

**2022-2023 HCEA Job Satisfaction Survey**

**OAKLAND MILLS MS**

<b>Questions</b>	<b>Agree</b>	<b>Strongly agree</b>	<b>Disagree</b>	<b>Strongly disagree</b>	<b>Does not apply</b>	<b>Grand Total</b>	<b>% Agree</b>	<b>% Disagree</b>
1) Overall, morale at my worksite is good	28	3	12	2		45	68.9%	31.1%
2) There is an atmosphere of open communication and trust in my school/worksite.	31	9	4	1		45	88.9%	11.1%
3) I personally feel successful in my work.	29	8	5	3		45	82.2%	17.8%
4) I feel involved in decision-making at my school/worksite.	24	4	12	1	4	45	68.3%	31.7%
5) I want to be involved in decision-making at my school/worksite.	23	12	6	1	3	45	83.3%	16.7%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	23	15	4	2		44	86.4%	13.6%
7) In my school/worksite, I am treated as a professional.	28	15		1	1	45	97.7%	2.3%
8) There is good teamwork among staff in my school/worksite.	31	12	1	1		45	95.6%	4.4%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	26	11	3		5	45	92.5%	7.5%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	28	11	5	1		45	86.7%	13.3%
11) My work performance is evaluated fairly.	27	14	2			43	95.3%	4.7%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	21	9	8	6	1	45	68.2%	31.8%
13) I am provided adequate work and storage space to prepare for and do my job.	26	10	7	2		45	80.0%	20.0%
14) My administrators/supervisors respect the negotiated contracts.	25	17	1	1	1	45	95.5%	4.5%
15) My planning time is respected by my school administrations/supervisors.	22	13	2		6	43	94.6%	5.4%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	25	13	3	2	2	45	88.4%	11.6%
17) In my school, student misbehavior interferes with learning.	22	17	5	1		45	86.7%	13.3%
18) Too much instructional time is spent administering assessments.	16	7	9	1	11	44	69.7%	30.3%
19) HCPSS professional development experiences are meaningful and worthwhile.	26	2	15	2		45	62.2%	37.8%
20) Increased workload has contributed to a decline in my morale.	14	11	13	3	3	44	61.0%	39.0%
21) I am paid fairly.	12	4	17	10	1	44	37.2%	62.8%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	26	4	8	1	2	41	76.9%	23.1%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	21	3	10	4	4	42	63.2%	36.8%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	24	17	3		1	45	93.2%	6.8%

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25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	32	5	4	2	1	44	86.0%	14.0%
26) In my position, I receive appropriate and adequate support and training.	24	10	5	3	1	43	81.0%	19.0%
27) During this current school year, I have experienced harassing behavior from colleagues.	1	1	7	35	1	45	4.5%	95.5%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.		1	7	36	1	45	2.3%	97.7%
29) During this current school year, I have experienced harassing behavior from parents.	6	1	14	24		45	15.6%	84.4%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	6	1	23	5	10	45	20.0%	80.0%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	28	6	2	1	8	45	91.9%	8.1%
32) In my school/worksite, I spend too much time in meetings.	7		27	5	6	45	17.9%	82.1%
33) In my school, there is adequate support for special education students.	15	4	21	3	2	45	44.2%	55.8%