

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	29	15	9			53	83.0%	17.0%
2) There is an atmosphere of open communication and trust in my school/worksite.	25	25	3			53	94.3%	5.7%
3) I personally feel successful in my work.	24	24	5			53	90.6%	9.4%
4) I feel involved in decision-making at my school/worksite.	26	16	6		4	52	87.5%	12.5%
5) I want to be involved in decision-making at my school/worksite.	31	11	4	3	4	53	85.7%	14.3%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	27	23	2			52	96.2%	3.8%
7) In my school/worksite, I am treated as a professional.	17	35	1			53	98.1%	1.9%
8) There is good teamwork among staff in my school/worksite.	22	30		1		53	98.1%	1.9%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	24	18	5		5	52	89.4%	10.6%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	14	6	19	13	1	53	38.5%	61.5%
11) My work performance is evaluated fairly.	17	33	1		2	53	98.0%	2.0%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	20	10	15	6	1	52	58.8%	41.2%
13) I am provided adequate work and storage space to prepare for and do my job.	26	17	6	3	1	53	82.7%	17.3%
14) My administrators/supervisors respect the negotiated contracts.	16	35	1		1	53	98.1%	1.9%
15) My planning time is respected by my school administrations/supervisors.	16	30	2		5	53	95.8%	4.2%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	25	12	8		8	53	82.2%	17.8%
17) In my school, student misbehavior interferes with learning.	16	23	5	1	8	53	86.7%	13.3%

2025-2026 HCEA Job Satisfaction Survey

Manor Woods ES

18) Too much instructional time is spent administering assessments.	24	11	8		10	53	81.4%	18.6%
19) HCPSS professional development experiences are meaningful and worthwhile.	10	1	26	14	2	53	21.6%	78.4%
20) Increased workload has contributed to a decline in my morale.	20	21	9	1	2	53	80.4%	19.6%
21) I am paid fairly.	17	4	15	16		52	40.4%	59.6%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	31	3	15	2	1	52	66.7%	33.3%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	12	2	19	15	3	51	29.2%	70.8%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	32	13	3	2	2	52	90.0%	10.0%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	31	9	7	3	2	52	80.0%	20.0%
26) In my position, I receive appropriate and adequate support and training.	28	9	11	3		51	72.5%	27.5%
27) During this current school year, I have experienced harassing behavior from colleagues.	2	1	12	35	2	52	6.0%	94.0%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.			11	39	1	51	0.0%	100.0%
29) During this current school year, I have experienced harassing behavior from parents.	9		17	24	1	51	18.0%	82.0%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	13	2	15	8	13	51	39.5%	60.5%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	25	14		1	11	51	97.5%	2.5%
32) In my school/worksite, I spend too much time in meetings.	13	4	28	4	3	52	34.7%	65.3%
33) In my school, there is adequate support for special education students.	4	1	8	38	1	52	9.8%	90.2%