

**2023-2024 HCEA Job Satisfaction Survey**

**OAKLAND MILLS HS**

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	10	61	9	31		111	64.0%	36.0%
2) There is an atmosphere of open communication and trust in my school/worksite.	14	73	8	15	1	111	79.1%	20.9%
3) I personally feel successful in my work.	33	62	2	13		110	86.4%	13.6%
4) I feel involved in decision-making at my school/worksite.	14	48	13	31	3	109	58.5%	41.5%
5) I want to be involved in decision-making at my school/worksite.	25	59	2	21	4	111	78.5%	21.5%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	26	56	7	20	1	110	75.2%	24.8%
7) In my school/worksite, I am treated as a professional.	28	64	5	13	1	111	83.6%	16.4%
8) There is good teamwork among staff in my school/worksite.	27	62	7	9	2	107	84.8%	15.2%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	13	60	10	13	15	111	76.0%	24.0%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	11	33	25	41		110	40.0%	60.0%
11) My work performance is evaluated fairly.	21	71	7	10	1	110	84.4%	15.6%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	13	34	21	37	6	111	44.8%	55.2%
13) I am provided adequate work and storage space to prepare for and do my job.	17	60	11	21	2	111	70.6%	29.4%
14) My administrators/supervisors respect the negotiated contracts.	30	69	1	5	5	110	94.3%	5.7%
15) My planning time is respected by my school administrations/supervisors.	19	52	5	12	23	111	80.7%	19.3%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	9	48	14	29	11	111	57.0%	43.0%
17) In my school, student misbehavior interferes with learning.	39	54	3	11	4	111	86.9%	13.1%
18) Too much instructional time is spent administering assessments.	15	34	4	36	20	109	55.1%	44.9%
19) HCPSS professional development experiences are meaningful and worthwhile.	5	38	25	40	3	111	39.8%	60.2%
20) Increased workload has contributed to a decline in my morale.	33	43	3	22	10	111	75.2%	24.8%
21) I am paid fairly.	9	46	26	29		110	50.0%	50.0%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	19	22	43	21	108	25.3%	74.7%

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23) I have confidence in the leadership exhibited by the Howard County Board of Education.	1	19	31	52	5	108	19.4%	80.6%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	24	69	3	11	4	111	86.9%	13.1%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	16	55	6	26	7	110	68.9%	31.1%
26) In my position, I receive appropriate and adequate support and training.	15	63	7	25	1	111	70.9%	29.1%
27) During this current school year, I have experienced harassing behavior from colleagues.	7	7	55	41	1	111	12.7%	87.3%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	2	2	58	47	2	111	3.7%	96.3%
29) During this current school year, I have experienced harassing behavior from parents.	6	16	34	50	5	111	20.8%	79.2%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	20	34	2	23	30	109	68.4%	31.6%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	3	26	14	34	29	106	37.7%	62.3%
32) In my school/worksite, I spend too much time in meetings.	16	37	3	43	12	111	53.5%	46.5%
33) In my school, there is adequate support for special education students.	7	44	16	36	8	111	49.5%	50.5%