

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	47	5	30	11		93	55.9%	44.1%
2) There is an atmosphere of open communication and trust in my school/worksite.	55	9	18	10		92	69.6%	30.4%
3) I personally feel successful in my work.	59	21	9	4		93	86.0%	14.0%
4) I feel involved in decision-making at my school/worksite.	43	7	31	11	1	93	54.3%	45.7%
5) I want to be involved in decision-making at my school/worksite.	60	15	12	1	4	92	85.2%	14.8%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	50	19	18	6		93	74.2%	25.8%
7) In my school/worksite, I am treated as a professional.	47	28	11	6	1	93	81.5%	18.5%
8) There is good teamwork among staff in my school/worksite.	49	18	19	5	2	93	73.6%	26.4%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	51	5	18	9	10	93	67.5%	32.5%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	36	11	23	23		93	50.5%	49.5%
11) My work performance is evaluated fairly.	52	25	12	3	1	93	83.7%	16.3%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	38	10	23	18	4	93	53.9%	46.1%
13) I am provided adequate work and storage space to prepare for and do my job.	60	12	15	3	2	92	80.0%	20.0%
14) My administrators/supervisors respect the negotiated contracts.	64	18	7	3	1	93	89.1%	10.9%
15) My planning time is respected by my school administrations/supervisors.	53	12	12	4	10	91	80.2%	19.8%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	33	6	23	21	9	92	47.0%	53.0%
17) In my school, student misbehavior interferes with learning.	39	33	13	4	4	93	80.9%	19.1%

2024-2025 HCEA Job Satisfaction Survey

OAKLAND MILLS HS

18) Too much instructional time is spent administering assessments.	24	10	42	1	16	93	44.2%	55.8%
19) HCPSS professional development experiences are meaningful and worthwhile.	21	1	44	25	2	93	24.2%	75.8%
20) Increased workload has contributed to a decline in my morale.	39	28	16	5	5	93	76.1%	23.9%
21) I am paid fairly.	31	11	24	26		92	45.7%	54.3%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	62	6	16	4	5	93	77.3%	22.7%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	34	1	35	20	1	91	38.9%	61.1%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	57	23	6	5	1	92	87.9%	12.1%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	48	13	15	10	6	92	70.9%	29.1%
26) In my position, I receive appropriate and adequate support and training.	55	7	20	8	2	92	68.9%	31.1%
27) During this current school year, I have experienced harassing behavior from colleagues.	4	6	34	47	1	92	11.0%	89.0%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	3	41	47	1	93	4.3%	95.7%
29) During this current school year, I have experienced harassing behavior from parents.	12	2	47	28	3	92	15.7%	84.3%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	30	17	20	2	22	91	68.1%	31.9%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	28		26	15	24	93	40.6%	59.4%
32) In my school/worksite, I spend too much time in meetings.	29	13	42	1	7	92	49.4%	50.6%
33) In my school, there is adequate support for special education students.	31	6	36	14	6	93	42.5%	57.5%