

## Worksite

## West Friendship ES

| Questions:   | Strongly Agree | Agree | Does Not Apply | Strongly Disagree | Disagree | Total | % Agree | % Disagree |
|--|----------------|-------|----------------|-------------------|----------|-------|---------|------------|
| 1. Overall, morale at my school/worksite is good.  | 11             | 11    | 0              | 0                 | 1        | 23    | 96%     | 4%         |
| 2. There is an atmosphere of open communication and trust in my school/worksite.                       | 10             | 11    | 0              | 1                 | 1        | 23    | 91%     | 9%         |
| 3. I personally feel successful in my work.  | 13             | 10    | 0              | 0                 | 0        | 23    | 100%    | 0%         |
| 4. I feel involved in decision-making at my school/worksite.   | 5              | 14    | 1              | 1                 | 2        | 23    | 83%     | 13%        |
| 5. I want to be involved in decision-making at my school/worksite.                                     | 9              | 13    | 1              | 0                 | 0        | 23    | 96%     | 0%         |
| 6. In my school/worksite, I can speak openly about important issues without fear of repercussions.     | 7              | 14    | 0              | 2                 | 0        | 23    | 91%     | 9%         |
| 7. In my school/worksite, I am treated as a professional.  | 14             | 8     | 0              | 1                 | 0        | 23    | 96%     | 4%         |
| 8. There is good teamwork among staff in my school/worksite.   | 10             | 11    | 0              | 1                 | 1        | 23    | 91%     | 9%         |
| 9. Non-instructional duties are assigned on an equitable basis in my school/worksite.                  | 10             | 12    | 0              | 0                 | 1        | 23    | 96%     | 4%         |
| 10. My working environment (i.e. safety, cleanliness, is conducive to success.                         | 9              | 12    | 0              | 1                 | 0        | 22    | 95%     | 5%         |
| 11. My work performance is evaluated fairly.   | 9              | 14    | 0              | 0                 | 0        | 23    | 100%    | 0%         |
| 12. I am provided adequate time during the workday to plan, prepare for and do my job                  | 5              | 10    | 1              | 2                 | 5        | 23    | 65%     | 30%        |
| 13. I am provided adequate work and storage space to prepare for and do my job.                        | 10             | 11    | 0              | 1                 | 1        | 23    | 91%     | 9%         |
| 14. My administrators/supervisors respect the negotiated contracts.                                    | 12             | 9     | 0              | 1                 | 1        | 23    | 91%     | 9%         |
| 15. My planning time is respected by my school administrations/supervisors.                            | 10             | 10    | 2              | 0                 | 1        | 23    | 87%     | 4%         |
| 16. In my school, administrators/supervisors support me in enforcing discipline.                       | 13             | 10    | 0              | 0                 | 0        | 23    | 100%    | 0%         |
| 17. In my school, student misbehavior interferes with learning.  | 0              | 4     | 1              | 6                 | 12       | 23    | 17%     | 78%        |
| 18. Too much instructional time is spent administering assessments.                                    | 5              | 8     | 1              | 1                 | 8        | 23    | 57%     | 39%        |
| 19. HCPSS professional development experiences are meaningful and worthwhile.                          | 0              | 20    | 0              | 2                 | 1        | 23    | 87%     | 13%        |
| 20. Increased workload has contributed to a decline in my morale.                                      | 5              | 8     | 0              | 2                 | 8        | 23    | 57%     | 43%        |
| 21. I am paid fairly   | 3              | 8     | 0              | 4                 | 6        | 21    | 52%     | 48%        |
| 22. I have confidence in the leadership exhibited by the HCPSS Superintendent.                         | 0              | 15    | 2              | 3                 | 3        | 23    | 65%     | 26%        |
| 23. I have confidence in the leadership exhibited by the Howard County Board of Education.             | 0              | 15    | 0              | 1                 | 7        | 23    | 65%     | 35%        |
| 24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)          | 4              | 16    | 0              | 2                 | 1        | 23    | 87%     | 13%        |
| 25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education. | 3              | 15    | 0              | 1                 | 4        | 23    | 78%     | 22%        |
| 26. In my position, I receive appropriate and adequate support and training.                           | 4              | 15    | 0              | 1                 | 3        | 23    | 83%     | 17%        |
| 27. In the last 12 months, I have experienced harassing behavior from colleagues.                      | 1              | 1     | 3              | 10                | 8        | 23    | 9%      | 78%        |
| 28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.      | 1              | 1     | 3              | 12                | 6        | 23    | 9%      | 78%        |
| 29. In the last 12 months, I have experienced harassing behavior from parents.                         | 5              | 4     | 2              | 5                 | 7        | 23    | 39%     | 52%        |