

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	20	8	11	2		41	68.3%	31.7%
2) There is an atmosphere of open communication and trust in my school/worksite.	23	8	7	2		40	77.5%	22.5%
3) I personally feel successful in my work.	22	11	6	1		40	82.5%	17.5%
4) I feel involved in decision-making at my school/worksite.	17	6	11	2	5	41	63.9%	36.1%
5) I want to be involved in decision-making at my school/worksite.	26	9	2		4	41	94.6%	5.4%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	20	9	10	1	1	41	72.5%	27.5%
7) In my school/worksite, I am treated as a professional.	25	11	5			41	87.8%	12.2%
8) There is good teamwork among staff in my school/worksite.	24	12	4		1	41	90.0%	10.0%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	20	10	7	1	2	40	78.9%	21.1%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	21	13	3	3		40	85.0%	15.0%
11) My work performance is evaluated fairly.	23	13	3	1	1	41	90.0%	10.0%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	15	8	10	5	3	41	60.5%	39.5%
13) I am provided adequate work and storage space to prepare for and do my job.	24	10	5	2		41	82.9%	17.1%
14) My administrators/supervisors respect the negotiated contracts.	20	19	1	1		41	95.1%	4.9%
15) My planning time is respected by my school administrations/supervisors.	20	13	4		4	41	89.2%	10.8%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	24	9	3	1	4	41	89.2%	10.8%
17) In my school, student misbehavior interferes with learning.	22	9	6		4	41	83.8%	16.2%

2024-2025 HCEA Job Satisfaction Survey

OAKLAND MILLS MS

18) Too much instructional time is spent administering assessments.	13	10	10	1	7	41	67.6%	32.4%
19) HCPSS professional development experiences are meaningful and worthwhile.	23	3	9	2	2	39	70.3%	29.7%
20) Increased workload has contributed to a decline in my morale.	14	6	12	4	4	40	55.6%	44.4%
21) I am paid fairly.	14	2	20	5		41	39.0%	61.0%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	28	4	4	1	3	40	86.5%	13.5%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	22	1	11	5	2	41	59.0%	41.0%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	27	9	1	1	2	40	94.7%	5.3%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	24	6	6	1	3	40	81.1%	18.9%
26) In my position, I receive appropriate and adequate support and training.	25	7	6	2		40	80.0%	20.0%
27) During this current school year, I have experienced harassing behavior from colleagues.	3		15	19	3	40	8.1%	91.9%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	4		14	21	2	41	10.3%	89.7%
29) During this current school year, I have experienced harassing behavior from parents.	5	2	16	16	2	41	17.9%	82.1%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	5	3	20	3	10	41	25.8%	74.2%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	26	4	3		7	40	90.9%	9.1%
32) In my school/worksite, I spend too much time in meetings.	11	4	18	5	2	40	39.5%	60.5%
33) In my school, there is adequate support for special education students.	16	6	15	3	1	41	55.0%	45.0%