

**2023-2024 HCEA Job Satisfaction Survey**

**GORMAN CROSSING ES**

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	26	29		1		56	98.2%	1.8%
2) There is an atmosphere of open communication and trust in my school/worksite.	15	36		5		56	91.1%	8.9%
3) I personally feel successful in my work.	16	35	1	3		55	92.7%	7.3%
4) I feel involved in decision-making at my school/worksite.	6	37	1	10	3	57	79.6%	20.4%
5) I want to be involved in decision-making at my school/worksite.	14	32	2	4	5	57	88.5%	11.5%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	18	32	2	3	1	56	90.9%	9.1%
7) In my school/worksite, I am treated as a professional.	25	29		3		57	94.7%	5.3%
8) There is good teamwork among staff in my school/worksite.	28	26	1	2		57	94.7%	5.3%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	13	29		5	10	57	89.4%	10.6%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	14	35	1	7		57	86.0%	14.0%
11) My work performance is evaluated fairly.	26	24		7		57	87.7%	12.3%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	11	33	5	7	1	57	78.6%	21.4%
13) I am provided adequate work and storage space to prepare for and do my job.	20	30	1	6		57	87.7%	12.3%
14) My administrators/supervisors respect the negotiated contracts.	35	21			1	57	100.0%	0.0%
15) My planning time is respected by my school administrations/supervisors.	26	24		1	6	57	98.0%	2.0%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	9	33	4	2	9	57	87.5%	12.5%
17) In my school, student misbehavior interferes with learning.	5	27	2	15	8	57	65.3%	34.7%
18) Too much instructional time is spent administering assessments.	15	19	2	10	11	57	73.9%	26.1%
19) HCPSS professional development experiences are meaningful and worthwhile.	1	25	7	22	2	57	47.3%	52.7%
20) Increased workload has contributed to a decline in my morale.	10	20	4	20	3	57	55.6%	44.4%
21) I am paid fairly.	3	23	12	19		57	45.6%	54.4%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	20	3	17	14	56	52.4%	47.6%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.		17	14	22	3	56	32.1%	67.9%

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24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	13	39	1	4		57	91.2%	8.8%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	36	1	8	5	57	82.7%	17.3%
26) In my position, I receive appropriate and adequate support and training.	6	41	1	9		57	82.5%	17.5%
27) During this current school year, I have experienced harassing behavior from colleagues.		1	37	16	2	56	1.9%	98.1%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.			40	14	2	56	0.0%	100.0%
29) During this current school year, I have experienced harassing behavior from parents.	1	7	28	20	1	57	14.3%	85.7%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	2	8	10	21	14	55	24.4%	75.6%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	4	31		5	15	55	87.5%	12.5%
32) In my school/worksite, I spend too much time in meetings.	5	11	6	32	3	57	29.6%	70.4%
33) In my school, there is adequate support for special education students.	2	16	9	23	7	57	36.0%	64.0%