

2023-2024 HCEA Job Satisfaction Survey

MANOR WOODS ES

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	6	46	1	12	2	67	80.0%	20.0%
2) There is an atmosphere of open communication and trust in my school/worksite.	9	47		10	1	67	84.8%	15.2%
3) I personally feel successful in my work.	15	41	1	10		67	83.6%	16.4%
4) I feel involved in decision-making at my school/worksite.	9	32	1	20	5	67	66.1%	33.9%
5) I want to be involved in decision-making at my school/worksite.	11	41	2	8	5	67	83.9%	16.1%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	10	45	3	8	1	67	83.3%	16.7%
7) In my school/worksite, I am treated as a professional.	18	44	1	4		67	92.5%	7.5%
8) There is good teamwork among staff in my school/worksite.	19	40	2	5	1	67	89.4%	10.6%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	8	39	1	6	13	67	87.0%	13.0%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	5	26	11	25		67	46.3%	53.7%
11) My work performance is evaluated fairly.	19	40	1	4	3	67	92.2%	7.8%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	3	28	17	16	2	66	48.4%	51.6%
13) I am provided adequate work and storage space to prepare for and do my job.	12	34	5	15		66	69.7%	30.3%
14) My administrators/supervisors respect the negotiated contracts.	33	29	1	1	1	65	96.9%	3.1%
15) My planning time is respected by my school administrations/supervisors.	22	30	3		11	66	94.5%	5.5%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	4	31	1	13	18	67	71.4%	28.6%
17) In my school, student misbehavior interferes with learning.	19	30	2	8	8	67	83.1%	16.9%
18) Too much instructional time is spent administering assessments.	11	24		14	18	67	71.4%	28.6%
19) HCPSS professional development experiences are meaningful and worthwhile.		19	16	31	1	67	28.8%	71.2%
20) Increased workload has contributed to a decline in my morale.	24	25	2	13	2	66	76.6%	23.4%
21) I am paid fairly.	5	17	20	25		67	32.8%	67.2%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	17	11	28	7	64	31.6%	68.4%

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23) I have confidence in the leadership exhibited by the Howard County Board of Education.		12	20	29	2	63	19.7%	80.3%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	17	41	2	5		65	89.2%	10.8%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	37	5	14	6	66	68.3%	31.7%
26) In my position, I receive appropriate and adequate support and training.	3	40	7	16		66	65.2%	34.8%
27) During this current school year, I have experienced harassing behavior from colleagues.	1	3	31	29	2	66	6.3%	93.8%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	1	41	23	1	67	3.0%	97.0%
29) During this current school year, I have experienced harassing behavior from parents.	1	5	23	35	1	65	9.4%	90.6%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	4	9	4	33	17	67	26.0%	74.0%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	4	40	2	3	17	66	89.8%	10.2%
32) In my school/worksite, I spend too much time in meetings.	12	20	3	26	2	63	52.5%	47.5%
33) In my school, there is adequate support for special education students.		2	46	15	4	67	3.2%	96.8%