

**WEST FRIENDSHIP ES**

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my school/worksite is good.	6	15	6	4		31	67.7%	32.3%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	12	9	6		31	51.6%	48.4%
3. I personally feel successful in my work.	10	14	3	2		29	82.8%	17.2%
4. I feel involved in decision-making at my school/worksite.	3	15	9	3	1	31	60.0%	40.0%
5. I want to be involved in decision-making at my school/worksite.	12	18			1	31	100.0%	0.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	3	13	8	6	1	31	53.3%	46.7%
7. In my school/worksite, I am treated as a professional.	9	16	4	2		31	80.6%	19.4%
8. There is good teamwork among staff in my school/worksite.	9	17	5			31	83.9%	16.1%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	6	19	4	1		30	83.3%	16.7%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	15	13	2	1		31	90.3%	9.7%
11. My work performance is evaluated fairly.	8	16	5	1	1	31	80.0%	20.0%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	8	12	8	2	1	31	66.7%	33.3%
13. I am provided adequate work and storage space to prepare for and do my job.	8	19	3	1		31	87.1%	12.9%
14. My administrators/supervisors respect the negotiated contracts.	10	18	2	1		31	90.3%	9.7%
15. My planning time is respected by my school administrations/supervisors.	7	16	3		5	31	88.5%	11.5%
16. In my school, administrators/supervisors support me in enforcing discipline.	7	19	4		1	31	86.7%	13.3%
17. In my school, student misbehavior interferes with learning.		11	13	4	2	30	39.3%	60.7%
18. Too much instructional time is spent administering assessments.	2	15	10	1	3	31	60.7%	39.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	20	5	4	1	31	70.0%	30.0%
20. Increased workload has contributed to a decline in my morale.	6	12	13			31	58.1%	41.9%
21. I am paid fairly.	2	14	13	2		31	51.6%	48.4%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	11	18	1	1		31	93.5%	6.5%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	24	3	1		31	87.1%	12.9%
24. I have confidence in the leadership exhibited by the Howard County Education Assn (HCEA).	8	19	2	1	1	31	90.0%	10.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	17	4		3	31	85.7%	14.3%
26. In my position, I receive appropriate and adequate support and training.	6	20	4	1		31	83.9%	16.1%
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	1	12	15	1	31	10.0%	90.0%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3	4	9	14	1	31	23.3%	76.7%
29. In the last 12 months, I have experienced harassing behavior from parents.	1	4	15	9	2	31	17.2%	82.8%