

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	37	14	3			54	94.4%	5.6%
2) There is an atmosphere of open communication and trust in my school/worksite.	30	12	10	1		53	79.2%	20.8%
3) I personally feel successful in my work.	33	18	3			54	94.4%	5.6%
4) I feel involved in decision-making at my school/worksite.	27	7	13	5	2	54	65.4%	34.6%
5) I want to be involved in decision-making at my school/worksite.	34	9	7		4	54	86.0%	14.0%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	26	15	10	1	2	54	78.8%	21.2%
7) In my school/worksite, I am treated as a professional.	30	20	3	1		54	92.6%	7.4%
8) There is good teamwork among staff in my school/worksite.	35	16	2	1		54	94.4%	5.6%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	24	12	12	3	3	54	70.6%	29.4%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	33	10	10	1		54	79.6%	20.4%
11) My work performance is evaluated fairly.	26	26	1		1	54	98.1%	1.9%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	17	11	14	11	1	54	52.8%	47.2%
13) I am provided adequate work and storage space to prepare for and do my job.	29	18	4	3		54	87.0%	13.0%
14) My administrators/supervisors respect the negotiated contracts.	20	31		2		53	96.2%	3.8%
15) My planning time is respected by my school administrations/supervisors.	19	25	1	3	6	54	91.7%	8.3%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	33	12	3	1	5	54	91.8%	8.2%
17) In my school, student misbehavior interferes with learning.	7		32	11	4	54	14.0%	86.0%

2024-2025 HCEA Job Satisfaction Survey

BURLEIGH MANOR MS

18) Too much instructional time is spent administering assessments.	19	10	16	1	8	54	63.0%	37.0%
19) HCPSS professional development experiences are meaningful and worthwhile.	17	3	18	13	2	53	39.2%	60.8%
20) Increased workload has contributed to a decline in my morale.	26	8	14	3	3	54	66.7%	33.3%
21) I am paid fairly.	14	2	30	8		54	29.6%	70.4%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	39	4	3	1	4	51	91.5%	8.5%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	22		20	10	1	53	42.3%	57.7%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	39	8	3	1	1	52	92.2%	7.8%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	37	2	11		2	52	78.0%	22.0%
26) In my position, I receive appropriate and adequate support and training.	36	4	9	4		53	75.5%	24.5%
27) During this current school year, I have experienced harassing behavior from colleagues.	2		15	36	1	54	3.8%	96.2%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1		16	36	1	54	1.9%	98.1%
29) During this current school year, I have experienced harassing behavior from parents.	5		27	19	3	54	9.8%	90.2%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	6	1	24	9	13	53	17.5%	82.5%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	26	13	3		11	53	92.9%	7.1%
32) In my school/worksite, I spend too much time in meetings.	7		36	8	2	53	13.7%	86.3%
33) In my school, there is adequate support for special education students.	23	4	21	2	3	53	54.0%	46.0%