

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.	9	7	2	1		19	84.2%	15.8%
2. There is an atmosphere of open communication and trust in my school/worksite.	4	9	4	2		19	68.4%	31.6%
3. I personally feel successful in my work.	11	5	3			19	84.2%	15.8%
4. I feel involved in decision-making at my school/worksite.	4	12		2	1	19	88.9%	11.1%
5. I want to be involved in decision-making at my school/worksite.	8	10			1	19	100.0%	0.0%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	3	12	2	2		19	78.9%	21.1%
7. In my school/worksite, I am treated as a professional.	9	8	1	1		19	89.5%	10.5%
8. There is good teamwork among staff in my school/worksite.	9	7	2	1		19	84.2%	15.8%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	8	8	2		1	19	88.9%	11.1%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	10	9				19	100.0%	0.0%
11. My work performance is evaluated fairly.	8	10		1		19	94.7%	5.3%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	5	4	6	3	1	19	50.0%	50.0%
13. I am provided adequate work and storage space to prepare for and do my job.	6	10	3			19	84.2%	15.8%
14. My administrators/supervisors respect the negotiated contracts.	11	8				19	100.0%	0.0%
15. My planning time is respected by my school administrations/supervisors.	6	8		1	4	19	93.3%	6.7%
16. In my school, administrators/supervisors support me in enforcing discipline.	9	8		1	1	19	94.4%	5.6%
17. In my school, student misbehavior interferes with learning.	1	4	10	4		19	26.3%	73.7%
18. Too much instructional time is spent administering assessments.	4	7	5	1	1	18	64.7%	35.3%
19. HCPSS professional development experiences are meaningful and worthwhile.	1	11	2	5		19	63.2%	36.8%
20. Increased workload has contributed to a decline in my morale.	4	8	6	1		19	63.2%	36.8%
21. I am paid fairly.	2	7	7	3		19	47.4%	52.6%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		1	6	12		19	5.3%	94.7%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	9	7	2		19	52.6%	47.4%
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	5	9	4	1		19	73.7%	26.3%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	11	2	2		19	78.9%	21.1%
26. In my position, I receive appropriate and adequate support and training.	5	11	1	2		19	84.2%	15.8%
27. In the last 12 months, I have experienced harassing behavior from colleagues.		3	5	10	1	19	16.7%	83.3%
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2		5	11	1	19	11.1%	88.9%
29. In the last 12 months, I have experienced harassing behavior from parents.		4	6	8	1	19	22.2%	77.8%