

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	18	9	5	1		33	81.8%	18.2%
2) There is an atmosphere of open communication and trust in my school/worksite.	16	8	7	2		33	72.7%	27.3%
3) I personally feel successful in my work.	17	10	6			33	81.8%	18.2%
4) I feel involved in decision-making at my school/worksite.	16	2	9	2	4	33	62.1%	37.9%
5) I want to be involved in decision-making at my school/worksite.	17	8	3	1	4	33	86.2%	13.8%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	15	7	9	1	1	33	68.8%	31.3%
7) In my school/worksite, I am treated as a professional.	18	10	2	1	2	33	90.3%	9.7%
8) There is good teamwork among staff in my school/worksite.	15	12	4		2	33	87.1%	12.9%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	17	9	5		2	33	83.9%	16.1%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	19	7	5	2		33	78.8%	21.2%
11) My work performance is evaluated fairly.	13	14	1	1	4	33	93.1%	6.9%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	16	9	6	2		33	75.8%	24.2%
13) I am provided adequate work and storage space to prepare for and do my job.	15	7	8	2	1	33	68.8%	31.3%
14) My administrators/supervisors respect the negotiated contracts.	18	13		1	1	33	96.9%	3.1%
15) My planning time is respected by my school administrations/supervisors.	20	8	1	1	3	33	93.3%	6.7%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	19	4	4	2	4	33	79.3%	20.7%
17) In my school, student misbehavior interferes with learning.	9	8	9	3	4	33	58.6%	41.4%

2025-2026 HCEA Job Satisfaction Survey

Oakland Mills MS

18) Too much instructional time is spent administering assessments.	7	12	7		7	33	73.1%	26.9%
19) HCPSS professional development experiences are meaningful and worthwhile.	14	6	9	2	1	32	64.5%	35.5%
20) Increased workload has contributed to a decline in my morale.	11	7	9	3	2	32	60.0%	40.0%
21) I am paid fairly.	11	1	14	7		33	36.4%	63.6%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	19	5	7			31	77.4%	22.6%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	14		11	5	1	31	46.7%	53.3%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	17	11	2	1	1	32	90.3%	9.7%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	16	7	3	3	2	31	79.3%	20.7%
26) In my position, I receive appropriate and adequate support and training.	15	10	2	3	1	31	83.3%	16.7%
27) During this current school year, I have experienced harassing behavior from colleagues.	3	1	12	16		32	12.5%	87.5%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1		15	15	1	32	3.2%	96.8%
29) During this current school year, I have experienced harassing behavior from parents.	1	2	12	15		30	10.0%	90.0%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	5	4	14	4	3	30	33.3%	66.7%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	15	10	2	1	2	30	89.3%	10.7%
32) In my school/worksite, I spend too much time in meetings.	11		13	4	2	30	39.3%	60.7%
33) In my school, there is adequate support for special education students.	11	5	8	5	1	30	55.2%	44.8%