

2021-2022 HCEA Job Satisfaction Survey

NORTHFIELD ES

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	7	28	1	13		49	71.4%	28.6%
2. There is an atmosphere of open communication and trust in my school/worksite.	21	26		2		49	95.9%	4.1%
3. I personally feel successful in my work.	10	28		11		49	77.6%	22.4%
4. I feel involved in decision-making at my school/worksite.	12	22		10	4	48	77.3%	22.7%
5. I want to be involved in decision-making at my school/worksite.	9	34		1	4	48	97.7%	2.3%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	20	29				49	100.0%	0.0%
7. In my school/worksite, I am treated as a professional.	30	16	1	1		48	95.8%	4.2%
8. There is good teamwork among staff in my school/worksite.	22	25		2		49	95.9%	4.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	11	27	1	3	5	47	90.5%	9.5%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	5	26	3	14		48	64.6%	35.4%
11. My work performance is evaluated fairly.	21	26		1	1	49	97.9%	2.1%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	3	19	7	17	3	49	47.8%	52.2%
13. I am provided adequate work and storage space to prepare for and do my job.	11	34		2	2	49	95.7%	4.3%
14. My administrators/supervisors respect the negotiated contracts.	34	15				49	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	24	17		2	6	49	95.3%	4.7%
16. In my school, administrators/supervisors support me in enforcing discipline.	13	29	1	2	4	49	93.3%	6.7%
17. In my school, student misbehavior interferes with learning.	6	19	3	20	1	49	52.1%	47.9%
18. Too much instructional time is spent administering assessments.	13	20	1	9	6	49	76.7%	23.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	2	13	13	18	3	49	32.6%	67.4%
20. Increased workload has contributed to a decline in my morale.	24	17	2	2	3	48	91.1%	8.9%
21. I am paid fairly.	1	14	18	16		49	30.6%	69.4%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	18	12	16	1	49	41.7%	58.3%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	10	20	16	1	48	23.4%	76.6%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	15	24	2	6	2	49	83.0%	17.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	31	1	11	1	49	75.0%	25.0%
26. In my position, I receive appropriate and adequate support and training.	5	25	1	17		48	62.5%	37.5%
27. During this current school year, I have experienced harassing behavior from colleagues.		2	31	15	1	49	4.2%	95.8%

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28. During this current school year, I have experienced harassing behavior from administrators/supervisors.			35	13		48	0.0%	100.0%
29. During this current school year, I have experienced harassing behavior from parents.	3	8	16	20	2	49	23.4%	76.6%
30. At my school I spend most of my PIP time on non-instructional activities.	3	9	3	22	11	48	32.4%	67.6%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	3	27		5	13	48	85.7%	14.3%
32. In my school, I spend too much time in meetings.	2	11	4	30	2	49	27.7%	72.3%
33. In my school, there is adequate support for special education students.	2	5	25	15	2	49	14.9%	85.1%