

2022-2023 HCEA Job Satisfaction Survey

BURLEIGH MANOR MS

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	29	8	18	4		59	62.7%	37.3%
2) There is an atmosphere of open communication and trust in my school/worksite.	32	8	12	8		60	66.7%	33.3%
3) I personally feel successful in my work.	35	16	4	4		59	86.4%	13.6%
4) I feel involved in decision-making at my school/worksite.	22	3	22	10	3	60	43.9%	56.1%
5) I want to be involved in decision-making at my school/worksite.	34	14	7		5	60	87.3%	12.7%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	30	8	16	5		59	64.4%	35.6%
7) In my school/worksite, I am treated as a professional.	37	12	8	3		60	81.7%	18.3%
8) There is good teamwork among staff in my school/worksite.	32	15	9	4		60	78.3%	21.7%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	40	5	10	2	3	60	78.9%	21.1%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	29	7	20	3	1	60	61.0%	39.0%
11) My work performance is evaluated fairly.	34	17	6	2	1	60	86.4%	13.6%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	17	7	19	16	1	60	40.7%	59.3%
13) I am provided adequate work and storage space to prepare for and do my job.	35	12	10	2	1	60	79.7%	20.3%
14) My administrators/supervisors respect the negotiated contracts.	37	16	2	2	1	58	93.0%	7.0%
15) My planning time is respected by my school administrations/supervisors.	30	14	9	1	4	58	81.5%	18.5%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	34	8	8	4	5	59	77.8%	22.2%
17) In my school, student misbehavior interferes with learning.	22	2	27	5	3	59	42.9%	57.1%
18) Too much instructional time is spent administering assessments.	24	12	13	1	9	59	72.0%	28.0%
19) HCPSS professional development experiences are meaningful and worthwhile.	16	1	21	18	2	58	30.4%	69.6%
20) Increased workload has contributed to a decline in my morale.	20	19	15	2	3	59	69.6%	30.4%
21) I am paid fairly.	20	2	20	16	1	59	37.9%	62.1%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	20	3	25	7	3	58	41.8%	58.2%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	15	1	27	11	2	56	29.6%	70.4%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	32	14	7	1	3	57	85.2%	14.8%

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25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	34	4	10	7	3	58	69.1%	30.9%
26) In my position, I receive appropriate and adequate support and training.	36	4	9	10		59	67.8%	32.2%
27) During this current school year, I have experienced harassing behavior from colleagues.	4	1	21	31	2	59	8.8%	91.2%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	3	1	24	28	2	58	7.1%	92.9%
29) During this current school year, I have experienced harassing behavior from parents.	8	1	29	20	1	59	15.5%	84.5%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	7	4	30	4	14	59	24.4%	75.6%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	29	6	9	2	13	59	76.1%	23.9%
32) In my school/worksite, I spend too much time in meetings.	14	5	30	3	6	58	36.5%	63.5%
33) In my school, there is adequate support for special education students.	28	5	15	7	4	59	60.0%	40.0%