	59.1%	68.0%	65.1%	62.5%	46.1%	41.3%
Increased workload has contributed to a decline in my morale.	80.6%	68.9%	67.9%	53.1%	75.0%	53.5%	79.1%	60.0%	59.3%	57.7%	67.3%	68.4%
I am paid fairly.	44.4%	47.8%	53.6%	54.3%	50.0%	48.2%	31.8%	55.8%	46.8%	43.9%	40.3%	37.1%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	38.2%	32.6%	21.4%	97.1%	93.8%	74.5%	45.5%	72.0%	51.9%	80.4%	80.9%	80.0%
I have confidence in the leadership exhibited by the Howard County Board of Education.	20.0%	25.0%	56.0%	91.2%	100.0%	49.0%	31.8%	60.0%	47.5%	50.9%	45.7%	42.1%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	88.6%	86.4%	82.1%	97.0%	100.0%	83.6%	76.2%	90.0%	85.2%	90.9%	89.5%	88.8%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	63.6%	73.8%	74.1%	78.1%	41.7%	74.5%	74.4%	87.2%	81.7%	79.2%	76.1%	76.2%
In my position, I receive appropriate and adequate support and training	58.3%	76.1%	75.0%	97.1%	68.8%	69.0%	72.1%	90.2%	82.5%	77.2%	75.9%	72.4%
In the last 12 months, I have experienced harassing behavior from colleagues	32.3%	17.4%	33.3%	14.7%	25.0%	8.9%	14.0%	10.0%	15.0%	9.3%	9.2%	9.5%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	8.8%	8.9%	7.7%	2.9%	6.3%	0.0%	2.4%	7.8%	8.1%	1.8%	4.6%	5.6%
In the last 12 months, I have experienced harassing behavior from parents	29.4%	21.7%	29.6%	14.7%	26.7%	28.5%	33.3%	31.4%	27.1%	27.8%	23.6%	20.4%
At my school I spend most of my PIP time on non-instructional activities.					33.3%	33.9%	33.3%	43.9%	48.8%	30.8%	33.2%	31.5%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					92.9%	70.9%	75.0%	86.8%	79.5%	74.4%	78.7%	75.8%
In my school, I spend too much time in meetings.						26.7%	17.1%	24.4%	55.4%	26.0%	36.3%	40.1%
In my school, there is adequate support for special education students.						42.8%	56.1%	52.0%	38.3%	38.9%	38.7%	30.6%
Participants	36	46	28	35	16 out o f 82	56 out of 86	45 out of 75	52 out of 82	64 out of 86	57 out of 89		
Principal	Lisa R. Smithson	Anne Swartz	Anne Swartz	Anne Swartz	Anne Swartz	Christopher Rattay	Christopher Rattay	Christopher Rattay	Christopher Rattay	Christopher Rattay		