

2021-2022 HCEA Job Satisfaction Survey

OAKLAND MILLS HS

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	7	48	14	24		93	59.1%	40.9%
2. There is an atmosphere of open communication and trust in my school/worksite.	20	57	3	13		93	82.8%	17.2%
3. I personally feel successful in my work.	15	57	3	17		92	78.3%	21.7%
4. I feel involved in decision-making at my school/worksite.	12	40	8	26	7	93	60.5%	39.5%
5. I want to be involved in decision-making at my school/worksite.	16	58		12	6	92	86.0%	14.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	27	51	6	8	1	93	84.8%	15.2%
7. In my school/worksite, I am treated as a professional.	32	50	1	10		93	88.2%	11.8%
8. There is good teamwork among staff in my school/worksite.	30	51	1	10	1	93	88.0%	12.0%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	11	52	5	14	11	93	76.8%	23.2%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	16	43	7	27		93	63.4%	36.6%
11. My work performance is evaluated fairly.	31	49	2	8	2	92	88.9%	11.1%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	9	26	21	31	6	93	40.2%	59.8%
13. I am provided adequate work and storage space to prepare for and do my job.	20	58	1	14		93	83.9%	16.1%
14. My administrators/supervisors respect the negotiated contracts.	29	52	1	10		92	88.0%	12.0%
15. My planning time is respected by my school administrations/supervisors.	17	42	3	15	16	93	76.6%	23.4%
16. In my school, administrators/supervisors support me in enforcing discipline.	13	52	5	10	12	92	81.3%	18.8%
17. In my school, student misbehavior interferes with learning.	8	38	2	34	10	92	56.1%	43.9%
18. Too much instructional time is spent administering assessments.	20	29	3	23	17	92	65.3%	34.7%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	40	15	32	3	93	47.8%	52.2%
20. Increased workload has contributed to a decline in my morale.	34	32	6	12	8	92	78.6%	21.4%
21. I am paid fairly.	2	33	20	37		92	38.0%	62.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	5	28	23	33	2	91	37.1%	62.9%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	23	32	32	3	92	28.1%	71.9%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	22	61	4	5		92	90.2%	9.8%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	13	51	4	15	9	92	77.1%	22.9%
26. In my position, I receive appropriate and adequate support and training.	12	62	5	14		93	79.6%	20.4%
27. During this current school year, I have experienced harassing behavior from colleagues.	2	4	51	33	2	92	6.7%	93.3%

28. During this current school year, I have experienced harassing behavior from administrators/supervisors.		1	55	36	1	93	1.1%	98.9%
29. During this current school year, I have experienced harassing behavior from parents.	5	16	35	35	2	93	23.1%	76.9%
30. At my school I spend most of my PIP time on non-instructional activities.	17	29		22	24	92	67.6%	32.4%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	30	15	19	25	91	48.5%	51.5%
32. In my school, I spend too much time in meetings.	7	15	7	59	5	93	25.0%	75.0%
33. In my school, there is adequate support for special education students.	5	34	8	34	11	92	48.1%	51.9%