

2022-2023 HCEA Job Satisfaction Survey

OAKLAND MILLS HS

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	56	7	45	9		117	53.8%	46.2%
2) There is an atmosphere of open communication and trust in my school/worksite.	70	13	29	5		117	70.9%	29.1%
3) I personally feel successful in my work.	70	30	13	5		118	84.7%	15.3%
4) I feel involved in decision-making at my school/worksite.	52	10	44	5	6	117	55.9%	44.1%
5) I want to be involved in decision-making at my school/worksite.	69	21	18	3	7	118	81.1%	18.9%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	59	29	27	3		118	74.6%	25.4%
7) In my school/worksite, I am treated as a professional.	60	38	17	2	1	118	83.8%	16.2%
8) There is good teamwork among staff in my school/worksite.	71	25	17	4		117	82.1%	17.9%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	73	7	20	8	10	118	74.1%	25.9%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	50	14	34	19	1	118	54.7%	45.3%
11) My work performance is evaluated fairly.	76	22	15	4		117	83.8%	16.2%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	46	11	34	21	6	118	50.9%	49.1%
13) I am provided adequate work and storage space to prepare for and do my job.	71	17	20	8	2	118	75.9%	24.1%
14) My administrators/supervisors respect the negotiated contracts.	77	28	9		2	116	92.1%	7.9%
15) My planning time is respected by my school administrations/supervisors.	62	16	12	5	23	118	82.1%	17.9%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	38	10	38	19	13	118	45.7%	54.3%
17) In my school, student misbehavior interferes with learning.	55	41	15	4	3	118	83.5%	16.5%
18) Too much instructional time is spent administering assessments.	37	10	49	2	20	118	48.0%	52.0%
19) HCPSS professional development experiences are meaningful and worthwhile.	49	1	45	16	6	117	45.0%	55.0%
20) Increased workload has contributed to a decline in my morale.	42	35	32	2	6	117	69.4%	30.6%
21) I am paid fairly.	56	5	33	23		117	52.1%	47.9%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	56	6	37	14	4	117	54.9%	45.1%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	46	5	44	17	2	114	45.5%	54.5%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	73	31	6	4	2	116	91.2%	8.8%

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25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	73	16	18	4	7	118	80.2%	19.8%
26) In my position, I receive appropriate and adequate support and training.	79	11	17	10		117	76.9%	23.1%
27) During this current school year, I have experienced harassing behavior from colleagues.	10	1	47	56	3	117	9.6%	90.4%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	7	1	54	52	3	117	7.0%	93.0%
29) During this current school year, I have experienced harassing behavior from parents.	23	9	45	34	5	116	28.8%	71.2%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	43	12	31	3	28	117	61.8%	38.2%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	46	2	34	9	25	116	52.7%	47.3%
32) In my school/worksite, I spend too much time in meetings.	36	7	60	4	11	118	40.2%	59.8%
33) In my school, there is adequate support for special education students.	41	9	48	15	4	117	44.2%	55.8%