| West Friendship ES |  | 14-15 | 15-16 | 16-17 | 17-18 | 18-19 | 19-20 | 21-22 | 21-22 <br> Overall- <br> ES | 21-22 OverallAll |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| Overall, morale at my school/worksite is good. |  | 40.7\% | 72.2\% | 84.2\% | 67.7\% | 91.7\% | 92.3\% | 81.0\% | 54.4\% | 48.1\% |
| There is an atmosphere of open communication and trust in my school/worksite. |  | 33.3\% | 61.1\% | 68.4\% | 51.6\% | 83.3\% | 88.4\% | 76.2\% | 71.5\% | 65.0\% |
| I personally feel successful in my work. |  | 85.2\% | 77.8\% | 84.2\% | 82.8\% | 83.3\% | 80.7\% | 81.0\% | 75.6\% | 75.2\% |
| I feel involved in decision-making at my school/worksite. |  | 52.0\% | 66.7\% | 88.9\% | 60.0\% | 75.0\% | 76.9\% | 80.0\% | 61.8\% | 54.5\% |
| I want to be involved in decision-making at my school/worksite. |  | 92.3\% | 100.0\% | 100.0\% | 100.0\% | 95.8\% | 76.0\% | 80.0\% | 91.3\% | 88.7\% |
| In my school/worksite, I can speak openly about important issues without fear of repercussions |  | 48.1\% | 66.7\% | 78.9\% | 53.3\% | 75.0\% | 76.0\% | 76.2\% | 74.8\% | 69.9\% |
| In my school/worksite, I am treated as a professional |  | 88.5\% | 88.9\% | 89.5\% | 80.6\% | 95.8\% | 100.0\% | 95.2\% | 89.6\% | 85.0\% |
| There is good teamwork among staff in my school/worksite. |  | 80.8\% | 88.9\% | 84.2\% | 83.9\% | 95.8\% | 100.0\% | 85.7\% | 86.8\% | 83.4\% |
| Non-instructional duties are assigned on an equitable basis in my school/worksite |  | 76.9\% | 82.4\% | 88.9\% | 83.3\% | 95.8\% | 92.3\% | 90.0\% | 73.6\% | 72.3\% |
| My working enviornment (i.e. safety, cleanliness) is conductive to success |  | 92.6\% | 88.9\% | 100.0\% | 90.3\% | 91.7\% | 88.4\% | 90.0\% | 67.2\% | 65.1\% |
| My work performance is evaluated fairly. |  | 76.9\% | 94.1\% | 94.7\% | 80.0\% | 91.3\% | 88.0\% | 95.2\% | 91.8\% | 89.2\% |
| I am provided adequate time during the workday to plan, prepare for and do my job. |  | 51.9\% | 55.6\% | 50.0\% | 66.7\% | 70.8\% | 53.8\% | 47.4\% | 45.6\% | 44.2\% |
| 1 am provided adequate work and storage space to prepare for and do my job. |  | 81.5\% | 66.7\% | 84.2\% | 87.1\% | 87.5\% | 76.9\% | 90.0\% | 82.0\% | 83.2\% |
| My administrators/supervisors respect the negotiated contracts |  | 74.1\% | 94.4\% | 100.0\% | 90.3\% | 95.8\% | 100.0\% | 100.0\% | 92.7\% | 91.9\% |
| My planning time is respected by my school administrators/supervisors |  | 77.3\% | 80.0\% | 93.3\% | 88.5\% | 95.0\% | 80.7\% | 100.0\% | 87.2\% | 83.6\% |
| In my school, administrators/supervisors support me in enforcing discipline |  | 72.0\% | 75.0\% | 94.4\% | 86.7\% | 100.0\% | 96.1\% | 100.0\% | 81.0\% | 72.0\% |
| In my school, student misbehavior interferes with learning. |  | 38.5\% | 38.9\% | 26.3\% | 39.3\% | 34.8\% | 34.6\% | 5.0\% | 63.8\% | 63.5\% |
| Too much instructional time is spent administering assessments. |  | 76.0\% | 73.3\% | 64.7\% | 60.7\% | 47.4\% | 46.1\% | 52.6\% | 69.5\% | 66.7\% |
| HCPSS professional development experiences are meaningful and worthwhile |  | 74.1\% | 58.8\% | 63.2\% | 70.0\% | 62.5\% | 38.4\% | 57.9\% | 42.4\% | 39.6\% |
| Increased workload has contributed to a decline in my morale. |  | 70.4\% | 61.1\% | 63.2\% | 58.1\% | 33.3\% | 56.0\% | 75.0\% | 80.0\% | 79.4\% |
| I am paid fairly. |  | 59.3\% | 38.9\% | 47.4\% | 51.6\% | 45.8\% | 61.5\% | 47.6\% | 30.6\% | 33.7\% |
| I have confidence in the leadership exhibited by the HCPSS Superintendent. |  | 33.3\% | 11.1\% | 5.3\% | 93.5\% | 91.7\% | 69.2\% | 76.2\% | 47.1\% | 43.7\% |
| I have confidence in the leadership exhibited by the Howard County Board of Education. |  | 46.2\% | 16.7\% | 52.6\% | 87.1\% | 87.5\% | 53.8\% | 52.4\% | 29.7\% | 27.9\% |
| I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). |  | 85.2\% | 94.4\% | 73.7\% | 90.0\% | 95.7\% | 88.4\% | 100.0\% | 88.5\% | 86.2\% |
| I feel that HCPSS offers me the possibility of advancing professionally in the field of education |  | 81.5\% | 66.7\% | 78.9\% | 85.7\% | 72.7\% | 73.0\% | 80.0\% | 75.3\% | 70.9\% |
| In my position, I receive appropriate and adequate support and training |  | 81.5\% | 88.9\% | 84.2\% | 83.9\% | 83.3\% | 61.5\% | 85.0\% | 71.3\% | 70.0\% |
| In the last 12 months, I have experienced harassing behavior from colleagues |  | 19.2\% | 5.6\% | 16.7\% | 10.0\% | 8.7\% | 3.8\% | 0.0\% | 8.4\% | 8.6\% |
| In the last 12 months, I have experienced harassing behavior from administrators/supervisors. |  | 12.0\% | 11.1\% | 11.1\% | 23.3\% | 4.3\% | 0.0\% | 4.8\% | 4.2\% | 6.1\% |
| In the last 12 months, I have experienced harassing behavior from parents |  | 24.0\% | 33.3\% | 22.0\% | 17.2\% | 17.4\% | 23.0\% | 25.0\% | 19.5\% | 23.7\% |
| At my school I spend most of my PIP time on non-instructional activities. |  |  |  |  |  | 22.2\% | 16.6\% | 23.5\% | 35.6\% | 37.9\% |
| At my school our administrator includes time during PIP for teacher-initiated collaboration. |  |  |  |  |  | 93.3\% | 61.5\% | 93.8\% | 83.0\% | 74.6\% |
| In my school, I spend too much time in meetings. |  |  |  |  |  |  | 46.1\% | 30.0\% | 38.7\% | 34.9\% |
| In my school, there is adequate support for special education students. |  |  |  |  |  |  | 30.7\% | 47.4\% | 24.1\% | 33.8\% |
|  | Participants | 27 | 18 | 19 | 31 | 24 out of 48 | 26 out of 43 | 21 out of 41 |  |  |
|  | Principal | cr |  |  |  |  |  |  |  |  |

