

**2023-2024 HCEA Job Satisfaction Survey**

**OAKLAND MILLS MS**

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	8	23	4	13	1	49	64.6%	35.4%
2) There is an atmosphere of open communication and trust in my school/worksite.	8	23	6	11	1	49	64.6%	35.4%
3) I personally feel successful in my work.	9	31	1	8		49	81.6%	18.4%
4) I feel involved in decision-making at my school/worksite.	7	19	5	15	3	49	56.5%	43.5%
5) I want to be involved in decision-making at my school/worksite.	9	33	1	2	4	49	93.3%	6.7%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	8	25	4	12		49	67.3%	32.7%
7) In my school/worksite, I am treated as a professional.	14	27	1	7		49	83.7%	16.3%
8) There is good teamwork among staff in my school/worksite.	12	24	1	9	2	48	78.3%	21.7%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	3	30	2	6	8	49	80.5%	19.5%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	6	30	2	9	1	48	76.6%	23.4%
11) My work performance is evaluated fairly.	8	29	1	8	1	47	80.4%	19.6%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	5	24	7	12	1	49	60.4%	39.6%
13) I am provided adequate work and storage space to prepare for and do my job.	10	21		15	1	47	67.4%	32.6%
14) My administrators/supervisors respect the negotiated contracts.	20	23	1	4		48	89.6%	10.4%
15) My planning time is respected by my school administrations/supervisors.	14	19	1	7	8	49	80.5%	19.5%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	8	28	2	5	6	49	83.7%	16.3%
17) In my school, student misbehavior interferes with learning.	13	18		16	2	49	66.0%	34.0%
18) Too much instructional time is spent administering assessments.	11	16	2	11	8	48	67.5%	32.5%
19) HCPSS professional development experiences are meaningful and worthwhile.	2	30	4	11	1	48	68.1%	31.9%
20) Increased workload has contributed to a decline in my morale.	11	18	1	15	3	48	64.4%	35.6%
21) I am paid fairly.	3	12	10	24		49	30.6%	69.4%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	12	6	17	10	48	39.5%	60.5%

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23) I have confidence in the leadership exhibited by the Howard County Board of Education.		25	9	13	1	48	53.2%	46.8%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	11	33	1	1	2	48	95.7%	4.3%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	27	4	10	3	49	69.6%	30.4%
26) In my position, I receive appropriate and adequate support and training.	8	27	3	11		49	71.4%	28.6%
27) During this current school year, I have experienced harassing behavior from colleagues.	2	4	22	20	1	49	12.5%	87.5%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	4	21	23		49	10.2%	89.8%
29) During this current school year, I have experienced harassing behavior from parents.	2	5	18	24		49	14.3%	85.7%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.		9	3	23	13	48	25.7%	74.3%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	24	4	3	15	48	78.8%	21.2%
32) In my school/worksite, I spend too much time in meetings.	4	14	1	25	5	49	40.9%	59.1%
33) In my school, there is adequate support for special education students.	2	17	7	21	2	49	40.4%	59.6%