

2022-2023 HCEA Job Satisfaction Survey

NORTHFIELD ES

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	29	24	5			58	91.4%	8.6%
2) There is an atmosphere of open communication and trust in my school/worksite.	28	30	1			59	98.3%	1.7%
3) I personally feel successful in my work.	33	20	4	1		58	91.4%	8.6%
4) I feel involved in decision-making at my school/worksite.	37	13	5		4	59	90.9%	9.1%
5) I want to be involved in decision-making at my school/worksite.	39	14			5	58	100.0%	0.0%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	27	28	3	1		59	93.2%	6.8%
7) In my school/worksite, I am treated as a professional.	21	38				59	100.0%	0.0%
8) There is good teamwork among staff in my school/worksite.	28	30	1			59	98.3%	1.7%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	31	18	4		6	59	92.5%	7.5%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	26	10	13	9		58	62.1%	37.9%
11) My work performance is evaluated fairly.	22	37				59	100.0%	0.0%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	16	15	20	6	2	59	54.4%	45.6%
13) I am provided adequate work and storage space to prepare for and do my job.	30	20	6	3		59	84.7%	15.3%
14) My administrators/supervisors respect the negotiated contracts.	14	44				58	100.0%	0.0%
15) My planning time is respected by my school administrations/supervisors.	19	34			6	59	100.0%	0.0%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	24	27	4		4	59	92.7%	7.3%
17) In my school, student misbehavior interferes with learning.	30	12	12	3	2	59	73.7%	26.3%
18) Too much instructional time is spent administering assessments.	24	10	14	1	9	58	69.4%	30.6%
19) HCPSS professional development experiences are meaningful and worthwhile.	27	3	16	10	2	58	53.6%	46.4%
20) Increased workload has contributed to a decline in my morale.	23	20	8	3	4	58	79.6%	20.4%
21) I am paid fairly.	21	3	23	12		59	40.7%	59.3%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	33	6	12	5	2	58	69.6%	30.4%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	20	5	17	11	2	55	47.2%	52.8%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	30	23	2	1	2	58	94.6%	5.4%

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25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	30	14	5	3	5	57	84.6%	15.4%
26) In my position, I receive appropriate and adequate support and training.	39	11	9			59	84.7%	15.3%
27) During this current school year, I have experienced harassing behavior from colleagues.	2		16	41		59	3.4%	96.6%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.			9	50		59	0.0%	100.0%
29) During this current school year, I have experienced harassing behavior from parents.	9	5	21	23	1	59	24.1%	75.9%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	9	1	30	10	8	58	20.0%	80.0%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	35	6	6	1	9	57	85.4%	14.6%
32) In my school/worksite, I spend too much time in meetings.	20	5	25	5	4	59	45.5%	54.5%
33) In my school, there is adequate support for special education students.	3	3	19	33	1	59	10.3%	89.7%