

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	20	40				60	100.0%	0.0%
2) There is an atmosphere of open communication and trust in my school/worksite.	26	31	3			60	95.0%	5.0%
3) I personally feel successful in my work.	24	30	4		1	59	93.1%	6.9%
4) I feel involved in decision-making at my school/worksite.	32	15	6	2	5	60	85.5%	14.5%
5) I want to be involved in decision-making at my school/worksite.	39	12	4		5	60	92.7%	7.3%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	22	28	7	1	2	60	86.2%	13.8%
7) In my school/worksite, I am treated as a professional.	19	38	2			59	96.6%	3.4%
8) There is good teamwork among staff in my school/worksite.	17	39	2		1	59	96.6%	3.4%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	29	16	2		12	59	95.7%	4.3%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	25	18	13	3		59	72.9%	27.1%
11) My work performance is evaluated fairly.	21	36	1	1		59	96.6%	3.4%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	27	21	7	4		59	81.4%	18.6%
13) I am provided adequate work and storage space to prepare for and do my job.	29	20	9	1		59	83.1%	16.9%
14) My administrators/supervisors respect the negotiated contracts.	15	44				59	100.0%	0.0%
15) My planning time is respected by my school administrations/supervisors.	20	31	1		7	59	98.1%	1.9%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	22	26	2		9	59	96.0%	4.0%
17) In my school, student misbehavior interferes with learning.	26	4	18	4	7	59	57.7%	42.3%

2024-2025 HCEA Job Satisfaction Survey

GORMAN CROSSING ES

18) Too much instructional time is spent administering assessments.	16	10	13	3	16	58	61.9%	38.1%
19) HCPSS professional development experiences are meaningful and worthwhile.	23	7	22	7		59	50.8%	49.2%
20) Increased workload has contributed to a decline in my morale.	17	12	22	4	4	59	52.7%	47.3%
21) I am paid fairly.	22	2	18	17		59	40.7%	59.3%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	42	12	2		1	57	96.4%	3.6%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	14	6	24	13	2	59	35.1%	64.9%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	31	23	4		1	59	93.1%	6.9%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	40	10	7		2	59	87.7%	12.3%
26) In my position, I receive appropriate and adequate support and training.	29	19	9	1	1	59	82.8%	17.2%
27) During this current school year, I have experienced harassing behavior from colleagues.		1	11	47		59	1.7%	98.3%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.			11	48		59	0.0%	100.0%
29) During this current school year, I have experienced harassing behavior from parents.	7	1	20	31		59	13.6%	86.4%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	4	1	25	9	20	59	12.8%	87.2%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	23	9	6		21	59	84.2%	15.8%
32) In my school/worksite, I spend too much time in meetings.	9	4	35	5	6	59	24.5%	75.5%
33) In my school, there is adequate support for special education students.	20	3	17	16	1	57	41.1%	58.9%