

**2021-2022 HCEA Job Satisfaction Survey Trend Report**

Oakland Mills HS	14-15	15-16	16-17	17-18	18-19	19-20	21-22	21-22 Overall- HS	21-22 Overall-All
Overall, morale at my school/worksite is good.	38.4%	31.1%	11.4%	9.2%	94.2%	88.2%	59.1%	41.3%	48.1%
There is an atmosphere of open communication and trust in my school/worksite.	39.7%	36.1%	12.9%	15.6%	91.3%	89.4%	82.8%	60.1%	65.0%
I personally feel successful in my work.	71.2%	78.7%	71.0%	81.6%	91.2%	90.5%	78.3%	75.2%	75.2%
I feel involved in decision-making at my school/worksite.	38.9%	39.3%	28.4%	27.0%	75.4%	59.0%	60.5%	45.5%	54.5%
I want to be involved in decision-making at my school/worksite.	87.3%	86.9%	84.6%	77.3%	80.3%	79.5%	86.0%	84.7%	88.7%
In my school/worksite, I can speak openly about important issues without fear of repercussions	43.7%	55.9%	16.4%	19.7%	85.3%	79.7%	84.8%	67.4%	69.9%
In my school/worksite, I am treated as a professional	68.5%	68.9%	43.3%	54.5%	92.8%	92.8%	88.2%	80.6%	85.0%
There is good teamwork among staff in my school/worksite.	69.4%	66.7%	76.8%	57.1%	92.5%	88.2%	88.0%	78.3%	83.4%
Non-instructional duties are assigned on an equitable basis in my school/worksite	62.5%	79.2%	72.1%	78.3%	93.4%	69.4%	76.8%	76.0%	72.3%
My working environment (i.e. safety, cleanliness) is conducive to success	72.2%	70.0%	66.7%	39.0%	79.7%	80.0%	63.4%	60.8%	65.1%
My work performance is evaluated fairly.	49.3%	53.3%	61.8%	77.6%	91.2%	88.1%	88.9%	86.8%	89.2%
I am provided adequate time during the workday to plan, prepare for and do my job.	40.8%	39.0%	35.8%	45.9%	54.0%	56.4%	40.2%	40.2%	44.2%
I am provided adequate work and storage space to prepare for and do my job.	79.2%	82.0%	83.8%	87.8%	91.2%	83.5%	83.9%	82.8%	83.2%
My administrators/supervisors respect the negotiated contracts	82.9%	86.9%	76.1%	73.0%	98.5%	91.6%	88.0%	91.3%	91.9%
My planning time is respected by my school administrators/supervisors	73.2%	81.3%	36.1%	62.3%	96.2%	69.0%	76.6%	82.8%	83.6%
In my school, administrators/supervisors support me in enforcing discipline	66.7%	58.5%	20.0%	17.1%	71.2%	47.6%	81.3%	61.6%	72.0%
In my school, student misbehavior interferes with learning.	95.5%	94.7%	92.3%	91.9%	86.2%	83.1%	56.1%	60.7%	63.5%
Too much instructional time is spent administering assessments.	84.4%	86.5%	68.3%	73.5%	86.0%	65.4%	65.3%	70.0%	66.7%
HCPSS professional development experiences are meaningful and worthwhile	33.8%	29.8%	35.4%	43.2%	48.5%	50.0%	47.8%	30.2%	39.6%
Increased workload has contributed to a decline in my morale.	75.4%	78.0%	73.8%	66.2%	54.5%	50.5%	78.6%	81.6%	79.4%
I am paid fairly.	46.6%	31.1%	50.7%	41.6%	52.2%	54.1%	38.0%	32.5%	33.7%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	23.2%	10.2%	7.6%	88.2%	89.7%	77.6%	37.1%	34.5%	43.7%
I have confidence in the leadership exhibited by the Howard County Board of Education.	20.3%	8.6%	69.7%	81.3%	91.3%	56.4%	28.1%	20.3%	27.9%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	85.5%	86.7%	100.0%	96.0%	97.1%	91.7%	90.2%	82.4%	86.2%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	51.5%	55.0%	63.6%	68.9%	82.1%	71.0%	77.1%	64.9%	70.9%
In my position, I receive appropriate and adequate support and training	64.4%	62.3%	69.7%	70.1%	80.9%	80.9%	79.6%	67.1%	70.0%
In the last 12 months, I have experienced harassing behavior from colleagues	19.4%	13.8%	6.2%	10.7%	10.4%	8.2%	6.7%	7.5%	8.6%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	13.2%	12.3%	9.4%	12.2%	6.3%	2.3%	1.1%	7.3%	6.1%
In the last 12 months, I have experienced harassing behavior from parents	32.4%	17.5%	20.9%	17.6%	25.0%	16.4%	23.1%	29.8%	23.7%
At my school I spend most of my PIP time on non-instructional activities.					50.0%	45.8%	67.6%	38.3%	37.9%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					58.3%	40.9%	48.5%	61.6%	74.6%
In my school, I spend too much time in meetings.						17.6%	25.0%	29.3%	34.9%
In my school, there is adequate support for special education students.						55.9%	48.1%	46.6%	33.8%
Participants	73	61	70	77	69 out of 149	85 out of 153	93 out of 150		
Principal	Karim Shortridge	Karim Shortridge	Katherine Orlando	Katherine Orlando/ Elaine Reid	Jeffrey Fink	Jeffrey Fink	Jeffrey Fink		