## 2022-2023 HCEA Job Satisfaction Survey Trend Report

Manor Woods ES	14-15	15-16	16-17	17-18	18-19	19-20	21-22	22-23	22-23	22-22
									Overall-	Overall-
Overall, morale at my school/worksite is good.	91.7%	93.0%	75.6%	66.1%	27.3%	45.2%	37.5%	57.4%	<b>ES</b> 67.5%	All 64.8%
There is an atmosphere of open communication and trust in my school/worksite.	89.6%	88.4%	88.1%	67.9%		50.9%	46.4%	59.7%	70.7%	67.9%
I personally feel successful in my work.	87.5%	90.7%	90.5%	89.3%		73.5%	74.5%	83.9%	82.7%	82.9%
I feel involved in decision-making at my school/worksite.	83.3%	78.6%	81.0%	48.2%		45.2%	46.3%	44.8%	63.5%	60.2%
I want to be involved in decision-making at my school/worksite.	95.8%	90.2%	95.2%	94.6%		82.3%	85.5%	89.8%	91.8%	89.0%
In my school/worksite, I can speak openly about important issues without fear of repercussions	85.4%	90.7%	82.9%			64.1%	62.5%	67.7%	74.0%	71.9%
In my school/worksite, I am treated as a professional	91.7%	95.3%	92.9%	92.9%		75.4%	89.1%	80.6%	87.0%	85.8%
There is good teamwork among staff in my school/worksite.	87.5%	88.4%	88.1%			73.5%	94.6%	85.5%	83.8%	81.3%
Non-instructional duties are assigned on an equitable basis in my school/worksite	87.0%	80.0%	87.5%	84.9%	59.5%	69.8%	84.6%	76.5%	75.0%	74.8%
My working enviornment (i.e. safety, cleanliness) is conductive to success	85.1%	48.8%	64.3%	32.7%	43.2%	36.5%	43.6%	32.3%	78.0%	74.0%
My work performance is evaluated fairly.	93.8%	90.5%	95.2%	94.6%	81.8%	84.9%	96.4%	91.8%	90.4%	89.0%
I am provided adequate time during the workday to plan, prepare for and do my job.	33.3%	35.7%	34.1%	41.8%		33.9%	29.6%	42.4%	50.9%	50.9%
I am provided adequate work and storage space to prepare for and do my job.	78.7%	81.4%	73.8%	66.7%	77.3%	75.4%	74.1%	74.2%	82.5%	83.4%
My administrators/supervisors respect the negotiated contracts	97.9%	95.3%	100.0%	98.2%	90.9%	90.5%	94.5%	93.4%	92.8%	92.3%
My planning time is respected by my school administrators/supervisors	88.4%	94.6%	86.8%	81.6%	71.1%	67.9%	89.8%	82.7%	84.0%	83.9%
In my school, administrators/supervisors support me in enforcing discipline	86.0%	85.4%	80.0%	92.0%	53.7%	53.8%	72.3%	44.4%	71.5%	67.3%
In my school, student misbehavior interferes with learning.	19.6%	39.5%	43.6%	38.9%	47.6%	47.1%	55.6%	78.4%	74.6%	72.7%
Too much instructional time is spent administering assessments.	75.6%	87.5%	80.0%	58.8%	70.0%	58.4%	65.3%	60.0%	64.2%	60.0%
HCPSS professional development experiences are meaningful and worthwhile	54.2%	50.0%	43.9%	55.4%	48.8%	51.9%	28.3%	19.4%	49.4%	46.3%
Increased workload has contributed to a decline in my morale.	80.9%	74.4%	71.4%	69.6%	79.1%	83.0%	83.3%	79.0%	72.1%	70.3%
I am paid fairly.	40.4%	41.9%	46.3%	48.2%	36.4%	50.9%	30.9%	43.5%	35.9%	40.7%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	42.6%	11.6%	7.3%	98.2%	90.9%	75.4%	59.3%	63.9%	66.7%	62.5%
I have confidence in the leadership exhibited by the Howard County Board of Education.	47.9%	9.8%	65.0%	90.7%	88.6%	52.8%	42.6%	49.2%	50.8%	47.7%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	89.4%	92.9%	92.7%	98.1%	93.0%	90.5%	90.6%	93.3%	90.6%	89.9%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	74.5%	71.4%	72.5%	80.4%	68.2%	71.7%	69.4%	77.6%	77.6%	75.0%
In my position, I receive appropriate and adequate support and training	72.9%	71.4%	65.9%	81.8%	56.8%	57.6%	74.5%	61.3%	69.8%	69.0%
In the last 12 months, I have experienced harassing behavior from colleagues	9.1%	10.3%	9.5%	5.7%	27.9%	15.0%	10.7%	16.7%	10.2%	10.2%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	9.1%	2.6%	5.1%	1.9%	9.1%	7.6%	5.4%	3.2%	5.5%	6.3%
In the last 12 months, I have experienced harassing behavior from parents	15.6%	28.2%	20.0%	23.1%	22.7%	11.3%	17.9%	13.1%	18.5%	22.8%
At my school I spend most of my PIP time on non-instructional activities.					47.2%	28.3%	34.1%	22.7%	27.0%	33.5%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					57.6%	76.4%	87.5%	86.0%	81.0%	73.7%
In my school, I spend too much time in meetings.						54.7%	50.9%	59.0%	46.4%	41.4%
In my school, there is adequate support for special education students.						13.2%	9.4%	3.4%	22.2%	33.8%
Participants	48	43	41	56	44 out of 69	53 out of 77	56 out of 82	62 out of 80		
Principal	L.	2	J.	ord	ord	ord	ord	ord		
	im Weisner	im Weisner	im Weisner	DeBord	DeBord	DeBord	DeBord	DeBord		
	We	We	Μe	0 0	0 0	OLD	0 0	0 0		
	Jim	Jim	Jim	Carol	Carol	Carol	Carol	Carol		