

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	31	5	17	5	1	59	62.1%	37.9%
2) There is an atmosphere of open communication and trust in my school/worksite.	42	14	2	1	1	60	94.9%	5.1%
3) I personally feel successful in my work.	36	13	9	1	1	60	83.1%	16.9%
4) I feel involved in decision-making at my school/worksite.	34	10	10	1	5	60	80.0%	20.0%
5) I want to be involved in decision-making at my school/worksite.	40	10	7		3	60	87.7%	12.3%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	36	18	5		1	60	91.5%	8.5%
7) In my school/worksite, I am treated as a professional.	28	25	4	1	1	59	91.4%	8.6%
8) There is good teamwork among staff in my school/worksite.	24	25	9	1	1	60	83.1%	16.9%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	32	9	6	1	10	58	85.4%	14.6%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	19	3	28	9	1	60	37.3%	62.7%
11) My work performance is evaluated fairly.	31	25	1	1	1	59	96.6%	3.4%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	21	6	21	9	3	60	47.4%	52.6%
13) I am provided adequate work and storage space to prepare for and do my job.	29	14	13	3	1	60	72.9%	27.1%
14) My administrators/supervisors respect the negotiated contracts.	18	40		1	1	60	98.3%	1.7%
15) My planning time is respected by my school administrations/supervisors.	19	33		1	7	60	98.1%	1.9%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	23	14	11	3	9	60	72.5%	27.5%
17) In my school, student misbehavior interferes with learning.	24	23	3	3	6	59	88.7%	11.3%

2024-2025 HCEA Job Satisfaction Survey

MANOR WOODS ES

18) Too much instructional time is spent administering assessments.	21	4	20		15	60	55.6%	44.4%
19) HCPSS professional development experiences are meaningful and worthwhile.	13	3	22	20	1	59	27.6%	72.4%
20) Increased workload has contributed to a decline in my morale.	22	22	11	3	2	60	75.9%	24.1%
21) I am paid fairly.	15	3	23	18	1	60	30.5%	69.5%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	35	6	11	2	3	57	75.9%	24.1%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	19	1	25	13	1	59	34.5%	65.5%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	40	12	4	1	2	59	91.2%	8.8%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	34	6	13	1	5	59	74.1%	25.9%
26) In my position, I receive appropriate and adequate support and training.	29	5	16	9	1	60	57.6%	42.4%
27) During this current school year, I have experienced harassing behavior from colleagues.	4		20	35	1	60	6.8%	93.2%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	1	15	43		60	3.3%	96.7%
29) During this current school year, I have experienced harassing behavior from parents.	9	6	23	20	1	59	25.9%	74.1%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	7		26	10	15	58	16.3%	83.7%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	30	8	2	1	18	59	92.7%	7.3%
32) In my school/worksite, I spend too much time in meetings.	14	3	35	4	4	60	30.4%	69.6%
33) In my school, there is adequate support for special education students.	2	1	8	48	1	60	5.1%	94.9%