

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	20	18	5			43	88.4%	11.6%
2) There is an atmosphere of open communication and trust in my school/worksite.	18	21	3	1		43	90.7%	9.3%
3) I personally feel successful in my work.	19	20	3	1		43	90.7%	9.3%
4) I feel involved in decision-making at my school/worksite.	24	11	3	3	2	43	85.4%	14.6%
5) I want to be involved in decision-making at my school/worksite.	25	15	3			43	93.0%	7.0%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	17	22	4			43	90.7%	9.3%
7) In my school/worksite, I am treated as a professional.	13	26	2	1		42	92.9%	7.1%
8) There is good teamwork among staff in my school/worksite.	20	17	4	2		43	86.0%	14.0%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	23	14	1	1	4	43	94.9%	5.1%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	23	20				43	100.0%	0.0%
11) My work performance is evaluated fairly.	14	26	2		1	43	95.2%	4.8%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	14	5	16	7	1	43	45.2%	54.8%
13) I am provided adequate work and storage space to prepare for and do my job.	21	15	5	2		43	83.7%	16.3%
14) My administrators/supervisors respect the negotiated contracts.	9	34				43	100.0%	0.0%
15) My planning time is respected by my school administrations/supervisors.	13	24	1	1	4	43	94.9%	5.1%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	20	19	2		2	43	95.1%	4.9%
17) In my school, student misbehavior interferes with learning.	14	5	19	3	2	43	46.3%	53.7%

2024-2025 HCEA Job Satisfaction Survey

NORTHFIELD ES

18) Too much instructional time is spent administering assessments.	17	15	4	2	5	43	84.2%	15.8%
19) HCPSS professional development experiences are meaningful and worthwhile.	15		13	12	2	42	37.5%	62.5%
20) Increased workload has contributed to a decline in my morale.	14	15	8	2	3	42	74.4%	25.6%
21) I am paid fairly.	14	4	14	10		42	42.9%	57.1%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	26	4	7	1	4	42	78.9%	21.1%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	12	1	10	16	3	42	33.3%	66.7%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	19	16	4	2	1	42	85.4%	14.6%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	25	5	4	4	4	42	78.9%	21.1%
26) In my position, I receive appropriate and adequate support and training.	26	6	6	3		41	78.0%	22.0%
27) During this current school year, I have experienced harassing behavior from colleagues.	3		10	29		42	7.1%	92.9%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.			6	36		42	0.0%	100.0%
29) During this current school year, I have experienced harassing behavior from parents.	5	3	14	19	1	42	19.5%	80.5%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	5	2	18	6	10	41	22.6%	77.4%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	22	4	2	1	12	41	89.7%	10.3%
32) In my school/worksite, I spend too much time in meetings.	8	6	20	5	4	43	35.9%	64.1%
33) In my school, there is adequate support for special education students.	2		7	33	1	43	4.8%	95.2%