

2023-2024 HCEA Job Satisfaction Survey

NORTHFIELD ES

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	13	34	1	3		51	92.2%	7.8%
2) There is an atmosphere of open communication and trust in my school/worksite.	22	27		2		51	96.1%	3.9%
3) I personally feel successful in my work.	18	29	2	2		51	92.2%	7.8%
4) I feel involved in decision-making at my school/worksite.	11	34		5		50	90.0%	10.0%
5) I want to be involved in decision-making at my school/worksite.	13	34		3	1	51	94.0%	6.0%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	20	27		4		51	92.2%	7.8%
7) In my school/worksite, I am treated as a professional.	30	19				49	100.0%	0.0%
8) There is good teamwork among staff in my school/worksite.	24	24		3		51	94.1%	5.9%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	12	24	1	5	8	50	85.7%	14.3%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	15	31		4		50	92.0%	8.0%
11) My work performance is evaluated fairly.	23	22	1	2	2	50	93.8%	6.3%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	7	20	6	16	1	50	55.1%	44.9%
13) I am provided adequate work and storage space to prepare for and do my job.	15	28		6		49	87.8%	12.2%
14) My administrators/supervisors respect the negotiated contracts.	35	15				50	100.0%	0.0%
15) My planning time is respected by my school administrations/supervisors.	25	19		3	3	50	93.6%	6.4%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	17	24		5	3	49	89.1%	10.9%
17) In my school, student misbehavior interferes with learning.	6	25	6	9	2	48	67.4%	32.6%
18) Too much instructional time is spent administering assessments.	23	13	2	3	9	50	87.8%	12.2%
19) HCPSS professional development experiences are meaningful and worthwhile.		21	15	12	2	50	43.8%	56.3%
20) Increased workload has contributed to a decline in my morale.	19	19		9	3	50	80.9%	19.1%
21) I am paid fairly.		17	8	25		50	34.0%	66.0%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.		11	14	21	4	50	23.9%	76.1%

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23) I have confidence in the leadership exhibited by the Howard County Board of Education.		7	21	21	1	50	14.3%	85.7%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	16	25		8	1	50	83.7%	16.3%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	8	21	4	12	4	49	64.4%	35.6%
26) In my position, I receive appropriate and adequate support and training.	7	32	1	10		50	78.0%	22.0%
27) During this current school year, I have experienced harassing behavior from colleagues.	1		33	16		50	2.0%	98.0%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.			39	11		50	0.0%	100.0%
29) During this current school year, I have experienced harassing behavior from parents.	2	9	20	19		50	22.0%	78.0%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.		8	7	19	14	48	23.5%	76.5%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	4	27		3	16	50	91.2%	8.8%
32) In my school/worksite, I spend too much time in meetings.	3	14	2	24	7	50	39.5%	60.5%
33) In my school, there is adequate support for special education students.	3	3	29	13	1	49	12.5%	87.5%