

<b>West Friendship ES</b>	<b>14-15</b>	<b>15-16</b>	<b>16-17</b>	<b>17-18</b>	<b>18-19</b>
Overall, morale at my school/worksite is good.	40.7%	72.2%	84.2%	67.7%	91.7%
There is an atmosphere of open communication and trust in my school/worksite.	33.3%	61.1%	68.4%	51.6%	83.3%
I personally feel successful in my work.	85.2%	77.8%	84.2%	82.8%	83.3%
I feel involved in decision-making at my school/worksite.	52.0%	66.7%	88.9%	60.0%	75.0%
I want to be involved in decision-making at my school/worksite.	92.3%	100.0%	100.0%	100.0%	95.8%
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%
In my school/worksite, I am treated as a professional	88.5%	88.9%	89.5%	80.6%	95.8%
There is good teamwork among staff in my school/worksite.	80.8%	88.9%	84.2%	83.9%	95.8%
Non-instructional duties are assigned on an equitable basis in my school/worksite	76.9%	82.4%	88.9%	83.3%	95.8%
My working environment (i.e. safety, cleanliness) is conducive to success	92.6%	88.9%	100.0%	90.3%	91.7%
My work performance is evaluated fairly.	76.9%	94.1%	94.7%	80.0%	91.3%
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%
I am provided adequate work and storage space to prepare for and do my job.	81.5%	66.7%	84.2%	87.1%	87.5%
My administrators/supervisors respect the negotiated contracts	74.1%	94.4%	100.0%	90.3%	95.8%
My planning time is respected by my school administrators/supervisors	77.3%	80.0%	93.3%	88.5%	95.0%
In my school, administrators/supervisors support me in enforcing discipline	72.0%	75.0%	94.4%	86.7%	100.0%
In my school, student misbehavior interferes with learning.	38.5%	38.9%	26.3%	39.3%	34.8%
Too much instructional time is spent administering assessments.	76.0%	73.3%	64.7%	60.7%	47.4%
HCPSS professional development experiences are meaningful and worthwhile	74.1%	58.8%	63.2%	70.0%	62.5%
Increased workload has contributed to a decline in my morale.	70.4%	61.1%	63.2%	58.1%	33.3%
I am paid fairly.	59.3%	38.9%	47.4%	51.6%	45.8%
I have confidence in the leadership exhibited by the HCPSS Superintendent.	33.3%	11.1%	5.3%	93.5%	91.7%
I have confidence in the leadership exhibited by the Howard County Board of Education.	46.2%	16.7%	52.6%	87.1%	87.5%
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	85.2%	94.4%	73.7%	90.0%	95.7%
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%
In my position, I receive appropriate and adequate support and training	81.5%	88.9%	84.2%	83.9%	83.3%
In the last 12 months, I have experienced harassing behavior from colleagues	19.2%	5.6%	16.7%	10.0%	8.7%
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	12.0%	11.1%	11.1%	23.3%	4.3%
In the last 12 months, I have experienced harassing behavior from parents	24.0%	33.3%	22.0%	17.2%	17.4%
At my school I spend most of my PIP time on non-instructional activities.					22.2%
At my school our administrator includes time during PIP for teacher-initiated collaboration.					93.3%
Participants	27	18	19	31	24 out of 48
Principal	Aaron Tark	Aaron Tark	Kaye M. Breon	Kaye M. Breon	Kaye M. Breon