

**GORMAN CROSSING ES**

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	5	23	3	1		32	87.5%	12.5%
2. There is an atmosphere of open communication and trust in my school/worksite.	7	18	3	3		31	80.6%	19.4%
3. I personally feel successful in my work.	8	21	2	1		32	90.6%	9.4%
4. I feel involved in decision-making at my school/worksite.	5	16	7	3	1	32	67.7%	32.3%
5. I want to be involved in decision-making at my school/worksite.	6	22	4			32	87.5%	12.5%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	7	17	4	4		32	75.0%	25.0%
7. In my school/worksite, I am treated as a professional.	14	14	2	2		32	87.5%	12.5%
8. There is good teamwork among staff in my school/worksite.	12	13	4	3		32	78.1%	21.9%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	8	16	5	3		32	75.0%	25.0%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	12	16	4			32	87.5%	12.5%
11. My work performance is evaluated fairly.	10	20		1	1	32	96.8%	3.2%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	13	9	3	2	32	60.0%	40.0%
13. I am provided adequate work and storage space to prepare for and do my job.	10	16	6			32	81.3%	18.8%
14. My administrators/supervisors respect the negotiated contracts.	11	19	2			32	93.8%	6.3%
15. My planning time is respected by my school administrations/supervisors.	5	17	4	1	5	32	81.5%	18.5%
16. In my school, administrators/supervisors support me in enforcing discipline.	4	14	7	2	5	32	66.7%	33.3%
17. In my school, student misbehavior interferes with learning.	8	17	4	2	1	32	80.6%	19.4%
18. Too much instructional time is spent administering assessments.	9	9	9	1	4	32	64.3%	35.7%
19. HCPSS professional development experiences are meaningful and worthwhile.	3	16	9	3	1	32	61.3%	38.7%
20. Increased workload has contributed to a decline in my morale.	8	16	6	1	1	32	77.4%	22.6%
21. I am paid fairly.	3	13	10	6		32	50.0%	50.0%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	17	15				32	100.0%	0.0%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	6	25	1			32	96.9%	3.1%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	10	22				32	100.0%	0.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	22	3		2	32	90.0%	10.0%
26. In my position, I receive appropriate and adequate support and training.	9	18	5			32	84.4%	15.6%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		2	12	17	1	32	6.5%	93.5%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		3	9	19	1	32	9.7%	90.3%
29. In the last 12 months, I have experienced harassing behavior from parents.	2	9	9	12		32	34.4%	65.6%