

**2022-2023 HCEA Job Satisfaction Survey**

**GORMAN CROSSING ES**

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	40	32	2			74	97.3%	2.7%
2) There is an atmosphere of open communication and trust in my school/worksite.	33	33	7		1	74	90.4%	9.6%
3) I personally feel successful in my work.	44	23	6	1		74	90.5%	9.5%
4) I feel involved in decision-making at my school/worksite.	38	16	15	2	3	74	76.1%	23.9%
5) I want to be involved in decision-making at my school/worksite.	49	18	4		3	74	94.4%	5.6%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	44	22	7			73	90.4%	9.6%
7) In my school/worksite, I am treated as a professional.	36	34	4			74	94.6%	5.4%
8) There is good teamwork among staff in my school/worksite.	25	42	7			74	90.5%	9.5%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	38	15	7	2	10	72	85.5%	14.5%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	47	21	4	2		74	91.9%	8.1%
11) My work performance is evaluated fairly.	36	32	3		2	73	95.8%	4.2%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	39	17	10	7	1	74	76.7%	23.3%
13) I am provided adequate work and storage space to prepare for and do my job.	44	21	6	2		73	89.0%	11.0%
14) My administrators/supervisors respect the negotiated contracts.	28	45	1			74	98.6%	1.4%
15) My planning time is respected by my school administrations/supervisors.	33	33			8	74	####	0.0%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	37	14	12	1	9	73	79.7%	20.3%
17) In my school, student misbehavior interferes with learning.	31	5	22	7	9	74	55.4%	44.6%
18) Too much instructional time is spent administering assessments.	18	14	20	4	17	73	57.1%	42.9%
19) HCPSS professional development experiences are meaningful and worthwhile.	42	5	18	5	4	74	67.1%	32.9%
20) Increased workload has contributed to a decline in my morale.	20	19	25	4	6	74	57.4%	42.6%
21) I am paid fairly.	22	3	33	15		73	34.2%	65.8%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	49	10	8	5	1	73	81.9%	18.1%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	43	5	19	5		72	66.7%	33.3%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	31	36	2	1	1	71	95.7%	4.3%

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25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	52	9	7	2	4	74	87.1%	12.9%
26) In my position, I receive appropriate and adequate support and training.	42	16	12	2	1	73	80.6%	19.4%
27) During this current school year, I have experienced harassing behavior from colleagues.	2		19	51	2	74	2.8%	97.2%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1		12	59	2	74	1.4%	98.6%
29) During this current school year, I have experienced harassing behavior from parents.	11	2	27	32	2	74	18.1%	81.9%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	7	2	33	10	21	73	17.3%	82.7%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	37	8	4	1	22	72	90.0%	10.0%
32) In my school/worksite, I spend too much time in meetings.	7	2	54	7	4	74	12.9%	87.1%
33) In my school, there is adequate support for special education students.	28	6	22	14	3	73	48.6%	51.4%