

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	50	12	22	2		86	72.1%	27.9%
2) There is an atmosphere of open communication and trust in my school/worksite.	55	13	17	1		86	79.1%	20.9%
3) I personally feel successful in my work.	41	34	8	3		86	87.2%	12.8%
4) I feel involved in decision-making at my school/worksite.	40	14	23	6	3	86	65.1%	34.9%
5) I want to be involved in decision-making at my school/worksite.	52	20	10	2	2	86	85.7%	14.3%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	50	22	8	6		86	83.7%	16.3%
7) In my school/worksite, I am treated as a professional.	50	25	9	2		86	87.2%	12.8%
8) There is good teamwork among staff in my school/worksite.	44	24	14	2	2	86	81.0%	19.0%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	44	14	15	1	12	86	78.4%	21.6%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	24	9	21	32		86	38.4%	61.6%
11) My work performance is evaluated fairly.	44	28	10	1	2	85	86.7%	13.3%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	23	12	35	12	4	86	42.7%	57.3%
13) I am provided adequate work and storage space to prepare for and do my job.	42	17	15	11	1	86	69.4%	30.6%
14) My administrators/supervisors respect the negotiated contracts.	46	27	5	3	4	85	90.1%	9.9%
15) My planning time is respected by my school administrations/supervisors.	40	18	10	1	17	86	84.1%	15.9%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	30	23	17	8	8	86	67.9%	32.1%
17) In my school, student misbehavior interferes with learning.	31	27	18	4	6	86	72.5%	27.5%

2025-2026 HCEA Job Satisfaction Survey

Oakland Mills HS

18) Too much instructional time is spent administering assessments.	25	20	24	4	13	86	61.6%	38.4%
19) HCPSS professional development experiences are meaningful and worthwhile.	18	4	35	28	1	86	25.9%	74.1%
20) Increased workload has contributed to a decline in my morale.	34	23	19	3	7	86	72.2%	27.8%
21) I am paid fairly.	38	10	20	18		86	55.8%	44.2%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	55	6	18	7		86	70.9%	29.1%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	19	1	33	33		86	23.3%	76.7%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	48	20	11	5	2	86	81.0%	19.0%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	51	13	15	3	4	86	78.0%	22.0%
26) In my position, I receive appropriate and adequate support and training.	49	14	17	6		86	73.3%	26.7%
27) During this current school year, I have experienced harassing behavior from colleagues.	4	1	25	55	1	86	5.9%	94.1%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	5	1	24	55	1	86	7.1%	92.9%
29) During this current school year, I have experienced harassing behavior from parents.	9	7	22	43	5	86	19.8%	80.2%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	20	17	14	5	29	85	66.1%	33.9%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	22	3	21	16	24	86	40.3%	59.7%
32) In my school/worksite, I spend too much time in meetings.	19	22	31	6	8	86	52.6%	47.4%
33) In my school, there is adequate support for special education students.	31	7	26	15	7	86	48.1%	51.9%