

**2022-2023 HCEA Job Satisfaction Survey**

**MANOR WOODS ES**

| Questions                                                                                            | Agree | Strongly agree | Disagree | Strongly disagree | Does not apply | Grand Total | % Agree | % Disagree |
|------------------------------------------------------------------------------------------------------|-------|----------------|----------|-------------------|----------------|-------------|---------|------------|
| 1) Overall, morale at my worksite is good                                                            | 34    | 1              | 18       | 8                 | 1              | 62          | 57.4%   | 42.6%      |
| 2) There is an atmosphere of open communication and trust in my school/worksite.                     | 35    | 2              | 20       | 5                 |                | 62          | 59.7%   | 40.3%      |
| 3) I personally feel successful in my work.                                                          | 41    | 11             | 9        | 1                 |                | 62          | 83.9%   | 16.1%      |
| 4) I feel involved in decision-making at my school/worksite.                                         | 25    | 1              | 26       | 6                 | 4              | 62          | 44.8%   | 55.2%      |
| 5) I want to be involved in decision-making at my school/worksite.                                   | 45    | 8              | 5        | 1                 | 3              | 62          | 89.8%   | 10.2%      |
| 6) In my school/worksite, I can speak openly about important issues without fear of repercussions.   | 39    | 3              | 16       | 4                 |                | 62          | 67.7%   | 32.3%      |
| 7) In my school/worksite, I am treated as a professional.                                            | 41    | 9              | 9        | 3                 |                | 62          | 80.6%   | 19.4%      |
| 8) There is good teamwork among staff in my school/worksite.                                         | 39    | 14             | 6        | 3                 |                | 62          | 85.5%   | 14.5%      |
| 9) Non-instructional duties are assigned on an equitable basis in my school/worksite.                | 33    | 6              | 9        | 3                 | 11             | 62          | 76.5%   | 23.5%      |
| 10) My working environment (i.e. safety, cleanliness) is conducive to success.                       | 20    |                | 26       | 16                |                | 62          | 32.3%   | 67.7%      |
| 11) My work performance is evaluated fairly.                                                         | 43    | 13             | 5        |                   | 1              | 62          | 91.8%   | 8.2%       |
| 12) I am provided adequate time during the workday to plan, prepare for and do my job.               | 25    |                | 21       | 13                | 3              | 62          | 42.4%   | 57.6%      |
| 13) I am provided adequate work and storage space to prepare for and do my job.                      | 38    | 8              | 11       | 5                 |                | 62          | 74.2%   | 25.8%      |
| 14) My administrators/supervisors respect the negotiated contracts.                                  | 42    | 15             | 4        |                   | 1              | 62          | 93.4%   | 6.6%       |
| 15) My planning time is respected by my school administrations/supervisors.                          | 36    | 7              | 7        | 2                 | 10             | 62          | 82.7%   | 17.3%      |
| 16) In my school/worksite, administrators/supervisors support me in enforcing discipline.            | 20    |                | 18       | 7                 | 16             | 61          | 44.4%   | 55.6%      |
| 17) In my school, student misbehavior interferes with learning.                                      | 29    | 11             | 7        | 4                 | 11             | 62          | 78.4%   | 21.6%      |
| 18) Too much instructional time is spent administering assessments.                                  | 20    | 7              | 16       | 2                 | 17             | 62          | 60.0%   | 40.0%      |
| 19) HCPSS professional development experiences are meaningful and worthwhile.                        | 12    |                | 35       | 15                |                | 62          | 19.4%   | 80.6%      |
| 20) Increased workload has contributed to a decline in my morale.                                    | 27    | 22             | 12       | 1                 |                | 62          | 79.0%   | 21.0%      |
| 21) I am paid fairly.                                                                                | 25    | 2              | 22       | 13                |                | 62          | 43.5%   | 56.5%      |
| 22) I have confidence in the leadership exhibited by the HCPSS Superintendent.                       | 31    | 8              | 18       | 4                 |                | 61          | 63.9%   | 36.1%      |
| 23) I have confidence in the leadership exhibited by the Howard County Board of Education.           | 29    |                | 25       | 5                 | 1              | 60          | 49.2%   | 50.8%      |
| 24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA). | 39    | 17             | 3        | 1                 | 1              | 61          | 93.3%   | 6.7%       |

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|                                                                                                             |    |    |    |    |    |    |       |       |
|-------------------------------------------------------------------------------------------------------------|----|----|----|----|----|----|-------|-------|
| 25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.      | 39 | 6  | 12 | 1  | 4  | 62 | 77.6% | 22.4% |
| 26) In my position, I receive appropriate and adequate support and training.                                | 33 | 5  | 21 | 3  |    | 62 | 61.3% | 38.7% |
| 27) During this current school year, I have experienced harassing behavior from colleagues.                 | 8  | 2  | 24 | 26 | 1  | 61 | 16.7% | 83.3% |
| 28) During this current school year, I have experienced harassing behavior from administrators/supervisors. | 1  | 1  | 28 | 32 |    | 62 | 3.2%  | 96.8% |
| 29) During this current school year, I have experienced harassing behavior from parents.                    | 7  | 1  | 33 | 20 | 1  | 62 | 13.1% | 86.9% |
| 30) At my school I spend most of my PIP time doing non-instructional duties/assignments.                    | 10 |    | 27 | 7  | 17 | 61 | 22.7% | 77.3% |
| 31) At my school our administrator includes time during PIP for teacher-initiated collaboration.            | 31 | 6  | 4  | 2  | 17 | 60 | 86.0% | 14.0% |
| 32) In my school/worksite, I spend too much time in meetings.                                               | 23 | 13 | 25 |    |    | 61 | 59.0% | 41.0% |
| 33) In my school, there is adequate support for special education students.                                 | 2  |    | 15 | 42 | 3  | 62 | 3.4%  | 96.6% |