

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	25	42	2	1		70	95.7%	4.3%
2) There is an atmosphere of open communication and trust in my school/worksite.	26	41	3		1	71	95.7%	4.3%
3) I personally feel successful in my work.	23	45	1	1	1	71	97.1%	2.9%
4) I feel involved in decision-making at my school/worksite.	32	27	8	2	2	71	85.5%	14.5%
5) I want to be involved in decision-making at my school/worksite.	34	28	5		3	70	92.5%	7.5%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	22	44	3		1	70	95.7%	4.3%
7) In my school/worksite, I am treated as a professional.	18	50			2	70	100.0%	0.0%
8) There is good teamwork among staff in my school/worksite.	25	40	3		2	70	95.6%	4.4%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	26	30	4		10	70	93.3%	6.7%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	21	42	5		2	70	92.6%	7.4%
11) My work performance is evaluated fairly.	16	51			3	70	100.0%	0.0%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	30	15	17	5	3	70	67.2%	32.8%
13) I am provided adequate work and storage space to prepare for and do my job.	29	30	7	2	2	70	86.8%	13.2%
14) My administrators/supervisors respect the negotiated contracts.	17	49	1		3	70	98.5%	1.5%
15) My planning time is respected by my school administrations/supervisors.	15	43	4	1	7	70	92.1%	7.9%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	19	41	1	1	8	70	96.8%	3.2%
17) In my school, student misbehavior interferes with learning.	26	13	20	4	6	69	61.9%	38.1%

2025-2026 HCEA Job Satisfaction Survey

Northfield ES

18) Too much instructional time is spent administering assessments.	27	29	3		11	70	94.9%	5.1%
19) HCPSS professional development experiences are meaningful and worthwhile.	25	2	23	17	3	70	40.3%	59.7%
20) Increased workload has contributed to a decline in my morale.	27	18	16	6	3	70	67.2%	32.8%
21) I am paid fairly.	25	3	31	10	1	70	40.6%	59.4%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	36	6	21	6	1	70	60.9%	39.1%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	18		33	18	1	70	26.1%	73.9%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	37	11	14	6	2	70	70.6%	29.4%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	41	10	11	3	5	70	78.5%	21.5%
26) In my position, I receive appropriate and adequate support and training.	41	14	12	2	1	70	79.7%	20.3%
27) During this current school year, I have experienced harassing behavior from colleagues.	4	1	13	50	2	70	7.4%	92.6%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.			13	55	2	70	0.0%	100.0%
29) During this current school year, I have experienced harassing behavior from parents.	4	1	26	35	4	70	7.6%	92.4%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	16	5	25	5	19	70	41.2%	58.8%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	37	10	3		20	70	94.0%	6.0%
32) In my school/worksite, I spend too much time in meetings.	9	6	38	5	11	69	25.9%	74.1%
33) In my school, there is adequate support for special education students.	8	1	13	47	1	70	13.0%	87.0%