

## 2023-2024 HCEA Job Satisfaction Survey

## BURLEIGH MANOR MS

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	18	37	1	6		62	88.7%	11.3%
2) There is an atmosphere of open communication and trust in my school/worksite.	16	34	2	10		62	80.6%	19.4%
3) I personally feel successful in my work.	22	34	2	4		62	90.3%	9.7%
4) I feel involved in decision-making at my school/worksite.	7	27	6	21	1	62	55.7%	44.3%
5) I want to be involved in decision-making at my school/worksite.	13	33	1	13	2	62	76.7%	23.3%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	12	33	1	14	1	61	75.0%	25.0%
7) In my school/worksite, I am treated as a professional.	21	34	1	5	1	62	90.2%	9.8%
8) There is good teamwork among staff in my school/worksite.	19	38		5		62	91.9%	8.1%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	10	34	3	8	6	61	80.0%	20.0%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	11	38	2	10		61	80.3%	19.7%
11) My work performance is evaluated fairly.	23	31	1	6	1	62	88.5%	11.5%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	7	21	15	16	2	61	47.5%	52.5%
13) I am provided adequate work and storage space to prepare for and do my job.	17	35	1	7		60	86.7%	13.3%
14) My administrators/supervisors respect the negotiated contracts.	28	32		1	1	62	98.4%	1.6%
15) My planning time is respected by my school administrations/supervisors.	26	27		2	7	62	96.4%	3.6%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	20	33	1	5	3	62	89.8%	10.2%
17) In my school, student misbehavior interferes with learning.	2	15	10	32	3	62	28.8%	71.2%
18) Too much instructional time is spent administering assessments.	11	26	1	15	8	61	69.8%	30.2%
19) HCPSS professional development experiences are meaningful and worthwhile.	1	20	16	25		62	33.9%	66.1%
20) Increased workload has contributed to a decline in my morale.	15	27		17	2	61	71.2%	28.8%
21) I am paid fairly.	2	24	10	26		62	41.9%	58.1%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	15	16	23	5	61	30.4%	69.6%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.		14	21	25	1	61	23.3%	76.7%

24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	6	47	2	5	1	61	88.3%	11.7%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	40	4	11	3	62	74.6%	25.4%
26) In my position, I receive appropriate and adequate support and training.	4	39	7	11		61	70.5%	29.5%
27) During this current school year, I have experienced harassing behavior from colleagues.		3	40	18	1	62	4.9%	95.1%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.		2	41	18	1	62	3.3%	96.7%
29) During this current school year, I have experienced harassing behavior from parents.	4	10	18	29	1	62	23.0%	77.0%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	2	4	6	38	12	62	12.0%	88.0%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	8	34	2	4	13	61	87.5%	12.5%
32) In my school/worksite, I spend too much time in meetings.	1	11	5	41	3	61	20.7%	79.3%
33) In my school, there is adequate support for special education students.	5	29	8	14	2	58	60.7%	39.3%