

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	14	49	5			68	92.6%	7.4%
2) There is an atmosphere of open communication and trust in my school/worksite.	29	37	3			69	95.7%	4.3%
3) I personally feel successful in my work.	29	37	3			69	95.7%	4.3%
4) I feel involved in decision-making at my school/worksite.	28	25	11	2	2	68	80.3%	19.7%
5) I want to be involved in decision-making at my school/worksite.	24	30	7	4	3	68	83.1%	16.9%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	24	34	9	2		69	84.1%	15.9%
7) In my school/worksite, I am treated as a professional.	20	44	4		1	69	94.1%	5.9%
8) There is good teamwork among staff in my school/worksite.	17	49	2		1	69	97.1%	2.9%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	21	31	6	1	9	68	88.1%	11.9%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	23	31	12	3		69	78.3%	21.7%
11) My work performance is evaluated fairly.	20	43	2		4	69	96.9%	3.1%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	30	27	7	2	2	68	86.4%	13.6%
13) I am provided adequate work and storage space to prepare for and do my job.	23	31	8	5	1	68	80.6%	19.4%
14) My administrators/supervisors respect the negotiated contracts.	13	51	2		2	68	97.0%	3.0%
15) My planning time is respected by my school administrations/supervisors.	18	39	4		7	68	93.4%	6.6%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	26	28	4	2	8	68	90.0%	10.0%
17) In my school, student misbehavior interferes with learning.	27	17	18	3	3	68	67.7%	32.3%

**2025-2026 HCEA Job Satisfaction Survey**

**Gorman Crossing ES**

18) Too much instructional time is spent administering assessments.	21	16	16	3	12	68	66.1%	33.9%
19) HCPSS professional development experiences are meaningful and worthwhile.	21	4	29	12	1	67	37.9%	62.1%
20) Increased workload has contributed to a decline in my morale.	21	19	21	5	1	67	60.6%	39.4%
21) I am paid fairly.	20	5	22	20		67	37.3%	62.7%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	45	13	6	2	1	67	87.9%	12.1%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	29	3	25	9	1	67	48.5%	51.5%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	35	20	10	1	1	67	83.3%	16.7%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	36	18	9	1	3	67	84.4%	15.6%
26) In my position, I receive appropriate and adequate support and training.	36	18	11	2		67	80.6%	19.4%
27) During this current school year, I have experienced harassing behavior from colleagues.	4	1	9	51	2	67	7.7%	92.3%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	4	1	8	51	3	67	7.8%	92.2%
29) During this current school year, I have experienced harassing behavior from parents.	6	4	14	39	4	67	15.9%	84.1%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	11	2	23	14	16	66	26.0%	74.0%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	30	20	2	2	12	66	92.6%	7.4%
32) In my school/worksite, I spend too much time in meetings.	15	1	29	17	5	67	25.8%	74.2%
33) In my school, there is adequate support for special education students.	18	8	16	22	2	66	40.6%	59.4%