

Gorman Crossing ES	14-15	15-16	16-17	17-18	18-19
Overall, morale at my school/worksite is good.	76.9%	63.6%	74.2%	87.5%	94.4%
There is an atmosphere of open communication and trust in my school/worksite.	71.8%	56.8%	64.5%	80.6%	77.8%
I personally feel successful in my work.	89.7%	88.4%	93.5%	90.6%	77.8%
I feel involved in decision-making at my school/worksite.	59.0%	47.7%	54.8%	67.7%	77.8%
I want to be involved in decision-making at my school/worksite.	89.5%	93.0%	90.3%	87.5%	94.4%
In my school/worksite, I can speak openly about important issues without fear of repercussions	73.7%	59.1%	61.3%	75.0%	77.8%
In my school/worksite, I am treated as a professional	89.7%	81.8%	77.4%	87.5%	83.3%
There is good teamwork among staff in my school/worksite.	84.6%	60.5%	80.0%	78.1%	88.9%
Non-instructional duties are assigned on an equitable basis in my school/worksite	77.8%	57.1%	58.6%	75.0%	73.3%
My working environment (i.e. safety, cleanliness) is conducive to success	89.7%	84.1%	89.7%	87.5%	72.2%
My work performance is evaluated fairly.	84.2%	69.8%	83.9%	96.8%	81.3%
I am provided adequate time during the workday to plan, prepare for and do my job.	52.6%	39.5%	32.3%	60.0%	61.1%
I am provided adequate work and storage space to prepare for and do my job.	87.2%	79.5%	90.3%	81.3%	83.3%
My administrators/supervisors respect the negotiated contracts	92.3%	86.0%	87.1%	93.8%	100.0%
My planning time is respected by my school administrators/supervisors	80.6%	72.5%	78.6%	81.5%	75.0%
In my school, administrators/supervisors support me in enforcing discipline	71.1%	68.4%	72.4%	66.7%	77.8%
In my school, student misbehavior interferes with learning.	51.3%	65.1%	53.3%	80.6%	66.7%
Too much instructional time is spent administering assessments.	97.4%	85.4%	76.7%	64.3%	66.7%
HCPSS professional development experiences are meaningful and worthwhile	61.5%	63.4%	53.3%	61.3%	61.1%
Increased workload has contributed to a decline in my morale.	61.5%	70.5%	80.0%	77.4%	64.7%
I am paid fairly.	46.2%	29.5%	41.9%	50.0%	35.3%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	48.7%	19.0%	20.7%	100.0%	100.0%
I have confidence in the leadership exhibited by the Howard County Board of Education.	43.6%	24.4%	72.4%	96.9%	94.1%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	97.4%	92.9%	93.5%	100.0%	100.0%
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	76.9%	64.3%	71.0%	90.0%	72.2%
In my position, I receive appropriate and adequate support and training	89.7%	77.3%	77.4%	84.4%	72.2%
In the last 12 months, I have experienced harassing behavior from colleagues	18.4%	18.2%	19.4%	6.5%	33.3%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	7.9%	11.9%	9.7%	9.7%	17.6%
In the last 12 months, I have experienced harassing behavior from parents	36.8%	25.0%	23.3%	34.4%	22.2%
At my school I spend most of my PIP time on non-instructional activities.					27.3%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					90.9%
n=	39	44	31	32	19 out of 105
	Deborah Holmes Caldwell	Deborah Holmes Caldwell	Deborah Holmes Caldwell	Deborah Holmes Caldwell	Deborah Holmes Caldwell