

OVERVIEW

MORALE IN THE ERA OF EDUCATION REFORM

In a well-documented national trend, educator morale is falling; sadly, this is true even in Howard County. Agreement with the statement “Overall, morale in my school/work site is good” was only 59%, down from 68% last year. Dramatically increased workload related to the Race To The Top evaluation system is contributing to a decline in morale (73%, up twenty points from the 2011 level of 53%). There is a steep decline in the perception that respondents’ work is evaluated fairly (72%, down from 88%).

A majority of respondents say their professional development experiences are not meaningful and worthwhile (46%, down from 53%). Less than one-quarter believes they are paid fairly (23%, down from 52%). Sixty-nine percent say there is too much instructional time spent on administering assessments (up from 59%), and only 41% say they have adequate time during the workday to plan, prepare, and do the job (down from 55%).

Still, respondents (81%) feel successful in their work, though there is a marked decline in this attitude from the previous year’s 89%. Like last year, 90% of respondents agree administrators respect their negotiated contracts. They believe their environment is conducive to success (80%) and are treated as professionals (82%) at their schools.

Most respondents agree Howard County Public School System (HCPSS) offer the possibility of opportunities for advancement (67%, down from 73%) and provides appropriate support and training (71%, down from 79%). Most respondents (76%) agree administrators/ supervisors support them in enforcing discipline, their planning time is respected by administrators/supervisors (78%, down from 83%), and they have adequate work and storage space to prepare and do their jobs (80%). There is good teamwork among school-based staff (78%), non-instructional duties are equitably assigned (72%, down from 78%), there is open communication and trust (68%), and respondents say they can speak openly about important issues at their school without fear of repercussions (66%).

LEADERSHIP CRISIS

Confidence in the Superintendent has fallen precipitously (46%, down from 74%), and hit historic lows for the Howard County Board of Education (28%, down from 60%).

CONFIDENCE IN HCEA

The vast majority of respondents (89%, for two consecutive years, and up five points from 84% in 2011) are confident in the leadership exhibited by the Howard County Education Association. Notably, even non-union respondents have confidence (74%) in the Association.

HARASSMENT

In the last 12 months, 29% of respondents experienced harassing behavior from parents, 14% of respondents experienced harassing behavior from colleagues, and 11% of respondents experienced harassing behavior from administrators/supervisors. These numbers are largely unchanged from the previous survey.

NOTES

The HCEA Job Satisfaction Survey is a long-standing and highly regarded service provided to the Association's members and the Howard County community annually since the early 1990's. Almost 2700 HCPSS employees participated in 2013-14. The survey is always conducted by an independent firm and runs from the beginning of the second semester in January to late February. In order for employees to have detailed information in the voluntary transfer process, survey results are released prior to April 1st.

2013-2014 HCEA Job Satisfaction Survey

1) Overall, morale at my school/worksite is good

Work Site	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	185	657		296	156	1294	65.1	34.9
West Friendship ES	8	7				15	100.0	0.0
Phelps Luck ES	15	13		1		29	96.6	3.4
Atholton ES	6	15		1		22	95.5	4.5
Worthington ES	10	16		1	1	28	92.9	7.1
Running Brook ES	6	15		1	1	23	91.3	8.7
Dayton Oaks ES	11	19		3		33	90.9	9.1
Cradlerock ES	4	20		3		27	88.9	11.1
Ducketts Lane ES	5	11		2		18	88.9	11.1
Triadelphia Ridge ES	3	28		5		36	86.1	13.9
Lisbon ES	5	19		4		28	85.7	14.3
Laurel Woods ES	4	21		4	1	30	83.3	16.7
Northfield ES	9	15		4	1	29	82.8	17.2
Stevens Forest ES	5	16		5		26	80.8	19.2
Veterans ES	6	24		7	1	38	78.9	21.1
Deep Run ES	4	33		8	2	47	78.7	21.3
Hammond ES	8	10		5		23	78.3	21.7
Gorman Crossing ES	4	22		4	4	34	76.5	23.5
Bryant Woods ES	6	13		5	2	26	73.1	26.9
Bellows Spring ES	8	41		10	9	68	72.1	27.9
Jeffers Hill ES	2	14		4	3	23	69.6	30.4
Waterloo ES	4	31		12	4	51	68.6	31.4
Forest Ridge ES	2	19		10		31	67.7	32.3
Guilford ES	4	11		6	3	24	62.5	37.5
Longfellow ES	4	9		7	1	21	61.9	38.1
Rockburn ES	2	18		9	4	33	60.6	39.4
Bollman Bridge ES	4	19		10	5	38	60.5	39.5
Manor Woods ES	7	12		8	5	32	59.4	40.6
Pointers Run ES	3	11		9	1	24	58.3	41.7
Talbott Springs ES	2	18		13	2	35	57.1	42.9
Clarksville ES	1	12		6	4	23	56.5	43.5
Ilchester ES	3	17		10	6	36	55.6	44.4
Fulton ES	4	13		10	5	32	53.1	46.9
Hollifield Station ES	3	17		13	6	39	51.3	48.7
Clemens Crossing ES	2	11		11	4	28	46.4	53.6
Waverly ES		17		14	12	43	39.5	60.5
Elkridge ES	1	8		11	3	23	39.1	60.9
Swansfield ES	3	14		15	16	48	35.4	64.6
Thunder Hill ES	3	9		11	12	35	34.3	65.7
Bushy Park ES	1	8		11	9	29	31.0	69.0
St. John's Lane ES	2	5		13	8	28	25.0	75.0
Centennial Lane ES	1	6		10	21	38	18.4	81.6

2013-2014 HCEA Job Satisfaction Survey

Work Site	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	43	271		149	111	576	54.5	45.1
Harper's Choice MS	1	30		4		35	88.6	11.4
Murray Hill MS	7	29		6	3	45	80.0	20.0
Dunloggin MS	4	20		8		32	75.0	25.0
Patapsco MS	7	16		4	5	32	71.9	28.1
Burleigh Manor MS	4	16		7		28	71.4	25.0
Oakland Mills MS	3	15		7	4	29	62.1	37.9
Mount View MS	2	12		7	3	24	58.3	41.7
Bonnie Branch MS	3	16		8	7	34	55.9	44.1
Folly Quarter MS	3	17		13	4	37	54.1	45.9
Mayfield Woods MS	2	15		12	3	32	53.1	46.9
Hammond MS		12		3	9	24	50.0	50.0
Lime Kiln MS	3	8		8	2	22	50.0	45.5
Elkridge Landing MS	2	12		8	9	31	45.2	54.8
Wilde Lake MS		12		11	4	27	44.4	55.6
Ellicott Mills MS		10		7	8	25	40.0	60.0
Lake Elkhorn MS	1	11		9	14	35	34.3	65.7
Patuxent Valley MS	1	6		5	11	23	30.4	69.6
Clarksville MS		8		11	13	32	25.0	75.0
Glenwood MS		6		11	12	29	20.7	79.3
High	55	309	1	182	135	682	53.5	46.5
Mt. Hebron HS	12	23		5	3	43	81.4	18.6
Reservoir HS	15	43		12	6	76	76.3	23.7
Hammond HS	4	34		14	3	55	69.1	30.9
Centennial HS	7	41	1	14	10	73	66.7	33.3
Glenelg HS	2	21		9	3	35	65.7	34.3
Atholton HS	1	21		6	11	39	56.4	43.6
Howard HS	3	36		21	11	71	54.9	45.1
Wilde Lake HS	4	22		16	6	48	54.2	45.8
Marriotts Ridge HS	5	17		14	20	56	39.3	60.7
Oakland Mills HS	1	22		28	19	70	32.9	67.1
River Hill HS	1	16		24	19	60	28.3	71.7
Long Reach HS		13		19	24	56	23.2	76.8
Special	15	69	1	36	25	146	57.9	42.1
ARL	5	10		3	2	20	75.0	25.0
Ascend One		6		2		8	75.0	25.0
Cedar Lane		11		6	3	20	55.0	45.0
Central Office	5	15		10	16	46	43.5	56.5
Health Services	4	9	1	7	3	24	56.5	43.5
Homewood Center	1	12		7		20	65.0	35.0
Old Cedar Lane		6		1	1	8	75.0	25.0
Grand Total	298	1306	2	663	427	2698	59.5	40.4

2013-2014 HCEA Job Satisfaction Survey

2) There is an atmosphere of open communication and trust in my school/worksite.

Work Site	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	224	718	1	256	91	1294	72.9	26.8
Manor Woods ES	7	25				32	100.0	0.0
Phelps Luck ES	14	14		1		29	96.6	3.4
Lisbon ES	7	20		1		28	96.4	3.6
Running Brook ES	8	14			1	23	95.7	4.3
Atholton ES	6	15		1		22	95.5	4.5
West Friendship ES	8	6		1		15	93.3	6.7
Northfield ES	9	18		1	1	29	93.1	6.9
Worthington ES	10	16		1	1	28	92.9	7.1
Hammond ES	11	10		2		23	91.3	8.7
Ducketts Lane ES	2	14		2		18	88.9	11.1
Triadelphia Ridge ES	6	26		3	1	36	88.9	11.1
Dayton Oaks ES	13	16		4		33	87.9	12.1
Veterans ES	4	29		4	1	38	86.8	13.2
Cradlerock ES	3	20		4		27	85.2	14.8
Deep Run ES	9	28		7	3	47	78.7	21.3
Hollifield Station ES	9	21		8	1	39	76.9	23.1
Stevens Forest ES	4	16		6		26	76.9	23.1
Laurel Woods ES	4	19		6	1	30	76.7	23.3
Pointers Run ES	4	14		6		24	75.0	25.0
Waterloo ES	6	32		8	5	51	74.5	25.5
Forest Ridge ES	3	20		7	1	31	74.2	25.8
Rockburn ES	3	21		7	2	33	72.7	27.3
Ilchester ES	5	21		9	1	36	72.2	27.8
Guilford ES	4	13		5	2	24	70.8	29.2
Bellows Spring ES	13	35		14	6	68	70.6	29.4
Gorman Crossing ES	9	15		5	5	34	70.6	29.4
Thunder Hill ES	5	19	1	7	3	35	70.6	29.4
Bushy Park ES	2	18		8	1	29	69.0	31.0
Talbott Springs ES	3	21		10	1	35	68.6	31.4
Clarksville ES	2	12		5	3	23	60.9	34.8
Jeffers Hill ES	3	11		7	2	23	60.9	39.1
Bollman Bridge ES	6	17		10	4	38	60.5	36.8
Fulton ES	4	15		10	3	32	59.4	40.6
Bryant Woods ES	6	9		8	3	26	57.7	42.3
Clemens Crossing ES	4	12		7	5	28	57.1	42.9
Longfellow ES	2	10		4	4	21	57.1	38.1
Elkridge ES	1	12		9	1	23	56.5	43.5
Waverly ES	2	21		13	6	43	53.5	44.2
Centennial Lane ES	1	17		12	8	38	47.4	52.6
Swansfield ES		21		15	12	48	43.8	56.3
St. John's Lane ES	2	5		18	3	28	25.0	75.0

2013-2014 HCEA Job Satisfaction Survey

Work Site	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	51	336	1	136	50	576	67.3	32.3
Murray Hill MS	11	28	1	3	2	45	88.6	11.4
Bonnie Branch MS	4	26		3	1	34	88.2	11.8
Burleigh Manor MS	3	21		4		28	85.7	14.3
Lime Kiln MS	2	16		4		22	81.8	18.2
Folly Quarter MS	5	24		7	1	37	78.4	21.6
Harper's Choice MS	1	25		9		35	74.3	25.7
Ellicott Mills MS	2	16		6	1	25	72.0	28.0
Dunloggin MS	3	20		8	1	32	71.9	28.1
Mayfield Woods MS	2	21		5	4	32	71.9	28.1
Patapsco MS	3	20		6	3	32	71.9	28.1
Lake Elkhorn MS	4	20		9	1	35	68.6	28.6
Elkridge Landing MS	3	18		9	1	31	67.7	32.3
Hammond MS	2	13		4	5	24	62.5	37.5
Wilde Lake MS	1	14		11	1	27	55.6	44.4
Oakland Mills MS	2	14		9	4	29	55.2	44.8
Mount View MS	1	11		9	2	24	50.0	45.8
Patuxent Valley MS	2	8		6	7	23	43.5	56.5
Clarksville MS		12		12	8	32	37.5	62.5
Glenwood MS		9		12	8	29	31.0	69.0
High	61	345	3	175	94	682	59.8	39.6
Mt. Hebron HS	11	29		2	1	43	93.0	7.0
Glenelg HS	3	25		3	4	35	80.0	20.0
Centennial HS	14	43	1	12	3	73	79.2	20.8
Hammond HS	5	36	1	9	3	55	75.9	22.2
Reservoir HS	10	37		21	6	76	61.8	35.5
Atholton HS	2	22		8	6	39	61.5	35.9
Oakland Mills HS	1	37	1	21	10	70	55.1	44.9
Wilde Lake HS	3	23		13	9	48	54.2	45.8
Marriotts Ridge HS	3	25		22	6	56	50.0	50.0
Howard HS	5	28		24	14	71	46.5	53.5
River Hill HS	4	22		23	11	60	43.3	56.7
Long Reach HS		18		17	21	56	32.1	67.9
Special	13	70		37	25	146	56.8	42.5
ARL	2	13		3	2	20	75.0	25.0
Ascend One	2	5		1		8	87.5	12.5
Cedar Lane		9		7	4	20	45.0	55.0
Central Office	6	14		10	16	46	43.5	56.5
Health Services		12		9	3	24	50.0	50.0
Homewood Center	3	12		5		20	75.0	25.0
Old Cedar Lane		5		2		8	62.5	25.0
Grand Total	349	1469	5	604	260	2698	67.5	32.1

2013-2014 HCEA Job Satisfaction Survey

3) I personally feel successful in my work.

Work Site	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	327	740		174	41	1294	82.5	16.6
Lisbon ES	9	18			1	28	96.4	3.6
Running Brook ES	5	17		1		23	95.7	4.3
Dayton Oaks ES	16	15		2		33	93.9	6.1
Forest Ridge ES	3	26		2		31	93.5	6.5
West Friendship ES	10	4		1		15	93.3	6.7
Bryant Woods ES	14	10		2		26	92.3	7.7
Triadelphia Ridge ES	9	24		2		36	91.7	5.6
Atholton ES	9	11		2		22	90.9	9.1
Hollifield Station ES	12	23		4		39	89.7	10.3
Clemens Crossing ES	10	15		3		28	89.3	10.7
Ducketts Lane ES	2	14		1		18	88.9	5.6
Talbott Springs ES	12	19		3		35	88.6	8.6
Deep Run ES	14	27		3	3	47	87.2	12.8
Clarksville ES	8	12		3		23	87.0	13.0
Ilchester ES	7	24		3	1	36	86.1	11.1
Longfellow ES	3	15		3		21	85.7	14.3
Fulton ES	5	22		4	1	32	84.4	15.6
Veterans ES	6	26		4	1	38	84.2	13.2
Guilford ES	6	14		2	1	24	83.3	12.5
Laurel Woods ES	9	16		3	1	30	83.3	13.3
Phelps Luck ES	10	14		5		29	82.8	17.2
Hammond ES	7	12		3	1	23	82.6	17.4
Gorman Crossing ES	8	20		2	2	34	82.4	11.8
Worthington ES	10	13		5		28	82.1	17.9
Cradlerock ES	5	17		3	1	27	81.5	14.8
Manor Woods ES	12	14		4	2	32	81.3	18.8
Bellows Spring ES	18	37		11	2	68	80.9	19.1
Stevens Forest ES	8	13		4	1	26	80.8	19.2
Northfield ES	8	15		4	1	29	79.3	17.2
Swansfield ES	6	32		8	2	48	79.2	20.8
Bollman Bridge ES	10	20		8		38	78.9	21.1
Rockburn ES	5	21		5	2	33	78.8	21.2
Elkridge ES	2	16		5		23	78.3	21.7
Waterloo ES	11	28		9	2	51	76.5	21.6
Bushy Park ES	6	16		6	1	29	75.9	24.1
Jeffers Hill ES	5	12		6		23	73.9	26.1
Thunder Hill ES	6	19		5	5	35	71.4	28.6
Waverly ES	6	24		9	4	43	69.8	30.2
St. John's Lane ES	8	11		9		28	67.9	32.1
Pointers Run ES	4	12		7	1	24	66.7	33.3
Centennial Lane ES	3	22		8	5	38	65.8	34.2

2013-2014 HCEA Job Satisfaction Survey

Work Site	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	108	326		106	33	576	75.3	24.1
Burleigh Manor MS	9	17		1	1	28	92.9	7.1
Murray Hill MS	13	25		2	4	45	84.4	13.3
Clarksville MS	7	20		4	1	32	84.4	15.6
Mayfield Woods MS	4	23		4	1	32	84.4	15.6
Patapsco MS	5	22		3	1	32	84.4	12.5
Glenwood MS	8	16		5		29	82.8	17.2
Dunloggin MS	9	17		6		32	81.3	18.8
Folly Quarter MS	9	20		8		37	78.4	21.6
Hammond MS	4	14		5	1	24	75.0	25.0
Mount View MS	3	15		6		24	75.0	25.0
Harper's Choice MS	7	19		5	4	35	74.3	25.7
Bonnie Branch MS	3	22		5	4	34	73.5	26.5
Oakland Mills MS	6	14		7	1	29	69.0	27.6
Wilde Lake MS	1	17		8	1	27	66.7	33.3
Elkridge Landing MS	7	13		10	1	31	64.5	35.5
Ellicott Mills MS	3	13		8	1	25	64.0	36.0
Lime Kiln MS	4	10		5	3	22	63.6	36.4
Lake Elkhorn MS	3	19		8	5	35	62.9	37.1
Patuxent Valley MS	3	10		6	4	23	56.5	43.5
High	176	388		83	32	682	82.7	16.9
Reservoir HS	23	47		5	1	76	92.1	7.9
River Hill HS	21	34		4	1	60	91.7	8.3
Glenelg HS	7	25		3		35	91.4	8.6
Mt. Hebron HS	13	24		6		43	86.0	14.0
Centennial HS	26	36		9	2	73	84.9	15.1
Long Reach HS	12	34		4	6	56	82.1	17.9
Howard HS	16	42		9	3	71	81.7	16.9
Atholton HS	11	20		3	5	39	79.5	20.5
Wilde Lake HS	14	24		6	4	48	79.2	20.8
Marriotts Ridge HS	10	33		12		56	76.8	21.4
Oakland Mills HS	12	40		11	6	70	74.3	24.3
Hammond HS	11	29		11	4	55	72.7	27.3
Special	33	86	1	20	6	146	82.1	17.9
ARL	6	11		2	1	20	85.0	15.0
Ascend One	2	6				8	100.0	0.0
Cedar Lane	4	14		2		20	90.0	10.0
Central Office	9	24		8	5	46	71.7	28.3
Health Services	7	11	1	5		24	78.3	21.7
Homewood Center	2	15		3		20	85.0	15.0
Old Cedar Lane	3	5				8	100.0	0.0
Grand Total	644	1540	1	383	112	2698	81.0	18.4

2013-2014 HCEA Job Satisfaction Survey

4) I feel involved in decision-making at my school/worksite.

Work Site	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	169	572	32	364	153	1294	58.7	41.0
Manor Woods ES	6	21	1	4		32	87.1	12.9
West Friendship ES	8	5		1	1	15	86.7	13.3
Lisbon ES	4	18	1	5		28	81.5	18.5
Atholton ES	4	13	1	3	1	22	81.0	19.0
Worthington ES	8	13	2	5		28	80.8	19.2
Phelps Luck ES	8	14	1	4	2	29	78.6	21.4
Hammond ES	4	14		5		23	78.3	21.7
Jeffers Hill ES	5	13		3	2	23	78.3	21.7
Dayton Oaks ES	9	16	1	7		33	78.1	21.9
Stevens Forest ES	2	17		5	2	26	73.1	26.9
Running Brook ES	4	12	1	4	2	23	72.7	27.3
Northfield ES	5	16		6	2	29	72.4	27.6
Guilford ES	7	10		6	1	24	70.8	29.2
Pointers Run ES	4	13		5	2	24	70.8	29.2
Waterloo ES	2	32		10	7	51	66.7	33.3
Hollifield Station ES	5	19	1	9	5	39	63.2	36.8
Cradlerock ES	3	14		8	2	27	63.0	37.0
Ilchester ES	3	18	2	10	3	36	61.8	38.2
Ducketts Lane ES	1	10		6	1	18	61.1	38.9
Bellows Spring ES	11	27	5	16	9	68	60.3	39.7
Rockburn ES	2	17	1	9	4	33	59.4	40.6
Triadelphia Ridge ES	4	16	2	11	3	36	58.8	41.2
Laurel Woods ES	3	14		10	3	30	56.7	43.3
Gorman Crossing ES	6	12	2	9	5	34	56.3	43.8
Veterans ES	3	16	4	11	4	38	55.9	44.1
Deep Run ES	2	22	3	12	8	47	54.5	45.5
Thunder Hill ES	6	13		14	2	35	54.3	45.7
Bryant Woods ES	7	6	2	7	4	26	54.2	45.8
Bollman Bridge ES	3	17		11	6	38	52.6	44.7
Elkridge ES		11		8	4	23	47.8	52.2
Fulton ES	1	14		11	6	32	46.9	53.1
Talbott Springs ES	4	12		16	3	35	45.7	54.3
Forest Ridge ES	3	11		14	3	31	45.2	54.8
Swansfield ES	1	20		17	9	48	43.8	54.2
Longfellow ES	4	5		5	6	21	42.9	52.4
Clarksville ES	6	3	1	9	4	23	40.9	59.1
Centennial Lane ES	1	14	1	13	9	38	40.5	59.5
Waverly ES	3	14		19	7	43	39.5	60.5
Clemens Crossing ES	3	8		8	9	28	39.3	60.7
Bushy Park ES	3	8		13	5	29	37.9	62.1
St. John's Lane ES	1	4		15	7	28	17.9	78.6

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Work Site	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	53	250	7	176	89	576	53.3	46.6
Bonnie Branch MS	2	22		7	3	34	70.6	29.4
Folly Quarter MS	5	20		7	5	37	67.6	32.4
Burleigh Manor MS	5	13		7	3	28	64.3	35.7
Dunloggin MS	5	15		8	4	32	62.5	37.5
Patapsco MS	1	19		9	3	32	62.5	37.5
Harper's Choice MS	1	20		11	3	35	60.0	40.0
Murray Hill MS	8	18	1	14	4	45	59.1	40.9
Lake Elkhorn MS	5	15	1	9	5	35	58.8	41.2
Mayfield Woods MS	2	15	1	11	3	32	54.8	45.2
Mount View MS	1	12		6	5	24	54.2	45.8
Ellicott Mills MS	2	11		11	1	25	52.0	48.0
Elkridge Landing MS	3	12	2	8	6	31	51.7	48.3
Wilde Lake MS	3	10		13	1	27	48.1	51.9
Hammond MS	3	8		5	7	24	45.8	50.0
Oakland Mills MS	3	10		8	8	29	44.8	55.2
Lime Kiln MS	1	8	1	9	3	22	42.9	57.1
Clarksville MS		11		12	9	32	34.4	65.6
Glenwood MS	3	5	1	8	12	29	28.6	71.4
Patuxent Valley MS		6		13	4	23	26.1	73.9
High	60	246	12	229	133	682	45.7	54.0
Centennial HS	11	36	3	14	9	73	67.1	32.9
Glenelg HS	3	18	1	8	5	35	61.8	38.2
Mt. Hebron HS	7	18	1	12	5	43	59.5	40.5
Hammond HS	5	26	1	17	6	55	57.4	42.6
Atholton HS	2	16	1	12	8	39	47.4	52.6
Reservoir HS	6	28		25	17	76	44.7	55.3
Wilde Lake HS	5	15		17	11	48	41.7	58.3
River Hill HS	8	16		22	13	60	40.0	58.3
Marriotts Ridge HS	5	16	1	24	9	56	38.2	60.0
Oakland Mills HS	3	23		26	18	70	37.1	62.9
Long Reach HS	2	18	1	22	13	56	36.4	63.6
Howard HS	3	16	3	30	19	71	27.9	72.1
Special	20	58	4	42	21	146	54.9	44.4
ARL	3	10		3	3	20	65.0	30.0
Ascend One	2	6				8	100.0	0.0
Cedar Lane	2	8		9	1	20	50.0	50.0
Central Office	8	11	1	14	12	46	42.2	57.8
Health Services		8	2	10	4	24	36.4	63.6
Homewood Center	5	9	1	4	1	20	73.7	26.3
Old Cedar Lane		6		2		8	75.0	25.0
Grand Total	302	1126	55	811	396	2698	54.0	45.7

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5) I want to be involved in decision-making at my school/worksite.

Work Site	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	372	760	42	104	11	1294	90.4	9.2
Ducketts Lane ES	5	12	1			18	100.0	0.0
Phelps Luck ES	14	12	3			29	100.0	0.0
Stevens Forest ES	7	19				26	100.0	0.0
West Friendship ES	9	6				15	100.0	0.0
Northfield ES	8	20		1		29	96.6	3.4
Lisbon ES	6	21		1		28	96.4	3.6
Clemens Crossing ES	9	17	1	1		28	96.3	3.7
Worthington ES	11	14	2	1		28	96.2	3.8
St. John's Lane ES	8	17	2	1		28	96.2	3.8
Hammond ES	11	11		1		23	95.7	4.3
Running Brook ES	10	12		1		23	95.7	4.3
Atholton ES	6	15		1		22	95.5	4.5
Elkridge ES	8	13	1	1		23	95.5	4.5
Longfellow ES	5	15			1	21	95.2	4.8
Waterloo ES	13	35		3		51	94.1	5.9
Gorman Crossing ES	9	21	2	2		34	93.8	6.3
Cradlerock ES	5	19	1	2		27	92.3	7.7
Bellows Spring ES	19	40	4	5		68	92.2	7.8
Guilford ES	9	13		1		24	91.7	4.2
Veterans ES	8	25	2	3		38	91.7	8.3
Swansfield ES	13	30	1	3	1	48	91.5	8.5
Jeffers Hill ES	6	15		2		23	91.3	8.7
Laurel Woods ES	7	20		2		30	90.0	6.7
Bollman Bridge ES	9	25		3	1	38	89.5	10.5
Deep Run ES	11	30	1	5		47	89.1	10.9
Centennial Lane ES	14	17	3	2	2	38	88.6	11.4
Thunder Hill ES	13	18		3		35	88.6	8.6
Triadelphia Ridge ES	9	22	1	3	1	36	88.6	11.4
Ilchester ES	9	19	4	4		36	87.5	12.5
Dayton Oaks ES	10	17	2	4		33	87.1	12.9
Fulton ES	4	23	1	4		32	87.1	12.9
Bushy Park ES	7	18		3	1	29	86.2	13.8
Hollifield Station ES	10	21	3	5		39	86.1	13.9
Talbott Springs ES	12	17	1	4	1	35	85.3	14.7
Manor Woods ES	8	19		5		32	84.4	15.6
Rockburn ES	7	20	1	4	1	33	84.4	15.6
Forest Ridge ES	8	17	1	5		31	83.3	16.7
Pointers Run ES	7	13		4		24	83.3	16.7
Clarksville ES	9	9	1	3	1	23	81.8	18.2
Bryant Woods ES	9	10	2	4		26	79.2	16.7
Waverly ES	10	23	1	7	1	43	78.6	19.0

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Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	132	365	15	43	15	576	88.6	10.3
Elkridge Landing MS	8	23				31	100.0	0.0
Lime Kiln MS	4	17	1			22	100.0	0.0
Patuxent Valley MS	5	17				23	95.7	0.0
Harper's Choice MS	6	27		1	1	35	94.3	5.7
Glenwood MS	12	14	1	2		29	92.9	7.1
Burleigh Manor MS	5	20	1		2	28	92.6	7.4
Hammond MS	5	17		1		24	91.7	4.2
Murray Hill MS	16	21	4	3	1	45	90.2	9.8
Mayfield Woods MS	5	22	2	1	1	32	90.0	6.7
Oakland Mills MS	8	17	1	1	1	29	89.3	7.1
Folly Quarter MS	11	22		4		37	89.2	10.8
Bonnie Branch MS	5	24	1	3	1	34	87.9	12.1
Clarksville MS	8	20		2	2	32	87.5	12.5
Dunloggin MS	10	17	1	3	1	32	87.1	12.9
Lake Elkhorn MS	9	19	2	3	1	35	84.8	12.1
Ellicott Mills MS	1	20		4		25	84.0	16.0
Mount View MS	7	12	1	3		24	82.6	13.0
Patapsco MS	3	21		5	3	32	75.0	25.0
Wilde Lake MS	4	15		7	1	27	70.4	29.6
High	171	404	18	71	14	682	86.6	12.8
Mt. Hebron HS	11	29	2	1		43	97.6	2.4
Wilde Lake HS	17	27	1	3		48	93.6	6.4
Centennial HS	24	37	7	3	2	73	92.4	7.6
Hammond HS	13	35	3	3	1	55	92.3	7.7
Glenelg HS	7	24		3		35	88.6	8.6
Atholton HS	10	24		5		39	87.2	12.8
Marriotts Ridge HS	12	36		7		56	85.7	12.5
Long Reach HS	10	36	1	8	1	56	83.6	16.4
Reservoir HS	17	45	1	9	4	76	82.7	17.3
Oakland Mills HS	16	41	1	12		70	82.6	17.4
Howard HS	18	38	2	9	4	71	81.2	18.8
River Hill HS	16	32		8	2	60	80.0	16.7
Special	54	75	3	9	4	146	90.2	9.1
ARL	4	15				20	95.0	0.0
Ascend One	3	5				8	100.0	0.0
Cedar Lane	7	11		1	1	20	90.0	10.0
Central Office	22	18	1	4	1	46	88.9	11.1
Health Services	9	10	2	2	1	24	86.4	13.6
Homewood Center	4	13		2	1	20	85.0	15.0
Old Cedar Lane	5	3				8	100.0	0.0
Grand Total	729	1604	78	227	44	2698	89.0	10.3

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6) In my school/worksite, I can speak openly about important issues without fear of repercussions.

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	281	624	13	255	113	1294	70.6	28.7
Worthington ES	11	14	1	1	1	28	92.6	7.4
Atholton ES	6	12	2	1	1	22	90.0	10.0
Manor Woods ES	9	18	1	2	1	32	87.1	9.7
Hammond ES	7	13		3		23	87.0	13.0
Running Brook ES	11	9		2	1	23	87.0	13.0
West Friendship ES	10	3		1	1	15	86.7	13.3
Lisbon ES	11	13		3	1	28	85.7	14.3
Ducketts Lane ES	4	11		3		18	83.3	16.7
Laurel Woods ES	7	18		2	3	30	83.3	16.7
Triadelphia Ridge ES	4	26		4	1	36	83.3	13.9
Phelps Luck ES	14	10		3		29	82.8	10.3
Veterans ES	5	26		5	2	38	81.6	18.4
Ilchester ES	8	21		6	1	36	80.6	19.4
Waterloo ES	12	28	1	5	5	51	80.0	20.0
Northfield ES	6	17		5	1	29	79.3	20.7
Pointers Run ES	5	14		3	2	24	79.2	20.8
Dayton Oaks ES	12	14		7		33	78.8	21.2
Rockburn ES	8	18		4	3	33	78.8	21.2
Deep Run ES	10	27		8	2	47	78.7	21.3
Guilford ES	7	11	1	3	2	24	78.3	21.7
Cradlerock ES	5	14	2	6		27	76.0	24.0
Gorman Crossing ES	9	16		5	4	34	73.5	26.5
Jeffers Hill ES	5	11		5	2	23	69.6	30.4
Stevens Forest ES	6	12		8		26	69.2	30.8
Forest Ridge ES	5	16		9		31	67.7	29.0
Hollifield Station ES	7	19		9	3	39	66.7	30.8
Bellows Spring ES	16	28	1	15	8	68	65.7	34.3
Bryant Woods ES	7	10		5	4	26	65.4	34.6
Clarksville ES	5	10		3	5	23	65.2	34.8
Clemens Crossing ES	7	11		5	5	28	64.3	35.7
Bushy Park ES	6	12		8	2	29	62.1	34.5
Elkridge ES	2	12		8	1	23	60.9	39.1
Longfellow ES	4	8	1	5	3	21	60.0	40.0
Bollman Bridge ES	4	18	1	10	4	38	59.5	37.8
Swansfield ES	3	24	1	11	9	48	57.4	42.6
Talbott Springs ES	5	15		11	4	35	57.1	42.9
Waverly ES	2	22	1	13	5	43	57.1	42.9
Thunder Hill ES	6	13		12	4	35	54.3	45.7
Centennial Lane ES	5	15		12	6	38	52.6	47.4
Fulton ES	3	12		10	7	32	46.9	53.1
St. John's Lane ES	2	3		14	9	28	17.9	82.1

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Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	91	273	5	134	68	576	63.7	35.4
Lake Elkhorn MS	7	22		4	1	35	82.9	14.3
Murray Hill MS	11	25	1	5	3	45	81.8	18.2
Burleigh Manor MS	4	18		4	2	28	78.6	21.4
Folly Quarter MS	12	16		6	3	37	75.7	24.3
Bonnie Branch MS	2	23		6	3	34	73.5	26.5
Mayfield Woods MS	4	19		5	4	32	71.9	28.1
Harper's Choice MS	6	18	1	8	2	35	70.6	29.4
Elkridge Landing MS	9	12	1	7	2	31	70.0	30.0
Dunloggin MS	7	15		7	3	32	68.8	31.3
Patapsco MS	6	15	1	7	3	32	67.7	32.3
Wilde Lake MS	2	15	1	8	1	27	65.4	34.6
Hammond MS	2	13		3	6	24	62.5	37.5
Lime Kiln MS	3	10		8	1	22	59.1	40.9
Mount View MS	4	9		7	3	24	54.2	41.7
Ellicott Mills MS	3	8		12	1	25	44.0	52.0
Patuxent Valley MS	3	7		7	6	23	43.5	56.5
Clarksville MS	2	11		11	8	32	40.6	59.4
Oakland Mills MS	3	8		10	7	29	37.9	58.6
Glenwood MS	1	9		9	9	29	34.5	62.1
High	102	305	5	155	112	682	60.1	39.4
Hammond HS	11	34	1	7	2	55	83.3	16.7
Mt. Hebron HS	13	22		5	2	43	81.4	16.3
Centennial HS	18	36	1	14	4	73	75.0	25.0
Glenelg HS	3	21		5	6	35	68.6	31.4
Atholton HS	7	18	1	7	5	39	65.8	31.6
Oakland Mills HS	6	38	2	14	10	70	64.7	35.3
Reservoir HS	12	31		23	10	76	56.6	43.4
Wilde Lake HS	10	17		12	9	48	56.3	43.8
Long Reach HS	4	24		10	18	56	50.0	50.0
River Hill HS	8	22		12	17	60	50.0	48.3
Marriotts Ridge HS	8	19		18	11	56	48.2	51.8
Howard HS	2	23		28	18	71	35.2	64.8
Special	24	62	4	30	24	146	60.6	38.0
ARL	4	10	1	2	2	20	73.7	21.1
Ascend One	3	5				8	100.0	0.0
Cedar Lane	1	8		7	4	20	45.0	55.0
Central Office	8	13	1	12	12	46	46.7	53.3
Health Services	1	11	2	6	4	24	54.5	45.5
Homewood Center	5	11		3	1	20	80.0	20.0
Old Cedar Lane	2	4			1	8	75.0	12.5
Grand Total	498	1264	27	574	317	2698	66.0	33.4

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7) In my school/worksite, I am treated as a professional.

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	427	683	2	122	53	1294	85.9	13.5
West Friendship ES	9	6				15	100.0	0.0
Veterans ES	11	26		1		38	97.4	2.6
Manor Woods ES	10	21		1		32	96.9	3.1
Bushy Park ES	9	19			1	29	96.6	3.4
Lisbon ES	13	14		1		28	96.4	3.6
Stevens Forest ES	9	16			1	26	96.2	3.8
Running Brook ES	13	9		1		23	95.7	4.3
Ducketts Lane ES	5	12		1		18	94.4	5.6
Dayton Oaks ES	19	12		2		33	93.9	6.1
Worthington ES	11	15		1		28	92.9	3.6
Cradlerock ES	7	18		2		27	92.6	7.4
Ilchester ES	14	19			3	36	91.7	8.3
Pointers Run ES	6	16		1	1	24	91.7	8.3
Talbott Springs ES	10	22		3		35	91.4	8.6
Hammond ES	10	11		2		23	91.3	8.7
Atholton ES	9	11		2		22	90.9	9.1
Rockburn ES	12	18		3		33	90.9	9.1
Laurel Woods ES	12	15		2		30	90.0	6.7
Northfield ES	11	15		3		29	89.7	10.3
Phelps Luck ES	18	8		2	1	29	89.7	10.3
Triadelphia Ridge ES	11	21		4		36	88.9	11.1
Clarksville ES	9	11		3		23	87.0	13.0
Deep Run ES	17	23	1	5	1	47	87.0	13.0
Elkridge ES	5	15		3		23	87.0	13.0
Guilford ES	8	12	1	2	1	24	87.0	13.0
Gorman Crossing ES	13	16		4	1	34	85.3	14.7
Hollifield Station ES	16	17		5		39	84.6	12.8
Bollman Bridge ES	9	23		4	2	38	84.2	15.8
Bellows Spring ES	23	34		5	6	68	83.8	16.2
Waverly ES	4	32		6	1	43	83.7	16.3
Jeffers Hill ES	10	9		1	2	23	82.6	13.0
Bryant Woods ES	9	12		1	4	26	80.8	19.2
Forest Ridge ES	11	14		3	1	31	80.6	12.9
Waterloo ES	16	24		7	4	51	78.4	21.6
Fulton ES	6	19		4	3	32	78.1	21.9
Thunder Hill ES	11	16		5	3	35	77.1	22.9
Centennial Lane ES	5	24		7	2	38	76.3	23.7
St. John's Lane ES	5	16		6	1	28	75.0	25.0
Clemens Crossing ES	7	12		3	6	28	67.9	32.1
Swansfield ES	9	23		10	5	48	66.7	31.3
Longfellow ES	5	7		6	3	21	57.1	42.9

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Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	139	319		77	37	576	79.5	19.8
Folly Quarter MS	15	20		2		37	94.6	5.4
Burleigh Manor MS	9	17		2		28	92.9	7.1
Harper's Choice MS	6	25		1	2	35	88.6	8.6
Dunloggin MS	11	17		4		32	87.5	12.5
Patapsco MS	7	21		2	2	32	87.5	12.5
Lime Kiln MS	5	14		1	2	22	86.4	13.6
Murray Hill MS	16	22		4	2	45	84.4	13.3
Mayfield Woods MS	8	19		4	1	32	84.4	15.6
Elkridge Landing MS	8	18		3	1	31	83.9	12.9
Wilde Lake MS	4	18		4	1	27	81.5	18.5
Ellicott Mills MS	6	14		5		25	80.0	20.0
Bonnie Branch MS	9	17		6	2	34	76.5	23.5
Oakland Mills MS	7	15		5	2	29	75.9	24.1
Mount View MS	7	11		4	1	24	75.0	20.8
Clarksville MS	3	20		5	4	32	71.9	28.1
Lake Elkhorn MS	10	15		6	4	35	71.4	28.6
Patuxent Valley MS	2	14		6	1	23	69.6	30.4
Hammond MS	1	12		5	6	24	54.2	45.8
Glenwood MS	5	10		8	6	29	51.7	48.3
High	159	365	2	91	60	682	77.1	22.2
Mt. Hebron HS	16	22		4	1	43	88.4	11.6
Centennial HS	22	41	1	6	2	73	87.5	11.1
Hammond HS	17	30		6	2	55	85.5	14.5
Glenelg HS	9	19		5	2	35	80.0	20.0
Reservoir HS	14	46	1	8	6	76	80.0	18.7
Howard HS	18	37		7	9	71	77.5	22.5
Atholton HS	13	17		4	5	39	76.9	23.1
River Hill HS	13	32		12	3	60	75.0	25.0
Wilde Lake HS	11	24		10	3	48	72.9	27.1
Marriotts Ridge HS	10	30		9	5	56	71.4	25.0
Oakland Mills HS	6	44		7	12	70	71.4	27.1
Long Reach HS	10	23		13	10	56	58.9	41.1
Special	38	73	2	21	11	146	77.1	22.2
ARL	5	13		2		20	90.0	10.0
Ascend One	3	4				8	87.5	0.0
Cedar Lane	3	12		3	2	20	75.0	25.0
Central Office	15	18		6	7	46	71.7	28.3
Health Services	2	14	2	4	2	24	72.7	27.3
Homewood Center	7	9		4		20	80.0	20.0
Old Cedar Lane	3	3		2		8	75.0	25.0
Grand Total	763	1440	6	311	161	2698	81.8	17.5

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8) There is good teamwork among staff in my school/worksite.

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	346	717	3	171	56	1294	82.3	17.6
Ducketts Lane ES	8	10				18	100.0	0.0
Elkridge ES	4	19				23	100.0	0.0
West Friendship ES	7	8				15	100.0	0.0
Triadelphia Ridge ES	11	24		1		36	97.2	2.8
Manor Woods ES	13	18		1		32	96.9	3.1
Running Brook ES	9	13		1		23	95.7	4.3
Atholton ES	7	14			1	22	95.5	4.5
Forest Ridge ES	6	22	1	2		31	93.3	6.7
Laurel Woods ES	10	18		1	1	30	93.3	6.7
Dayton Oaks ES	15	15		3		33	90.9	9.1
Northfield ES	10	16		2	1	29	89.7	10.3
Lisbon ES	5	20		3		28	89.3	10.7
Thunder Hill ES	7	24		2	2	35	88.6	11.4
Stevens Forest ES	8	15		3		26	88.5	11.5
Pointers Run ES	9	12		3		24	87.5	12.5
Hammond ES	9	11		1	2	23	87.0	13.0
Veterans ES	8	25		4	1	38	86.8	13.2
Deep Run ES	13	26	2	6		47	86.7	13.3
Phelps Luck ES	18	7		4		29	86.2	13.8
Worthington ES	12	12		4		28	85.7	14.3
Bellows Spring ES	13	44		9	2	68	83.8	16.2
Talbott Springs ES	9	20		5	1	35	82.9	17.1
Clemens Crossing ES	8	15		3	2	28	82.1	17.9
Hollifield Station ES	16	16		5	2	39	82.1	17.9
Cradlerock ES	7	15		4	1	27	81.5	18.5
Fulton ES	8	18		3	3	32	81.3	18.8
Swansfield ES	5	33		8	2	48	79.2	20.8
Clarksville ES	7	11		4	1	23	78.3	21.7
Bryant Woods ES	8	12		4	2	26	76.9	23.1
Waverly ES	4	29		6	4	43	76.7	23.3
Bushy Park ES	7	15		6	1	29	75.9	24.1
Rockburn ES	9	16		7		33	75.8	21.2
St. John's Lane ES	8	13		5	2	28	75.0	25.0
Waterloo ES	8	30		7	6	51	74.5	25.5
Jeffers Hill ES	6	11		3	3	23	73.9	26.1
Bollman Bridge ES	7	21		9	1	38	73.7	26.3
Ilchester ES	8	18		5	5	36	72.2	27.8
Guilford ES	4	13		6	1	24	70.8	29.2
Gorman Crossing ES	7	15		9	3	34	64.7	35.3
Longfellow ES	5	8		7	1	21	61.9	38.1
Centennial Lane ES	3	15		15	5	38	47.4	52.6

2013-2014 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	119	332	1	90	31	576	78.4	21.0
Lime Kiln MS	7	15				22	100.0	0.0
Ellicott Mills MS	9	14		2		25	92.0	8.0
Mayfield Woods MS	10	19		3		32	90.6	9.4
Patapsco MS	5	24		2	1	32	90.6	9.4
Oakland Mills MS	9	17		3		29	89.7	10.3
Murray Hill MS	13	25	1	4	2	45	86.4	13.6
Bonnie Branch MS	8	20		5	1	34	82.4	17.6
Dunloggin MS	8	18		5	1	32	81.3	18.8
Elkridge Landing MS	10	14		4	3	31	77.4	22.6
Lake Elkhorn MS	4	23		4	3	35	77.1	20.0
Harper's Choice MS	4	23		5	2	35	77.1	20.0
Glenwood MS	3	19		3	4	29	75.9	24.1
Patuxent Valley MS	4	13		5	1	23	73.9	26.1
Mount View MS	4	13		4	3	24	70.8	29.2
Folly Quarter MS	7	19		11		37	70.3	29.7
Hammond MS	6	10		4	4	24	66.7	33.3
Wilde Lake MS	2	16		8	1	27	66.7	33.3
Clarksville MS	3	17		7	4	32	62.5	34.4
Burleigh Manor MS	3	13		11	1	28	57.1	42.9
High	143	335	1	136	64	682	70.2	29.4
Mt. Hebron HS	13	24		6		43	86.0	14.0
Howard HS	21	40		8	2	71	85.9	14.1
Hammond HS	15	31		5	4	55	83.6	16.4
Reservoir HS	16	41		14	5	76	75.0	25.0
Glenelg HS	3	21		8	3	35	68.6	31.4
Centennial HS	18	31		20	4	73	67.1	32.9
Atholton HS	7	19		6	7	39	66.7	33.3
River Hill HS	16	24		14	6	60	66.7	33.3
Marriotts Ridge HS	11	26		13	5	56	66.1	32.1
Oakland Mills HS	12	33		11	14	70	64.3	35.7
Wilde Lake HS	6	21	1	15	3	48	57.4	38.3
Long Reach HS	5	24		16	11	56	51.8	48.2
Special	43	70		19	14	146	77.4	22.6
ARL	8	10		1	1	20	90.0	10.0
Ascend One	4	4				8	100.0	0.0
Cedar Lane	2	14		2	2	20	80.0	20.0
Central Office	18	13		6	9	46	67.4	32.6
Health Services	2	13		8	1	24	62.5	37.5
Homewood Center	8	12				20	100.0	0.0
Old Cedar Lane	1	4		2	1	8	62.5	37.5
Grand Total	651	1454	5	416	165	2698	78.2	21.6

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9) Non-instructional duties are assigned on an equitable basis in my school/worksite.

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	222	697	85	212	68	1294	76.0	23.2
West Friendship ES	8	7				15	100.0	0.0
Ducketts Lane ES	4	10	3	1		18	93.3	6.7
Bollman Bridge ES	6	28	1	3		38	91.9	8.1
Clarksville ES	9	11	1	2		23	90.9	9.1
Deep Run ES	7	30	5	4	1	47	88.1	11.9
Manor Woods ES	7	21		2	1	32	87.5	9.4
Atholton ES	5	13	1	2	1	22	85.7	14.3
Lisbon ES	5	17	2	4		28	84.6	15.4
Bryant Woods ES	9	12	1	3		26	84.0	12.0
Waterloo ES	5	36	2	5	3	51	83.7	16.3
Phelps Luck ES	9	14	1	4	1	29	82.1	17.9
Worthington ES	9	14		1	2	28	82.1	10.7
Elkridge ES	1	17	1	3		23	81.8	13.6
Pointers Run ES	7	11	2	4		24	81.8	18.2
Swansfield ES	2	35	2	6	3	48	80.4	19.6
Bellows Spring ES	6	41	9	9	3	68	79.7	20.3
Northfield ES	10	13		6		29	79.3	20.7
Veterans ES	7	16	9	4	2	38	79.3	20.7
Clemens Crossing ES	6	16		2	4	28	78.6	21.4
Dayton Oaks ES	6	18	2	5	1	33	77.4	19.4
Hammond ES	7	10	1	3	2	23	77.3	22.7
Talbott Springs ES	3	22	1	6	3	35	73.5	26.5
Laurel Woods ES	6	16		6	2	30	73.3	26.7
Running Brook ES	5	11	1	5	1	23	72.7	27.3
Bushy Park ES	6	12	4	5	2	29	72.0	28.0
Fulton ES	1	22		7	2	32	71.9	28.1
Forest Ridge ES	2	18	3	7	1	31	71.4	28.6
Guilford ES	3	12	3	5	1	24	71.4	28.6
Jeffers Hill ES	2	13	2	6		23	71.4	28.6
Hollifield Station ES	8	19	1	10	1	39	71.1	28.9
Waverly ES	4	24	3	9	2	43	70.0	27.5
Ilchester ES	6	16	4	6	4	36	68.8	31.3
Stevens Forest ES	4	13	1	5	3	26	68.0	32.0
Rockburn ES	5	14	5	8	1	33	67.9	32.1
Cradlerock ES	6	11	1	8	1	27	65.4	34.6
Longfellow ES	3	10	1	5	2	21	65.0	35.0
Gorman Crossing ES	9	11	3	7	3	34	64.5	32.3
Thunder Hill ES	3	17	3	9	2	35	62.5	34.4
Triadelphia Ridge ES	6	15	2	9	3	36	61.8	35.3
Centennial Lane ES	2	18	4	6	8	38	58.8	41.2
St. John's Lane ES	3	13		10	2	28	57.1	42.9

2013-2014 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	80	291	29	102	68	576	67.8	31.1
Murray Hill MS	9	27	1	6	2	45	81.8	18.2
Folly Quarter MS	10	18	2	5	2	37	80.0	20.0
Patapsco MS	4	20	2	4	2	32	80.0	20.0
Burleigh Manor MS	1	18	3	5	1	28	76.0	24.0
Ellicott Mills MS	3	16		4	2	25	76.0	24.0
Wilde Lake MS	3	14	4	3	3	27	73.9	26.1
Harper's Choice MS	3	19	5	5	3	35	73.3	26.7
Lime Kiln MS	4	12		4	2	22	72.7	27.3
Elkridge Landing MS	3	18	2	5	3	31	72.4	27.6
Dunloggin MS	7	14	2	8	1	32	70.0	30.0
Lake Elkhorn MS	5	18	2	5	4	35	69.7	27.3
Hammond MS	3	13		3	5	24	66.7	33.3
Glenwood MS	7	10	3	4	4	29	65.4	30.8
Oakland Mills MS	2	15	1	7	3	29	60.7	35.7
Mayfield Woods MS	5	14		5	8	32	59.4	40.6
Mount View MS	4	9	1	8	2	24	56.5	43.5
Patuxent Valley MS	4	9		5	5	23	56.5	43.5
Bonnie Branch MS	3	15		9	5	34	52.9	41.2
Clarksville MS		12	1	7	11	32	38.7	58.1
High	116	323	55	101	84	682	70.0	29.5
River Hill HS	21	26	4	7	2	60	83.9	16.1
Centennial HS	15	37	10	6	5	73	82.5	17.5
Reservoir HS	20	33	11	6	6	76	81.5	18.5
Atholton HS	8	22		2	7	39	76.9	23.1
Howard HS	11	37	4	12	7	71	71.6	28.4
Hammond HS	7	28	4	9	6	55	68.6	29.4
Marriotts Ridge HS	12	21	7	10	6	56	67.3	32.7
Long Reach HS	4	30	4	9	9	56	65.4	34.6
Wilde Lake HS	5	22	3	9	9	48	60.0	40.0
Mt. Hebron HS	5	18	4	9	7	43	59.0	41.0
Oakland Mills HS	4	35	3	14	13	70	58.2	40.3
Glenelg HS	4	14	1	8	7	35	52.9	44.1
Special	14	39	56	26	10	146	58.9	40.0
ARL	3	6	9	2		20	81.8	18.2
Ascend One	1	2	5			8	100.0	0.0
Cedar Lane	2	8	4	5	1	20	62.5	37.5
Central Office	5	6	20	9	6	46	42.3	57.7
Health Services		7	16		1	24	87.5	12.5
Homewood Center	2	7		9	2	20	45.0	55.0
Old Cedar Lane	1	3	2	1		8	66.7	16.7
Grand Total	432	1350	225	441	230	2698	72.1	27.1

2013-2014 HCEA Job Satisfaction Survey

10) My working environment (i.e. safety, cleanliness) is conducive to success.

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	371	688	3	169	59	1294	82.0	17.7
Lisbon ES	13	15				28	100.0	0.0
Dayton Oaks ES	22	10				33	97.0	0.0
Laurel Woods ES	8	21		1		30	96.7	3.3
Bushy Park ES	20	8		1		29	96.6	3.4
Northfield ES	13	15		1		29	96.6	3.4
Triadelphia Ridge ES	13	21		1	1	36	94.4	5.6
Rockburn ES	17	14		2		33	93.9	6.1
Manor Woods ES	7	23		2		32	93.8	6.3
West Friendship ES	9	5		1		15	93.3	6.7
Worthington ES	12	14		2		28	92.9	7.1
Bellows Spring ES	24	39		5		68	92.6	7.4
Guilford ES	10	12		1	1	24	91.7	8.3
Atholton ES	4	15	1	2		22	90.5	9.5
Veterans ES	9	25		4		38	89.5	10.5
Deep Run ES	7	35		3	2	47	89.4	10.6
Ducketts Lane ES	6	10		2		18	88.9	11.1
Ilchester ES	20	12		2	2	36	88.9	11.1
Waverly ES	12	26		4	1	43	88.4	11.6
Hollifield Station ES	12	22		4	1	39	87.2	12.8
Elkridge ES	4	16		3		23	87.0	13.0
Fulton ES	12	15		3	1	32	84.4	12.5
Jeffers Hill ES	6	13		4		23	82.6	17.4
Bryant Woods ES	8	13		4	1	26	80.8	19.2
Thunder Hill ES	9	19		3	4	35	80.0	20.0
Pointers Run ES	2	17		5		24	79.2	20.8
Hammond ES	8	10		4	1	23	78.3	21.7
Stevens Forest ES	8	12		4	1	26	76.9	19.2
Bollman Bridge ES	6	23		6	3	38	76.3	23.7
Forest Ridge ES	7	16		7	1	31	74.2	25.8
Clarksville ES	8	9		2	4	23	73.9	26.1
Clemens Crossing ES	7	13		4	4	28	71.4	28.6
Talbott Springs ES	7	18		6	4	35	71.4	28.6
Swansfield ES	6	28		11	3	48	70.8	29.2
Waterloo ES	5	31		9	6	51	70.6	29.4
St. John's Lane ES	5	14	1	6	2	28	70.4	29.6
Longfellow ES	1	13	1	4	2	21	70.0	30.0
Running Brook ES	7	9		6	1	23	69.6	30.4
Phelps Luck ES	8	12		6	3	29	69.0	31.0
Cradlerock ES	2	16		9		27	66.7	33.3
Gorman Crossing ES	7	15		10	2	34	64.7	35.3
Centennial Lane ES		14		15	8	38	36.8	60.5

2013-2014 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	154	283	1	81	54	576	76.0	23.5
Folly Quarter MS	19	17		1		37	97.3	2.7
Harper's Choice MS	9	25			1	35	97.1	2.9
Murray Hill MS	12	29		3	1	45	91.1	8.9
Clarksville MS	6	21		2	3	32	84.4	15.6
Patapsco MS	8	19		2	3	32	84.4	15.6
Ellicott Mills MS	7	14		4		25	84.0	16.0
Hammond MS	3	17		2	2	24	83.3	16.7
Oakland Mills MS	11	13		2	2	29	82.8	13.8
Bonnie Branch MS	10	18		5	1	34	82.4	17.6
Dunloggin MS	11	15		6		32	81.3	18.8
Mayfield Woods MS	13	12		5	1	32	78.1	18.8
Lime Kiln MS	7	10		3	2	22	77.3	22.7
Burleigh Manor MS	9	12		6	1	28	75.0	25.0
Elkridge Landing MS	10	13		6	2	31	74.2	25.8
Patuxent Valley MS	3	11		6	3	23	60.9	39.1
Mount View MS	4	10		4	6	24	58.3	41.7
Wilde Lake MS	3	11	1	10	2	27	53.8	46.2
Glenwood MS	4	9		4	12	29	44.8	55.2
Lake Elkhorn MS	5	7		10	12	35	34.3	62.9
High	170	377	4	86	44	682	80.7	19.2
River Hill HS	33	21		5	1	60	90.0	10.0
Reservoir HS	33	35		6	2	76	89.5	10.5
Marriotts Ridge HS	17	31	1	4	3	56	87.3	12.7
Glenelg HS	8	22		5		35	85.7	14.3
Wilde Lake HS	6	35		4	3	48	85.4	14.6
Centennial HS	15	46	1	9	2	73	84.7	15.3
Howard HS	22	38		6	4	71	84.5	14.1
Long Reach HS	13	33		6	4	56	82.1	17.9
Mt. Hebron HS	8	26		7	2	43	79.1	20.9
Oakland Mills HS	3	44	1	11	11	70	68.1	31.9
Hammond HS	5	30		15	5	55	63.6	36.4
Atholton HS	7	16	1	8	7	39	60.5	39.5
Special	27	79	4	25	9	146	74.6	23.9
ARL	2	12	1	4		20	73.7	21.1
Ascend One	4	4				8	100.0	0.0
Cedar Lane	2	11		5	1	20	65.0	30.0
Central Office	7	21		13	5	46	60.9	39.1
Health Services	6	13	2	1	2	24	86.4	13.6
Homewood Center	4	14		2		20	90.0	10.0
Old Cedar Lane	2	4	1		1	8	85.7	14.3
Grand Total	722	1427	12	361	166	2698	80.0	19.6

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11) My work performance is evaluated fairly.

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	323	686	23	162	96	1294	79.4	20.3
Clarksville ES	6	16	1			23	100.0	0.0
Talbott Springs ES	6	27	1		1	35	97.1	2.9
Forest Ridge ES	6	22	1	1	1	31	93.3	6.7
West Friendship ES	9	5				15	93.3	0.0
Stevens Forest ES	10	14		2		26	92.3	7.7
Running Brook ES	10	10	1	1	1	23	90.9	9.1
Worthington ES	9	14	2	3		28	88.5	11.5
Cradlerock ES	2	20	2	2	1	27	88.0	12.0
Laurel Woods ES	12	14		2	2	30	86.7	13.3
Phelps Luck ES	15	10		2	2	29	86.2	13.8
Ilchester ES	12	19		2	3	36	86.1	13.9
Triadelphia Ridge ES	8	23		2	3	36	86.1	13.9
Deep Run ES	11	28	1	5	2	47	84.8	15.2
Bryant Woods ES	7	14	1	2	2	26	84.0	16.0
Bollman Bridge ES	6	25	1	5	1	38	83.8	16.2
Hammond ES	10	9		3	1	23	82.6	17.4
Waterloo ES	22	20		4	5	51	82.4	17.6
Northfield ES	10	13	1	3	2	29	82.1	17.9
Hollifield Station ES	8	24		6	1	39	82.1	17.9
Atholton ES	5	13		3	1	22	81.8	18.2
Veterans ES	6	25		4	3	38	81.6	18.4
Rockburn ES	9	17		2	5	33	78.8	21.2
Guilford ES	6	12	1	1	4	24	78.3	21.7
Jeffers Hill ES	8	10		3	2	23	78.3	21.7
Fulton ES	5	20		5	2	32	78.1	21.9
Ducketts Lane ES	5	9		4		18	77.8	22.2
Swansfield ES	3	34		9	1	48	77.1	20.8
Gorman Crossing ES	12	14		4	3	34	76.5	20.6
Waverly ES	4	28	1	8	2	43	76.2	23.8
Clemens Crossing ES	8	13		5	2	28	75.0	25.0
Lisbon ES	8	13		4	3	28	75.0	25.0
Pointers Run ES	4	11	4	3	2	24	75.0	25.0
Dayton Oaks ES	12	12		9		33	72.7	27.3
Longfellow ES	4	11		3	3	21	71.4	28.6
St. John's Lane ES	3	16	1	6	1	28	70.4	25.9
Bushy Park ES	5	15		4	5	29	69.0	31.0
Elkridge ES	5	10	1	6	1	23	68.2	31.8
Bellows Spring ES	12	32	2	12	10	68	66.7	33.3
Thunder Hill ES	6	16		8	5	35	62.9	37.1
Manor Woods ES	9	11		6	6	32	62.5	37.5
Centennial Lane ES	5	17	1	8	7	38	59.5	40.5

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Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	81	294	8	126	64	576	66.0	33.5
Harper's Choice MS	4	26		3	1	35	85.7	11.4
Dunloggin MS	6	19		3	4	32	78.1	21.9
Patapsco MS	4	21		6	1	32	78.1	21.9
Murray Hill MS	10	23	1	9	2	45	75.0	25.0
Ellicott Mills MS	2	16		6	1	25	72.0	28.0
Lake Elkhorn MS	4	20	1	5	4	35	70.6	26.5
Patuxent Valley MS	3	13		6	1	23	69.6	30.4
Wilde Lake MS	3	15	1	7	1	27	69.2	30.8
Glenwood MS	5	15		5	4	29	69.0	31.0
Bonnie Branch MS	4	19		7	4	34	67.6	32.4
Burleigh Manor MS	6	12	1	6	3	28	66.7	33.3
Clarksville MS	3	18		8	3	32	65.6	34.4
Mount View MS	4	11	1	6	2	24	65.2	34.8
Elkridge Landing MS	7	11		7	6	31	58.1	41.9
Lime Kiln MS	4	8		6	4	22	54.5	45.5
Folly Quarter MS	6	12	1	11	7	37	50.0	50.0
Hammond MS		12		8	4	24	50.0	50.0
Oakland Mills MS	1	13	1	6	7	29	50.0	46.4
Mayfield Woods MS	5	10	1	11	5	32	48.4	51.6
High	101	330	8	137	100	682	63.9	35.2
Howard HS	12	39		13	7	71	71.8	28.2
Mt. Hebron HS	8	22		6	7	43	69.8	30.2
Reservoir HS	13	39	1	15	8	76	69.3	30.7
Hammond HS	8	30		9	6	55	69.1	27.3
River Hill HS	14	27		11	6	60	68.3	28.3
Glenelg HS	2	21	1	9	2	35	67.6	32.4
Centennial HS	12	36	1	11	13	73	66.7	33.3
Wilde Lake HS	5	26		12	4	48	64.6	33.3
Long Reach HS	6	26	2	9	13	56	59.3	40.7
Atholton HS	5	17		10	7	39	56.4	43.6
Oakland Mills HS	6	31	2	15	15	70	54.4	44.1
Marriotts Ridge HS	10	16	1	17	12	56	47.3	52.7
Special	33	74	12	14	11	146	79.9	18.7
ARL	4	13	1	1	1	20	89.5	10.5
Ascend One	5	3				8	100.0	0.0
Cedar Lane	4	16				20	100.0	0.0
Central Office	9	17	6	8	5	46	65.0	32.5
Health Services	2	12	4	3	3	24	70.0	30.0
Homewood Center	7	8	1	1	2	20	78.9	15.8
Old Cedar Lane	2	5		1		8	87.5	12.5
Grand Total	538	1384	51	439	271	2698	72.6	26.8

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12) I am provided adequate time during the workday to plan, prepare for and do my job.

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	100	438	13	375	365	1294	42.0	57.8
Bryant Woods ES	8	10		5	3	26	69.2	30.8
Laurel Woods ES	2	18	1	5	4	30	69.0	31.0
Jeffers Hill ES	1	14		3	5	23	65.2	34.8
Worthington ES	1	16	1	6	3	28	63.0	33.3
Hammond ES	4	10		6	3	23	60.9	39.1
Cradlerock ES	3	13		7	4	27	59.3	40.7
Forest Ridge ES	3	14		10	4	31	54.8	45.2
Clemens Crossing ES	4	11		5	8	28	53.6	46.4
West Friendship ES	6	2		4	2	15	53.3	40.0
Clarksville ES	2	10		6	5	23	52.2	47.8
Rockburn ES	3	14		5	11	33	51.5	48.5
Running Brook ES	5	6		7	5	23	47.8	52.2
Triadelphia Ridge ES	1	16		11	8	36	47.2	52.8
Swansfield ES		22	1	12	13	48	46.8	53.2
Phelps Luck ES	7	6	1	10	5	29	46.4	53.6
Atholton ES	1	9		4	8	22	45.5	54.5
Ilchester ES	2	14		4	16	36	44.4	55.6
Lisbon ES	2	10	1	10	5	28	44.4	55.6
Fulton ES	2	12		10	8	32	43.8	56.3
Bellows Spring ES	6	22	2	24	14	68	42.4	57.6
Deep Run ES	4	15	2	16	10	47	42.2	57.8
Dayton Oaks ES	2	11	2	10	8	33	41.9	58.1
Gorman Crossing ES	2	12		12	8	34	41.2	58.8
Veterans ES	1	14	1	10	12	38	40.5	59.5
Stevens Forest ES	2	8		14	2	26	38.5	61.5
Longfellow ES	2	6		7	6	21	38.1	61.9
Northfield ES	3	8		10	8	29	37.9	62.1
Guilford ES		9		6	9	24	37.5	62.5
Bollman Bridge ES	3	10	1	13	11	38	35.1	64.9
Centennial Lane ES		13		7	17	38	34.2	63.2
Ducketts Lane ES		6		7	5	18	33.3	66.7
Hollifield Station ES	3	10		10	16	39	33.3	66.7
Waterloo ES	6	11		18	16	51	33.3	66.7
Waverly ES	3	11		11	18	43	32.6	67.4
Talbott Springs ES		11		14	10	35	31.4	68.6
Manor Woods ES	2	8		10	12	32	31.3	68.8
Pointers Run ES		7		5	12	24	29.2	70.8
Thunder Hill ES		8		11	16	35	22.9	77.1
Elkridge ES	2	3		9	9	23	21.7	78.3
St. John's Lane ES	1	4		11	12	28	17.9	82.1
Bushy Park ES	1	4		10	14	29	17.2	82.8

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Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	39	162	10	137	225	576	35.5	64.0
Burleigh Manor MS	1	15	2	2	8	28	61.5	38.5
Harper's Choice MS	5	15	1	7	5	35	58.8	35.3
Murray Hill MS	2	22		11	10	45	53.3	46.7
Folly Quarter MS	4	13	1	8	11	37	47.2	52.8
Dunloggin MS	10	4		10	8	32	43.8	56.3
Glenwood MS	3	8		6	12	29	37.9	62.1
Mayfield Woods MS	1	11		5	15	32	37.5	62.5
Mount View MS		9		5	10	24	37.5	62.5
Wilde Lake MS	2	8		7	10	27	37.0	63.0
Lime Kiln MS		8		7	7	22	36.4	63.6
Patapsco MS	1	9	1	9	12	32	32.3	67.7
Lake Elkhorn MS	3	7	1	10	13	35	29.4	67.6
Hammond MS		7		6	11	24	29.2	70.8
Clarksville MS	2	6	1	6	17	32	25.8	74.2
Patuxent Valley MS		5	1	4	13	23	22.7	77.3
Oakland Mills MS		6		11	12	29	20.7	79.3
Elkridge Landing MS	3	3	1	7	17	31	20.0	80.0
Bonnie Branch MS	1	4	1	10	18	34	15.2	84.8
Ellicott Mills MS	1	2		6	16	25	12.0	88.0
High	61	210	9	182	216	682	40.3	59.1
River Hill HS	8	22		12	17	60	50.0	48.3
Long Reach HS	5	22	1	15	13	56	49.1	50.9
Oakland Mills HS	2	30	3	10	25	70	47.8	52.2
Reservoir HS	11	24	1	18	21	76	46.7	52.0
Howard HS	9	21	1	22	17	71	42.9	55.7
Marriotts Ridge HS	2	19		11	24	56	37.5	62.5
Atholton HS	3	11	1	10	14	39	36.8	63.2
Mt. Hebron HS	3	12	1	15	12	43	35.7	64.3
Centennial HS	9	16		27	21	73	34.2	65.8
Wilde Lake HS	3	13		14	18	48	33.3	66.7
Glenelg HS	2	9		14	9	35	31.4	65.7
Hammond HS	4	11	1	14	25	55	27.8	72.2
Special	23	63	9	30	19	146	62.8	35.8
ARL	3	5	3	5	3	20	47.1	47.1
Ascend One	4	2		2		8	75.0	25.0
Cedar Lane	2	13	2	3		20	83.3	16.7
Central Office	10	20	1	8	6	46	66.7	31.1
Health Services		15		3	6	24	62.5	37.5
Homewood Center	3	5	1	7	4	20	42.1	57.9
Old Cedar Lane	1	3	2	2		8	66.7	33.3
Grand Total	223	873	41	724	825	2698	41.2	58.3

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13) I am provided adequate work and storage space to prepare for and do my job.

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	271	726	9	200	78	1294	77.6	21.6
Clemens Crossing ES	11	17				28	100.0	0.0
Rockburn ES	11	21		1		33	97.0	3.0
Lisbon ES	7	20		1		28	96.4	3.6
West Friendship ES	8	5	1			15	92.9	0.0
Hammond ES	11	10		2		23	91.3	8.7
Bushy Park ES	4	22		3		29	89.7	10.3
Bellows Spring ES	16	43	1	5	3	68	88.1	11.9
Dayton Oaks ES	13	16		2	1	33	87.9	9.1
Clarksville ES	5	15		3		23	87.0	13.0
Laurel Woods ES	7	19		4		30	86.7	13.3
Talbott Springs ES	5	25		3	1	35	85.7	11.4
Manor Woods ES	5	22		3	2	32	84.4	15.6
Bollman Bridge ES	9	22	1	5	1	38	83.8	16.2
Veterans ES	7	24	1	5		38	83.8	13.5
Ducketts Lane ES	6	9		3		18	83.3	16.7
Pointers Run ES	6	14		1	2	24	83.3	12.5
Northfield ES	6	18		2	3	29	82.8	17.2
Jeffers Hill ES	4	15		3		23	82.6	13.0
Gorman Crossing ES	7	21		3	2	34	82.4	14.7
Worthington ES	9	14		3	1	28	82.1	14.3
Ilchester ES	9	20		1	6	36	80.6	19.4
Phelps Luck ES	11	12		4	2	29	79.3	20.7
Elkridge ES	8	10		2	3	23	78.3	21.7
Thunder Hill ES	9	18		6	2	35	77.1	22.9
Bryant Woods ES	9	11		6		26	76.9	23.1
Waterloo ES	9	30		10	2	51	76.5	23.5
Triadelphia Ridge ES	3	24		6	3	36	75.0	25.0
Waverly ES	6	26		8	3	43	74.4	25.6
Atholton ES	4	12		4	2	22	72.7	27.3
Running Brook ES	5	11	1	3	3	23	72.7	27.3
Fulton ES	5	18		5	4	32	71.9	28.1
Cradlerock ES	4	15		6	2	27	70.4	29.6
Longfellow ES	5	9		4	3	21	66.7	33.3
Swansfield ES	2	29	1	13	3	48	66.0	34.0
Forest Ridge ES	4	15	1	8	3	31	63.3	36.7
Centennial Lane ES	3	21		7	6	38	63.2	34.2
Guilford ES	2	13		5	4	24	62.5	37.5
Hollifield Station ES	6	17		14	2	39	59.0	41.0
Deep Run ES	3	23	1	18	2	47	56.5	43.5
St. John's Lane ES	2	12	1	9	4	28	51.9	48.1
Stevens Forest ES	5	8		9	3	26	50.0	46.2

2013-2014 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	132	339		70	31	576	81.8	17.5
Folly Quarter MS	14	22			1	37	97.3	2.7
Hammond MS	5	18		1		24	95.8	4.2
Elkridge Landing MS	12	16		1	1	31	90.3	6.5
Oakland Mills MS	1	25		1	2	29	89.7	10.3
Burleigh Manor MS	7	18		2	1	28	89.3	10.7
Mayfield Woods MS	10	18		1	3	32	87.5	12.5
Patapsco MS	6	22		3	1	32	87.5	12.5
Harper's Choice MS	10	20		5		35	85.7	14.3
Dunloggin MS	10	17		4	1	32	84.4	15.6
Patuxent Valley MS	5	14		1	3	23	82.6	17.4
Lime Kiln MS	3	15		3	1	22	81.8	18.2
Murray Hill MS	8	27		8	2	45	77.8	22.2
Bonnie Branch MS	7	19		4	4	34	76.5	23.5
Ellicott Mills MS	3	16		3	3	25	76.0	24.0
Mount View MS	6	12		6		24	75.0	25.0
Glenwood MS	8	13		7	1	29	72.4	27.6
Clarksville MS	8	15		6	2	32	71.9	25.0
Lake Elkhorn MS	8	17		5	3	35	71.4	22.9
Wilde Lake MS	1	15		9	2	27	59.3	40.7
High	192	364	2	78	41	682	81.8	17.5
Marriotts Ridge HS	24	27		3	2	56	91.1	8.9
Reservoir HS	23	46		6	1	76	90.8	9.2
Centennial HS	18	46		7	1	73	87.7	11.0
Long Reach HS	11	38		6	1	56	87.5	12.5
Oakland Mills HS	18	41	1	4	6	70	85.5	14.5
Mt. Hebron HS	21	15		5	1	43	83.7	14.0
River Hill HS	27	23		6	3	60	83.3	15.0
Glenelg HS	7	20		7	1	35	77.1	22.9
Howard HS	14	39		11	6	71	74.6	23.9
Atholton HS	12	17		5	4	39	74.4	23.1
Hammond HS	10	27	1	11	6	55	68.5	31.5
Wilde Lake HS	7	25		7	9	48	66.7	33.3
Special	40	82	1	17	6	146	84.1	15.9
ARL	5	11	1	3		20	84.2	15.8
Ascend One	6	2				8	100.0	0.0
Cedar Lane	5	14		1		20	95.0	5.0
Central Office	11	25		9	1	46	78.3	21.7
Health Services		17		2	5	24	70.8	29.2
Homewood Center	10	9		1		20	95.0	5.0
Old Cedar Lane	3	4		1		8	87.5	12.5
Grand Total	635	1511	12	365	156	2698	79.9	19.4

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14) My administrators/supervisors respect the negotiated contracts.

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	415	751	14	77	26	1294	91.1	8.0
Clarksville ES	9	14				23	100.0	0.0
Lisbon ES	10	18				28	100.0	0.0
Manor Woods ES	14	18				32	100.0	0.0
Worthington ES	13	15				28	100.0	0.0
Forest Ridge ES	11	17	2		1	31	96.6	3.4
Laurel Woods ES	11	17	1	1		30	96.6	3.4
Phelps Luck ES	17	11		1		29	96.6	3.4
Bryant Woods ES	9	16		1		26	96.2	3.8
Stevens Forest ES	9	16		1		26	96.2	3.8
Pointers Run ES	5	18		1		24	95.8	4.2
Hammond ES	13	9		1		23	95.7	4.3
Atholton ES	10	11		1		22	95.5	4.5
Bollman Bridge ES	10	26		2		38	94.7	5.3
Veterans ES	8	28		1		38	94.7	2.6
Dayton Oaks ES	14	17		2		33	93.9	6.1
West Friendship ES	12	2				15	93.3	0.0
St. John's Lane ES	4	21	1	1	1	28	92.6	7.4
Triadelphia Ridge ES	11	22		1		36	91.7	2.8
Thunder Hill ES	10	22		1	2	35	91.4	8.6
Deep Run ES	12	30	1	4		47	91.3	8.7
Elkridge ES	5	16		2		23	91.3	8.7
Jeffers Hill ES	11	10		1	1	23	91.3	8.7
Running Brook ES	10	11			1	23	91.3	4.3
Waterloo ES	15	31		5		51	90.2	9.8
Northfield ES	12	14		3		29	89.7	10.3
Hollifield Station ES	10	24	1	4		39	89.5	10.5
Bushy Park ES	9	16	1	2	1	29	89.3	10.7
Cradlerock ES	6	18		1	2	27	88.9	11.1
Ducketts Lane ES	8	8		1		18	88.9	5.6
Ilchester ES	13	19		2	2	36	88.9	11.1
Talbott Springs ES	7	24		3		35	88.6	8.6
Bellows Spring ES	17	42	1	5	2	68	88.1	10.4
Gorman Crossing ES	17	12	1	1	2	34	87.9	9.1
Guilford ES	11	10		2	1	24	87.5	12.5
Longfellow ES	5	13		1	1	21	85.7	9.5
Swansfield ES	7	34		4	3	48	85.4	14.6
Clemens Crossing ES	9	14	1	3	1	28	85.2	14.8
Fulton ES	5	21	1	4	1	32	83.9	16.1
Centennial Lane ES	7	23	2	4	1	38	83.3	13.9
Waverly ES	10	25	1	5	2	43	83.3	16.7
Rockburn ES	9	18		5	1	33	81.8	18.2

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Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	163	350	8	36	15	576	90.3	9.0
Murray Hill MS	16	26	2		1	45	97.7	2.3
Folly Quarter MS	18	18			1	37	97.3	2.7
Bonnie Branch MS	13	20			1	34	97.1	2.9
Harper's Choice MS	13	20	1	1		35	97.1	2.9
Patapsco MS	10	20		1	1	32	93.8	6.3
Dunloggin MS	6	23	1	2		32	93.5	6.5
Burleigh Manor MS	12	14		2		28	92.9	7.1
Ellicott Mills MS	3	20		2		25	92.0	8.0
Mount View MS	9	13		1	1	24	91.7	8.3
Lime Kiln MS	7	13		1		22	90.9	4.5
Lake Elkhorn MS	11	20		3		35	88.6	8.6
Hammond MS	5	16		2	1	24	87.5	12.5
Patuxent Valley MS	2	18		2	1	23	87.0	13.0
Elkridge Landing MS	9	17	1	2	2	31	86.7	13.3
Oakland Mills MS	5	20		3	1	29	86.2	13.8
Mayfield Woods MS	10	17		3	2	32	84.4	15.6
Glenwood MS	7	17		3	1	29	82.8	13.8
Wilde Lake MS	3	18	1	4	1	27	80.8	19.2
Clarksville MS	4	20	2	4	1	32	80.0	16.7
High	146	428	8	65	29	682	85.2	13.9
Centennial HS	21	46	2	1	2	73	94.4	4.2
Mt. Hebron HS	19	21		2		43	93.0	4.7
Reservoir HS	20	47	1	6		76	89.3	8.0
Hammond HS	10	39		4	2	55	89.1	10.9
River Hill HS	16	37		4	3	60	88.3	11.7
Atholton HS	10	23		2	4	39	84.6	15.4
Glenelg HS	5	23	1	4	2	35	82.4	17.6
Marriotts Ridge HS	13	33		5	3	56	82.1	14.3
Oakland Mills HS	10	44	3	10	3	70	80.6	19.4
Howard HS	8	49		10	4	71	80.3	19.7
Long Reach HS	6	37	1	8	4	56	78.2	21.8
Wilde Lake HS	8	29		9	2	48	77.1	22.9
Special	42	78	7	12	7	146	86.3	13.7
ARL	6	12	1	1		20	94.7	5.3
Ascend One	6		1	1		8	85.7	14.3
Cedar Lane	5	13		1	1	20	90.0	10.0
Central Office	13	19	3	6	5	46	74.4	25.6
Health Services	4	16	1	2	1	24	87.0	13.0
Homewood Center	5	15				20	100.0	0.0
Old Cedar Lane	3	3	1	1		8	85.7	14.3
Grand Total	766	1607	37	190	77	2698	89.2	10.0

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15) My planning time is respected by my school administrations/supervisors.

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	280	632	134	162	78	1294	78.6	20.7
Manor Woods ES	12	17	2	1		32	96.7	3.3
Worthington ES	10	13	4	1		28	95.8	4.2
Ducketts Lane ES	3	13	1	1		18	94.1	5.9
Dayton Oaks ES	11	14	6	2		33	92.6	7.4
West Friendship ES	9	3	2			15	92.3	0.0
Phelps Luck ES	15	8	4	1	1	29	92.0	8.0
Running Brook ES	7	13	1		2	23	90.9	9.1
Triadelphia Ridge ES	9	21	3	3		36	90.9	9.1
Hammond ES	10	9	2	2		23	90.5	9.5
Ilchester ES	10	16	7		3	36	89.7	10.3
Lisbon ES	5	18	2	3		28	88.5	11.5
Cradlerock ES	3	17	4	1	2	27	87.0	13.0
Atholton ES	8	11		1	2	22	86.4	13.6
Clarksville ES	7	11	2	3		23	85.7	14.3
Laurel Woods ES	4	18	4	2	2	30	84.6	15.4
Gorman Crossing ES	10	17	2	2	3	34	84.4	15.6
Bellows Spring ES	10	35	13	5	5	68	81.8	18.2
Jeffers Hill ES	7	11	1	3	1	23	81.8	18.2
Northfield ES	8	14	2	3	2	29	81.5	18.5
Bryant Woods ES	5	12	5	4		26	81.0	19.0
Centennial Lane ES	3	26	2	7		38	80.6	19.4
Waterloo ES	12	25	5	5	4	51	80.4	19.6
Bollman Bridge ES	7	17	8	5	1	38	80.0	20.0
Veterans ES	4	22	5	6	1	38	78.8	21.2
Forest Ridge ES	7	14	4	4	1	31	77.8	18.5
Deep Run ES	5	26	7	7	2	47	77.5	22.5
Guilford ES	4	13	2	3	2	24	77.3	22.7
Pointers Run ES	4	13	2	3	2	24	77.3	22.7
Waverly ES	8	23	1	9	1	43	73.8	23.8
Longfellow ES	6	8	2	3	2	21	73.7	26.3
Swansfield ES	8	21	8	5	6	48	72.5	27.5
Rockburn ES	8	15	1	5	2	33	71.9	21.9
Clemens Crossing ES	8	11	1	5	3	28	70.4	29.6
Stevens Forest ES	5	12	1	6	2	26	68.0	32.0
Talbott Springs ES	6	15	4	8	2	35	67.7	32.3
Thunder Hill ES	7	15	2	8	3	35	66.7	33.3
Bushy Park ES	4	13	2	4	6	29	63.0	37.0
Hollifield Station ES	5	17	4	5	8	39	62.9	37.1
Elkridge ES	4	10		7	2	23	60.9	39.1
Fulton ES		15	3	12	2	32	51.7	48.3
St. John's Lane ES	2	10	3	7	3	28	48.0	40.0

2013-2014 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	127	288	59	76	23	576	80.3	19.1
Lime Kiln MS	6	15				22	95.5	0.0
Folly Quarter MS	17	16	2	1	1	37	94.3	5.7
Murray Hill MS	14	22	6	2	1	45	92.3	7.7
Burleigh Manor MS	10	12	4	2		28	91.7	8.3
Mount View MS	7	13	2	2		24	90.9	9.1
Harper's Choice MS	12	14	6	3		35	89.7	10.3
Dunloggin MS	7	19	2	4		32	86.7	13.3
Bonnie Branch MS	7	18	5	2	2	34	86.2	13.8
Patapsco MS	5	19	4	4		32	85.7	14.3
Hammond MS	3	15	1	2	3	24	78.3	21.7
Mayfield Woods MS	7	17	1	4	3	32	77.4	22.6
Lake Elkhorn MS	6	15	6	3	4	35	72.4	24.1
Ellicott Mills MS	3	15		7		25	72.0	28.0
Elkridge Landing MS	6	14	3	7	1	31	71.4	28.6
Glenwood MS	5	12	5	5	2	29	70.8	29.2
Patuxent Valley MS	2	12	3	5	1	23	70.0	30.0
Oakland Mills MS	5	14	1	8		29	67.9	28.6
Clarksville MS	4	14	3	7	4	32	62.1	37.9
Wilde Lake MS	1	12	5	8	1	27	59.1	40.9
High	127	332	71	98	45	682	75.1	23.4
Mt. Hebron HS	14	19	5	3	2	43	86.8	13.2
Reservoir HS	23	34	9	7	1	76	85.1	11.9
Centennial HS	13	41	6	11	2	73	80.6	19.4
Howard HS	8	42	8	7	4	71	79.4	17.5
Oakland Mills HS	15	31	12	8	4	70	79.3	20.7
River Hill HS	13	32	3	5	5	60	78.9	17.5
Glenelg HS	4	20	4	6	1	35	77.4	22.6
Atholton HS	10	15	5	3	6	39	73.5	26.5
Long Reach HS	5	32	5	11	3	56	72.5	27.5
Wilde Lake HS	5	25	5	8	4	48	69.8	27.9
Marriotts Ridge HS	11	20	3	13	8	56	58.5	39.6
Hammond HS	6	21	6	16	5	55	55.1	42.9
Special	17	32	79	15	3	146	73.1	26.9
ARL	5	3	12			20	100.0	0.0
Ascend One	1		6	1		8	50.0	50.0
Cedar Lane	4	10	4	2		20	87.5	12.5
Central Office	5	5	34	2		46	83.3	16.7
Health Services		4	16	3	1	24	50.0	50.0
Homewood Center	1	8	3	6	2	20	52.9	47.1
Old Cedar Lane	1	2	4	1		8	75.0	25.0
Grand Total	551	1284	343	351	149	2698	77.9	21.2

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16) In my school, administrators/supervisors support me in enforcing discipline.

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	323	656	81	160	68	1294	80.7	18.8
Northfield ES	10	18	1			29	100.0	0.0
Phelps Luck ES	17	11	1			29	100.0	0.0
Running Brook ES	6	16	1			23	100.0	0.0
Laurel Woods ES	11	17	1	1		30	96.6	3.4
Lisbon ES	14	12	1	1		28	96.3	3.7
Ducketts Lane ES	4	11	2	1		18	93.8	6.3
Manor Woods ES	8	20	2	1		32	93.3	3.3
West Friendship ES	11	3				15	93.3	0.0
Pointers Run ES	6	15	1	2		24	91.3	8.7
Atholton ES	9	11		2		22	90.9	9.1
Talbott Springs ES	10	20	2	3		35	90.9	9.1
Waverly ES	5	31	3	2	2	43	90.0	10.0
Bryant Woods ES	12	10	1	1	1	26	88.0	8.0
Stevens Forest ES	7	15	1	3		26	88.0	12.0
Worthington ES	10	12	3	2	1	28	88.0	12.0
Clarksville ES	6	14		3		23	87.0	13.0
Hollifield Station ES	13	19	2	5		39	86.5	13.5
Thunder Hill ES	8	21	1	4	1	35	85.3	14.7
Longfellow ES	6	11	1	3		21	85.0	15.0
Deep Run ES	12	24	4	5	2	47	83.7	16.3
Bellows Spring ES	13	37	8	6	4	68	83.3	16.7
Forest Ridge ES	7	16	3	4	1	31	82.1	17.9
Elkridge ES	3	15	1	3	1	23	81.8	18.2
Triadelphia Ridge ES	6	20	4	4	1	36	81.3	15.6
Cradlerock ES	3	18	1	5		27	80.8	19.2
Ilchester ES	8	19	2	4	3	36	79.4	20.6
Dayton Oaks ES	11	12	4	6		33	79.3	20.7
Guilford ES	5	14		4	1	24	79.2	20.8
Gorman Crossing ES	10	15	2	2	5	34	78.1	21.9
Rockburn ES	11	13	2	3	3	33	77.4	19.4
Veterans ES	5	18	7	7	1	38	74.2	25.8
Hammond ES	11	6		4	2	23	73.9	26.1
Jeffers Hill ES	6	10	1	5	1	23	72.7	27.3
Waterloo ES	10	24	4	6	7	51	72.3	27.7
Bollman Bridge ES	8	18	2	8	2	38	72.2	27.8
Bushy Park ES	4	16	1	7	1	29	71.4	28.6
Clemens Crossing ES	7	11		5	4	28	64.3	32.1
Fulton ES	2	17	1	9	3	32	61.3	38.7
Swansfield ES	2	22	5	9	10	48	55.8	44.2
St. John's Lane ES	3	11	1	8	5	28	51.9	48.1
Centennial Lane ES	3	13	4	12	6	38	47.1	52.9

2013-2014 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	102	294	25	97	53	576	71.9	27.2
Folly Quarter MS	15	19	1	2		37	94.4	5.6
Bonnie Branch MS	11	20		3		34	91.2	8.8
Murray Hill MS	8	30	1	5	1	45	86.4	13.6
Burleigh Manor MS	9	13	2	3	1	28	84.6	15.4
Patapsco MS	8	19		4	1	32	84.4	15.6
Mount View MS	4	13	3	2	2	24	81.0	19.0
Dunloggin MS	7	18	1	6		32	80.6	19.4
Elkridge Landing MS	8	17		5	1	31	80.6	19.4
Ellicott Mills MS	2	18		3	1	25	80.0	16.0
Clarksville MS	5	16	5	4	2	32	77.8	22.2
Hammond MS	3	14	1	4	2	24	73.9	26.1
Harper's Choice MS	4	19	1	8	3	35	67.6	32.4
Lime Kiln MS		13	1	3	4	22	61.9	33.3
Mayfield Woods MS	3	16		6	6	32	59.4	37.5
Glenwood MS	5	9	4	5	5	29	56.0	40.0
Oakland Mills MS	3	12	2	9	3	29	55.6	44.4
Lake Elkhorn MS	5	12	1	11	5	35	50.0	47.1
Wilde Lake MS	1	10	2	8	6	27	44.0	56.0
Patuxent Valley MS	1	6		6	10	23	30.4	69.6
High	115	319	54	118	70	682	69.1	29.9
Howard HS	21	40	4	3	3	71	91.0	9.0
Centennial HS	19	37	10	7		73	88.9	11.1
Marriotts Ridge HS	14	27	2	6	7	56	75.9	24.1
Wilde Lake HS	10	21	3	9	5	48	68.9	31.1
Reservoir HS	13	33	8	14	8	76	67.6	32.4
Oakland Mills HS	6	36	6	13	8	70	65.6	32.8
Atholton HS	5	20		5	8	39	64.1	33.3
Mt. Hebron HS	4	19	6	8	4	43	62.2	32.4
River Hill HS	11	24	3	16	5	60	61.4	36.8
Hammond HS	5	25	5	11	9	55	60.0	40.0
Glenelg HS	1	18	2	11	3	35	57.6	42.4
Long Reach HS	6	19	5	15	10	56	49.0	49.0
Special	12	40	82	8	2	146	81.3	15.6
ARL	1	9	9			20	90.9	0.0
Ascend One		1	7			8	100.0	0.0
Cedar Lane	1	9	8	2		20	83.3	16.7
Central Office	2	1	41		2	46	60.0	40.0
Health Services	3	7	10	4		24	71.4	28.6
Homewood Center	4	13		2		20	85.0	10.0
Old Cedar Lane	1		7			8	100.0	0.0
Grand Total	552	1309	242	383	193	2698	75.8	23.5

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17) In my school, student misbehavior interferes with learning.

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	183	429	59	448	174	1294	49.6	50.4
Swansfield ES	22	20		6		48	87.5	12.5
Longfellow ES	5	11	2	3		21	84.2	15.8
Elkridge ES	5	14		4		23	82.6	17.4
Running Brook ES	8	11		2	2	23	82.6	17.4
Waterloo ES	25	17		5	4	51	82.4	17.6
Bryant Woods ES	10	9	1	4	2	26	76.0	24.0
Stevens Forest ES	6	13	1	5	1	26	76.0	24.0
Guilford ES	5	13		4	2	24	75.0	25.0
Forest Ridge ES	4	16	3	8		31	71.4	28.6
St. John's Lane ES	8	12		5	3	28	71.4	28.6
Bollman Bridge ES	11	15		9	3	38	68.4	31.6
Laurel Woods ES	4	16		8	2	30	66.7	33.3
Hollifield Station ES	5	20	1	11	2	39	65.8	34.2
Ducketts Lane ES	1	10	1	5	1	18	64.7	35.3
Gorman Crossing ES	5	15	2	9	3	34	62.5	37.5
Hammond ES	5	9		7	2	23	60.9	39.1
Phelps Luck ES	6	11	1	8	3	29	60.7	39.3
Jeffers Hill ES	5	8		10		23	56.5	43.5
Talbott Springs ES	6	13		15	1	35	54.3	45.7
Cradlerock ES	3	11	1	10	2	27	53.8	46.2
Thunder Hill ES	6	11	2	13	3	35	51.5	48.5
Deep Run ES	3	17	1	20	5	47	43.5	54.3
Veterans ES	5	9	5	15	4	38	42.4	57.6
Pointers Run ES	1	8	1	13	1	24	39.1	60.9
Bellows Spring ES	1	22	8	30	7	68	38.3	61.7
Fulton ES	2	10		17	3	32	37.5	62.5
Triadelphia Ridge ES	2	9	5	11	9	36	35.5	64.5
Dayton Oaks ES		10	3	11	9	33	33.3	66.7
Bushy Park ES	3	5	3	15	3	29	30.8	69.2
Clemens Crossing ES	1	7	2	7	11	28	30.8	69.2
Lisbon ES	1	7	1	11	8	28	29.6	70.4
Rockburn ES		9	1	15	8	33	28.1	71.9
Ilchester ES	1	8		18	9	36	25.0	75.0
Worthington ES	2	5		16	5	28	25.0	75.0
Northfield ES	2	4	4	12	7	29	24.0	76.0
Waverly ES	3	7		21	12	43	23.3	76.7
Atholton ES	1	4		13	4	22	22.7	77.3
Manor Woods ES		5	3	15	9	32	17.2	82.8
Centennial Lane ES		6	3	20	9	38	17.1	82.9
Clarksville ES		2	1	10	10	23	9.1	90.9
West Friendship			3	7	5	15	0.0	100.0

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Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	119	166	25	166	100	576	51.7	48.3
Patuxent Valley MS	16	7				23	100.0	0.0
Lake Elkhorn MS	28	5	1	1		35	97.1	2.9
Wilde Lake MS	16	9	1		1	27	96.2	3.8
Harper's Choice MS	17	15	1	2		35	94.1	5.9
Mayfield Woods MS	9	17		4	2	32	81.3	18.8
Oakland Mills MS	10	12	1	6		29	78.6	21.4
Murray Hill MS	9	25	1	8	2	45	77.3	22.7
Bonnie Branch MS	4	15	1	13	1	34	57.6	42.4
Ellicott Mills MS	2	11	1	8	3	25	54.2	45.8
Hammond MS	1	9		9	5	24	41.7	58.3
Elkridge Landing MS	2	9		15	5	31	35.5	64.5
Lime Kiln MS	1	6	1	9	5	22	33.3	66.7
Dunloggin MS	1	7		18	6	32	25.0	75.0
Patapsco MS		6	2	17	7	32	20.0	80.0
Burleigh Manor MS		4	3	7	14	28	16.0	84.0
Folly Quarter MS	1	4	1	16	15	37	13.9	86.1
Mount View MS	1	2		11	10	24	12.5	87.5
Glenwood MS		2	5	11	11	29	8.3	91.7
Clarksville MS	1	1	6	11	13	32	7.7	92.3
High	97	187	48	222	128	682	44.8	55.2
Hammond HS	22	24	2	4	3	55	86.8	13.2
Oakland Mills HS	26	27	6	8	3	70	82.8	17.2
Long Reach HS	13	26	3	10	4	56	73.6	26.4
Wilde Lake HS	9	23	3	9	4	48	71.1	28.9
Reservoir HS	9	29	6	28	4	76	54.3	45.7
Atholton HS	6	9	3	15	6	39	41.7	58.3
Mt. Hebron HS	4	9	6	13	11	43	35.1	64.9
Glenelg HS	2	7	2	20	4	35	27.3	72.7
River Hill HS	1	11	5	16	27	60	21.8	78.2
Marriotts Ridge HS	2	8	1	21	24	56	18.2	81.8
Howard HS	2	9	4	37	19	71	16.4	83.6
Centennial HS	1	5	7	41	19	73	9.1	90.9
Special	20	19	90	9	7	145	70.9	29.1
ARL	1	3	9	2	5	20	36.4	63.6
Ascend One			7	1		8	0.0	100.0
Cedar Lane	1	8	7	3	1	20	69.2	30.8
Central Office		1	44	1		46	50.0	50.0
Health Services		5	16	1	1	23	71.4	28.6
Homewood Center	18	2				20	100.0	0.0
Old Cedar Lane			7	1		8	0.0	100.0
Grand Total	419	801	222	845	409	2697	49.3	50.7

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18) Too much instructional time is spent administering assessments.

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	272	454	136	358	63	1294	62.7	36.4
Thunder Hill ES	19	13	1	2		35	94.1	5.9
Ilchester ES	9	20	2	5		36	85.3	14.7
Bushy Park ES	13	9	3	3	1	29	84.6	15.4
Hollifield Station ES	18	10	5	4	2	39	82.4	17.6
Waverly ES	16	14	6	4	3	43	81.1	18.9
Waterloo ES	12	22	8	8	1	51	79.1	20.9
Talbott Springs ES	9	17	2	7		35	78.8	21.2
Dayton Oaks ES	13	8	5	5	2	33	75.0	25.0
Lisbon ES	3	16	2	4	1	28	73.1	19.2
Clarksville ES	4	9	5	4	1	23	72.2	27.8
Ducketts Lane ES	8	5		4		18	72.2	22.2
Longfellow ES	6	8	1	6		21	70.0	30.0
Worthington ES	7	10	3	4	3	28	68.0	28.0
St. John's Lane ES	11	6	3	6	2	28	68.0	32.0
Northfield ES	7	12	1	9		29	67.9	32.1
Clemens Crossing ES	3	13	4	6	2	28	66.7	33.3
Deep Run ES	6	22	5	12	2	47	66.7	33.3
Triadelphia Ridge ES	7	12	7	8	2	36	65.5	34.5
Centennial Lane ES	9	15	1	11	2	38	64.9	35.1
Swansfield ES	10	19	2	16	1	48	63.0	37.0
Manor Woods ES	9	10	1	9	3	32	61.3	38.7
Phelps Luck ES	3	12	3	9	2	29	57.7	42.3
Running Brook ES	5	7	2	6	2	23	57.1	38.1
Elkridge ES	6	7		8	2	23	56.5	43.5
Jeffers Hill ES	1	9	5	8		23	55.6	44.4
Cradlerock ES	4	8	5	8		27	54.5	36.4
Guilford ES	3	10		7	3	24	54.2	41.7
Laurel Woods ES	2	13	2	11	2	30	53.6	46.4
Hammond ES	2	8	4	5	3	23	52.6	42.1
Stevens Forest ES	2	11	1	12		26	52.0	48.0
Bellows Spring ES	13	17	10	23	5	68	51.7	48.3
Fulton ES	4	11	1	15	1	32	48.4	51.6
Gorman Crossing ES	5	10	3	14	2	34	48.4	51.6
Forest Ridge ES	5	9	2	14		31	48.3	48.3
Bollman Bridge ES	4	12	4	15	3	38	47.1	52.9
Rockburn ES	2	12	3	13	3	33	46.7	53.3
West Friendship ES	3	3	2	6	1	15	46.2	53.8
Veterans ES	3	9	11	15		38	44.4	55.6
Pointers Run ES	5	4	3	7	5	24	42.9	57.1
Atholton ES	1	7		13	1	22	36.4	63.6
Bryant Woods ES		5	8	12		26	27.8	66.7

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Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	228	193	44	96	13	576	79.1	20.5
Ellicott Mills MS	14	9		2		25	92.0	8.0
Murray Hill MS	26	10	4	5		45	87.8	12.2
Lime Kiln MS	11	6	2	2	1	22	85.0	15.0
Burleigh Manor MS	12	10	2	4		28	84.6	15.4
Elkridge Landing MS	12	12	2	5		31	82.8	17.2
Patapsco MS	10	14	3	5		32	82.8	17.2
Folly Quarter MS	15	13	3	6		37	82.4	17.6
Oakland Mills MS	17	6	1	4	1	29	82.1	17.9
Patuxent Valley MS	8	10	1	2	2	23	81.8	18.2
Glenwood MS	12	8	4	4	1	29	80.0	20.0
Bonnie Branch MS	12	14	1	6	1	34	78.8	21.2
Lake Elkhorn MS	10	15	3	6	1	35	78.1	21.9
Clarksville MS	14	7	4	7		32	75.0	25.0
Mount View MS	9	8	1	6		24	73.9	26.1
Dunloggin MS	9	12	3	6	1	32	72.4	24.1
Wilde Lake MS	9	9	2	6	1	27	72.0	28.0
Hammond MS	7	10		5	2	24	70.8	29.2
Harper's Choice MS	10	11	5	7	2	35	70.0	30.0
Mayfield Woods MS	11	9	3	8		32	69.0	27.6
High	212	228	70	144	23	682	71.9	27.3
Oakland Mills HS	29	19	12	7	2	70	82.8	15.5
Glenelg HS	16	10	3	5	1	35	81.3	18.8
Wilde Lake HS	23	14	1	9	1	48	78.7	21.3
Hammond HS	18	22	4	10	1	55	78.4	21.6
Marriotts Ridge HS	19	24	1	10	1	56	78.2	20.0
River Hill HS	20	21	7	8	4	60	77.4	22.6
Centennial HS	17	25	15	15		73	72.4	25.9
Long Reach HS	13	22	5	12	3	56	68.6	29.4
Atholton HS	13	13	1	10	2	39	68.4	31.6
Howard HS	20	23	5	19	3	71	65.2	33.3
Reservoir HS	15	23	11	24	3	76	58.5	41.5
Mt. Hebron HS	9	12	5	15	2	43	55.3	44.7
Special	15	23	88	14	2	146	65.5	27.6
ARL	4	3	7	2	2	20	53.8	30.8
Ascend One	1	3	3	1		8	80.0	20.0
Cedar Lane	4	7	5	4		20	73.3	26.7
Central Office	3	2	40			46	83.3	0.0
Health Services			24			24		
Homewood Center	3	8	2	7		20	61.1	38.9
Old Cedar Lane			7			8	0.0	0.0
Grand Total	727	898	338	612	101	2698	68.9	30.2

19) HCPSS professional development experiences are meaningful and worthwhile.

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	64	593	38	394	189	1294	52.3	46.4
Hammond ES	4	13	3	3		23	85.0	15.0
Cradlerock ES	3	19	1	2	1	27	84.6	11.5
West Friendship ES	1	10	1		3	15	78.6	21.4
Jeffers Hill ES	1	17		5		23	78.3	21.7
Worthington ES	3	16	1	5	3	28	70.4	29.6
Running Brook ES	1	15		4	3	23	69.6	30.4
Stevens Forest ES	1	16	1	5	2	26	68.0	28.0
Deep Run ES	4	25	3	13	2	47	65.9	34.1
Triadelphia Ridge ES	1	22	1	7	5	36	65.7	34.3
Bryant Woods ES	5	11	1	8	1	26	64.0	36.0
Bollman Bridge ES	2	22		9	4	38	63.2	34.2
Pointers Run ES	2	13		5	4	24	62.5	37.5
Atholton ES	2	11	1	5	3	22	61.9	38.1
Ducketts Lane ES	1	10		6	1	18	61.1	38.9
Elkridge ES	1	13		8	1	23	60.9	39.1
Phelps Luck ES	2	15	1	7	2	29	60.7	32.1
Fulton ES		18	1	10	3	32	58.1	41.9
Northfield ES	2	14	1	10	2	29	57.1	42.9
Waverly ES	2	22		12	6	43	55.8	41.9
Clarksville ES	2	10	1	6	4	23	54.5	45.5
Talbott Springs ES	3	16		12	3	35	54.3	42.9
St. John's Lane ES	3	12		6	6	28	53.6	42.9
Waterloo ES	1	25	1	17	5	51	52.0	44.0
Manor Woods ES	1	15	1	13	2	32	51.6	48.4
Centennial Lane ES	1	17	2	11	6	38	50.0	47.2
Forest Ridge ES	2	13	1	8	6	31	50.0	46.7
Gorman Crossing ES	2	14	2	10	5	34	50.0	46.9
Guilford ES	1	11		5	6	24	50.0	45.8
Hollifield Station ES	1	16	2	15	5	39	45.9	54.1
Longfellow ES	2	7	1	8	3	21	45.0	55.0
Rockburn ES		14	1	14	4	33	43.8	56.3
Swansfield ES		20		20	7	48	41.7	56.3
Laurel Woods ES		12	1	11	6	30	41.4	58.6
Thunder Hill ES	1	13	1	16	4	35	41.2	58.8
Bellows Spring ES	4	21	3	22	18	68	38.5	61.5
Bushy Park ES	2	9		7	11	29	37.9	62.1
Veterans ES		13	1	17	7	38	35.1	64.9
Dayton Oaks ES		11	1	11	10	33	34.4	65.6
Ilchester ES		10	1	14	10	36	28.6	68.6
Lisbon ES		7	1	13	7	28	25.9	74.1
Clemens Crossing ES		5	1	14	8	28	18.5	81.5

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Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	27	241	14	175	114	576	47.7	51.4
Bonnie Branch MS	3	24		5	2	34	79.4	20.6
Mount View MS	3	13		2	6	24	66.7	33.3
Murray Hill MS	3	24	2	12	3	45	62.8	34.9
Patuxent Valley MS	1	13		8	1	23	60.9	39.1
Wilde Lake MS	2	13	1	10	1	27	57.7	42.3
Patapsco MS	1	17		9	5	32	56.3	43.8
Lake Elkhorn MS	4	14	1	8	7	35	52.9	44.1
Mayfield Woods MS	1	14	1	6	10	32	48.4	51.6
Hammond MS		11		6	7	24	45.8	54.2
Harper's Choice MS	2	13	2	14	4	35	45.5	54.5
Dunloggin MS	1	13	1	11	6	32	45.2	54.8
Oakland Mills MS	1	11	1	10	5	29	42.9	53.6
Glenwood MS	1	9	2	8	9	29	37.0	63.0
Ellicott Mills MS		9		10	6	25	36.0	64.0
Burleigh Manor MS		10		13	5	28	35.7	64.3
Elkridge Landing MS	2	8	1	8	12	31	33.3	66.7
Folly Quarter MS		12		12	13	37	32.4	67.6
Clarksville MS	2	7	2	14	6	32	30.0	66.7
Lime Kiln MS		6		9	6	22	27.3	68.2
High	27	167	31	242	209	682	29.8	69.3
Mt. Hebron HS	2	15	4	14	7	43	43.6	53.8
Long Reach HS	2	18	4	18	14	56	38.5	61.5
Reservoir HS	6	22	2	25	20	76	37.8	60.8
Glenelg HS	1	10	1	12	11	35	32.4	67.6
River Hill HS	3	15	1	24	17	60	30.5	69.5
Howard HS	3	16	6	24	22	71	29.2	70.8
Centennial HS	2	18	4	27	22	73	29.0	71.0
Marriotts Ridge HS	4	12		21	18	56	28.6	69.6
Atholton HS	1	10		10	17	39	28.2	69.2
Hammond HS	2	12	1	29	11	55	25.9	74.1
Oakland Mills HS		12	6	20	31	70	18.8	79.7
Wilde Lake HS	1	7	2	18	19	48	17.4	80.4
Special	16	58	23	31	18	146	60.2	39.8
ARL	3	8	2	4	3	20	61.1	38.9
Ascend One		6	1	1		8	85.7	14.3
Cedar Lane	1	11		7	1	20	60.0	40.0
Central Office	8	14	16	2	6	46	73.3	26.7
Health Services	2	9	1	8	4	24	47.8	52.2
Homewood Center	1	7	1	8	3	20	42.1	57.9
Old Cedar Lane	1	3	2	1	1	8	66.7	33.3
Grand Total	134	1059	106	842	530	2698	46.0	52.9

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20) Increased workload has contributed to a decline in my morale.

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	472	443	31	266	77	1294	72.4	27.2
Thunder Hill ES	22	11		2		35	94.3	5.7
Bushy Park ES	21	6		1	1	29	93.1	6.9
Centennial Lane ES	26	9		2	1	38	92.1	7.9
Manor Woods ES	17	11		4		32	87.5	12.5
Pointers Run ES	12	7	2	1	2	24	86.4	13.6
Talbott Springs ES	20	9	1	5		35	85.3	14.7
Stevens Forest ES	5	16	1	2	2	26	84.0	16.0
Clemens Crossing ES	11	11	1	4	1	28	81.5	18.5
St. John's Lane ES	15	7	1	4	1	28	81.5	18.5
Bollman Bridge ES	17	13		6	2	38	78.9	21.1
Jeffers Hill ES	5	13		5		23	78.3	21.7
Waverly ES	21	9	4	6	3	43	76.9	23.1
Swansfield ES	16	20	1	9	2	48	76.6	23.4
Hollifield Station ES	20	9	1	8	1	39	76.3	23.7
Gorman Crossing ES	10	15	1	6	2	34	75.8	24.2
Veterans ES	9	19	1	8	1	38	75.7	24.3
Ilchester ES	15	12		7	2	36	75.0	25.0
Triadelphia Ridge ES	9	18		8		36	75.0	22.2
Forest Ridge ES	12	11		7	1	31	74.2	25.8
Fulton ES	14	9	1	6	1	32	74.2	22.6
Rockburn ES	13	10	2	6	1	33	74.2	22.6
Elkridge ES	9	8		5	1	23	73.9	26.1
Worthington ES	9	10	2	6		28	73.1	23.1
Ducketts Lane ES	2	10	1	4	1	18	70.6	29.4
Clarksville ES	6	9	1	6	1	23	68.2	31.8
Lisbon ES	7	12		7	2	28	67.9	32.1
Bellows Spring ES	24	22		16	6	68	67.6	32.4
Dayton Oaks ES	10	12		9	2	33	66.7	33.3
Waterloo ES	17	16	1	10	7	51	66.0	34.0
Cradlerock ES	6	11	1	9		27	65.4	34.6
Hammond ES	7	8		6	2	23	65.2	34.8
Running Brook ES	8	7		5	3	23	65.2	34.8
Atholton ES	5	9		4	4	22	63.6	36.4
Deep Run ES	16	12	2	11	6	47	62.2	37.8
Guilford ES	7	7	1	6	3	24	60.9	39.1
Northfield ES	7	10	1	9	2	29	60.7	39.3
Phelps Luck ES	4	10	3	9	3	29	53.8	46.2
Longfellow ES	7	4		7	2	21	52.4	42.9
Laurel Woods ES	6	9		13	2	30	50.0	50.0
Bryant Woods ES	3	8	1	10	4	26	44.0	56.0
West Friendship ES	2	4		7	2	15	40.0	60.0

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Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	257	170	18	101	26	576	76.5	22.8
Mount View MS	13	10			1	24	95.8	4.2
Hammond MS	14	6	2	2		24	90.9	9.1
Patuxent Valley MS	14	6	1	1	1	23	90.9	9.1
Ellicott Mills MS	16	6		1	2	25	88.0	12.0
Folly Quarter MS	22	9	1	2	2	37	86.1	11.1
Mayfield Woods MS	15	11	1	3	2	32	83.9	16.1
Patapsco MS	15	8	4	3	1	32	82.1	14.3
Lime Kiln MS	12	6		4		22	81.8	18.2
Wilde Lake MS	11	11		5		27	81.5	18.5
Clarksville MS	17	8	1	5	1	32	80.6	19.4
Elkridge Landing MS	17	6	2	5	1	31	79.3	20.7
Bonnie Branch MS	13	13		7	1	34	76.5	23.5
Oakland Mills MS	13	9		5	1	29	75.9	20.7
Glenwood MS	16	5	1	4	3	29	75.0	25.0
Burleigh Manor MS	8	12		6	2	28	71.4	28.6
Dunloggin MS	7	13	2	8	2	32	66.7	33.3
Murray Hill MS	13	14	1	16	1	45	61.4	38.6
Lake Elkhorn MS	12	7	1	10	4	35	55.9	41.2
Harper's Choice MS	9	10	1	14	1	35	55.9	44.1
High	301	213	22	101	44	682	77.9	22.0
Marriotts Ridge HS	35	11	1	8	1	56	83.6	16.4
Hammond HS	25	19	1	5	5	55	81.5	18.5
River Hill HS	30	18	1	7	4	60	81.4	18.6
Mt. Hebron HS	18	15	2	4	4	43	80.5	19.5
Glenelg HS	12	15	1	5	2	35	79.4	20.6
Oakland Mills HS	34	20	2	11	3	70	79.4	20.6
Atholton HS	18	12	1	6	2	39	78.9	21.1
Howard HS	33	22	1	9	5	71	78.6	20.0
Wilde Lake HS	23	13	2	7	3	48	78.3	21.7
Centennial HS	29	24	5	10	5	73	77.9	22.1
Long Reach HS	19	20	1	12	4	56	70.9	29.1
Reservoir HS	25	24	4	17	6	76	68.1	31.9
Special	21	40	16	51	17	145	47.3	52.7
ARL	3	8	2	6	1	20	61.1	38.9
Ascend One		3		2	3	8	37.5	62.5
Cedar Lane	3	8	1	6	2	20	57.9	42.1
Central Office	8	9	9	12	8	46	45.9	54.1
Health Services	1	4	2	14	2	23	23.8	76.2
Homewood Center	5	6	1	8		20	57.9	42.1
Old Cedar Lane	1	2	1	3	1	8	42.9	57.1
Grand Total	1051	866	87	519	164	2697	73.4	26.2

2013-2014 HCEA Job Satisfaction Survey

21) I am paid fairly.

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	22	251		490	524	1294	21.1	78.4
Jeffers Hill ES	2	9		6	6	23	47.8	52.2
Bryant Woods ES	1	8		10	7	26	34.6	65.4
Cradlerock ES		9		12	6	27	33.3	66.7
Guilford ES	2	6		8	8	24	33.3	66.7
Dayton Oaks ES		10		10	13	33	30.3	69.7
Deep Run ES		14		20	13	47	29.8	70.2
Veterans ES		11		10	17	38	28.9	71.1
Clemens Crossing ES	1	7		11	9	28	28.6	71.4
Waterloo ES	1	13		20	17	51	27.5	72.5
Rockburn ES	1	8		15	9	33	27.3	72.7
Laurel Woods ES	1	7		14	8	30	26.7	73.3
Bollman Bridge ES		10		9	19	38	26.3	73.7
Clarksville ES		6		5	12	23	26.1	73.9
Elkridge ES		6		7	10	23	26.1	73.9
Lisbon ES		7		10	11	28	25.0	75.0
Triadelphia Ridge ES		9		17	10	36	25.0	75.0
Longfellow ES	1	4		8	8	21	23.8	76.2
Stevens Forest ES	1	5		10	10	26	23.1	76.9
Fulton ES	1	6		11	13	32	21.9	75.0
Manor Woods ES		7		11	14	32	21.9	78.1
Running Brook ES		5		7	11	23	21.7	78.3
Worthington ES	2	4		10	12	28	21.4	78.6
Waverly ES	1	8		18	16	43	20.9	79.1
Pointers Run ES		5		7	12	24	20.8	79.2
West Friendship ES		3		7	4	15	20.0	73.3
Atholton ES		4		10	8	22	18.2	81.8
St. John's Lane ES	2	3		10	13	28	17.9	82.1
Phelps Luck ES	1	4		13	11	29	17.2	82.8
Ducketts Lane ES	1	2		7	8	18	16.7	83.3
Swansfield ES		8		22	17	48	16.7	81.3
Hollifield Station ES		6		14	19	39	15.4	84.6
Bellows Spring ES		10		31	27	68	14.7	85.3
Ilchester ES		5		19	11	36	13.9	83.3
Forest Ridge ES		4		10	17	31	12.9	87.1
Gorman Crossing ES	1	3		10	20	34	11.8	88.2
Bushy Park ES	1	2		12	14	29	10.3	89.7
Northfield ES	1	2		17	9	29	10.3	89.7
Hammond ES		2		10	10	23	8.7	87.0
Talbott Springs ES		3		10	22	35	8.6	91.4
Thunder Hill ES		3		12	20	35	8.6	91.4
Centennial Lane ES		3		10	23	38	7.9	86.8

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Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	12	130		190	236	576	24.7	74.0
Lake Elkhorn MS	2	15		8	9	35	48.6	48.6
Patapsco MS		13		10	9	32	40.6	59.4
Patuxent Valley MS	1	7		6	9	23	34.8	65.2
Harper's Choice MS		12		14	9	35	34.3	65.7
Wilde Lake MS	1	8		6	12	27	33.3	66.7
Dunloggin MS	2	8		9	12	32	31.3	65.6
Murray Hill MS	1	12		16	16	45	28.9	71.1
Glenwood MS	1	6		9	10	29	24.1	65.5
Bonnie Branch MS		8		9	17	34	23.5	76.5
Elkridge Landing MS	2	4		12	13	31	19.4	80.6
Lime Kiln MS	1	3		7	10	22	18.2	77.3
Oakland Mills MS		5		8	15	29	17.2	79.3
Hammond MS	1	3		10	10	24	16.7	83.3
Mount View MS		4		7	12	24	16.7	79.2
Folly Quarter MS		6		11	20	37	16.2	83.8
Ellicott Mills MS		4		12	9	25	16.0	84.0
Mayfield Woods MS		5		10	17	32	15.6	84.4
Burleigh Manor MS		4		12	12	28	14.3	85.7
Clarksville MS		3		14	15	32	9.4	90.6
High	14	136		241	289	682	22.0	77.7
Glenelg HS	1	11		15	8	35	34.3	65.7
Long Reach HS	3	16		27	9	56	33.9	64.3
Wilde Lake HS	3	10		16	18	48	27.1	70.8
Howard HS	1	16		20	34	71	23.9	76.1
Reservoir HS	1	17		22	36	76	23.7	76.3
Hammond HS		13		17	25	55	23.6	76.4
Atholton HS	1	7		14	17	39	20.5	79.5
Centennial HS	1	13		30	29	73	19.2	80.8
Mt. Hebron HS		8		15	20	43	18.6	81.4
Oakland Mills HS	1	12		20	37	70	18.6	81.4
River Hill HS	1	8		24	27	60	15.0	85.0
Marriotts Ridge HS	1	5		21	29	56	10.7	89.3
Special	10	57		47	32	146	45.9	54.1
ARL	2	9		4	5	20	55.0	45.0
Ascend One		4		3	1	8	50.0	50.0
Cedar Lane	2	6		7	5	20	40.0	60.0
Central Office	1	18		14	13	46	41.3	58.7
Health Services	1	8		12	3	24	37.5	62.5
Homewood Center	3	7		5	5	20	50.0	50.0
Old Cedar Lane	1	5		2		8	75.0	25.0
Grand Total	58	574		968	1081	2698	23.4	75.9

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22) I have confidence in the leadership exhibited by the HCPSS Superintendent.

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	57	554	34	363	261	1294	48.5	49.5
Bryant Woods ES	6	16		2	2	26	84.6	15.4
Stevens Forest ES	2	19		4		26	80.8	15.4
Lisbon ES	2	20		5		28	78.6	17.9
Atholton ES	2	15		2	3	22	77.3	22.7
Swansfield ES	2	35		6	5	48	77.1	22.9
Jeffers Hill ES	2	13	1	3	3	23	68.2	27.3
Phelps Luck ES	3	16	1	5	4	29	67.9	32.1
Fulton ES	1	20		4	7	32	65.6	34.4
Cradlerock ES	3	14		9	1	27	63.0	37.0
Longfellow ES	2	11		5	3	21	61.9	38.1
Hammond ES	3	11		5	3	23	60.9	34.8
Hollifield Station ES		22	2	11	4	39	59.5	40.5
Veterans ES		21		12	5	38	55.3	44.7
Elkridge ES	2	10	1	8	2	23	54.5	45.5
Rockburn ES		17	1	12	3	33	53.1	46.9
Bellows Spring ES	2	33	2	15	15	68	53.0	45.5
Waverly ES	2	18	5	14	3	43	52.6	44.7
Clarksville ES		12		4	6	23	52.2	43.5
Dayton Oaks ES	2	15		6	9	33	51.5	45.5
Laurel Woods ES		15		9	6	30	50.0	50.0
St. John's Lane ES	2	11	1	10	3	28	48.1	48.1
Running Brook ES	1	9	2	9	2	23	47.6	52.4
Ilchester ES	1	15	2	8	7	36	47.1	44.1
Waterloo ES	2	21	1	18	8	51	46.0	52.0
Pointers Run ES		11		9	3	24	45.8	50.0
Ducketts Lane ES		8		7	3	18	44.4	55.6
Clemens Crossing ES	2	9	3	8	6	28	44.0	56.0
Worthington ES	3	9		6	9	28	42.9	53.6
Triadelphia Ridge ES	1	14		13	7	36	41.7	55.6
Gorman Crossing ES	3	10	2	11	8	34	40.6	59.4
Northfield ES	1	9	2	10	7	29	37.0	63.0
Bollman Bridge ES		14		14	9	38	36.8	60.5
West Friendship ES		5	1	4	4	15	35.7	57.1
Deep Run ES	2	14	1	22	8	47	34.8	65.2
Forest Ridge ES		10	2	10	7	31	34.5	58.6
Talbott Springs ES		11	1	13	10	35	32.4	67.6
Manor Woods ES	1	8	1	9	11	32	29.0	64.5
Guilford ES	2	4		11	6	24	25.0	70.8
Bushy Park ES		4	1	11	12	29	14.3	82.1
Thunder Hill ES		3	1	8	22	35	8.8	88.2
Centennial Lane ES		2		11	25	38	5.3	94.7

2013-2014 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	18	240	19	183	108	576	46.3	52.2
Murray Hill MS	2	34		8	1	45	80.0	20.0
Harper's Choice MS	3	17	2	13		35	60.6	39.4
Burleigh Manor MS	3	13	1	7	4	28	59.3	40.7
Wilde Lake MS	1	12	3	11		27	54.2	45.8
Dunloggin MS	2	14	2	11	3	32	53.3	46.7
Lime Kiln MS		11	1	5	5	22	52.4	47.6
Patuxent Valley MS	1	11		8	3	23	52.2	47.8
Oakland Mills MS		15		8	6	29	51.7	48.3
Lake Elkhorn MS	1	17		13	2	35	51.4	42.9
Patapsco MS		15	2	10	4	32	50.0	46.7
Bonnie Branch MS		16		7	11	34	47.1	52.9
Elkridge Landing MS	2	11	1	8	8	31	43.3	53.3
Hammond MS	1	8	2	7	4	24	40.9	50.0
Clarksville MS		11	1	10	10	32	35.5	64.5
Ellicott Mills MS		8		9	7	25	32.0	64.0
Mayfield Woods MS		10		10	11	32	31.3	65.6
Glenwood MS	1	7	1	10	10	29	28.6	71.4
Mount View MS		5		15	4	24	20.8	79.2
Folly Quarter MS	1	5	3	13	15	37	17.6	82.4
High	18	239	23	246	147	682	39.0	59.6
Long Reach HS	1	28		17	10	56	51.8	48.2
Mt. Hebron HS	1	19	1	15	6	43	47.6	50.0
Reservoir HS	2	28	1	30	14	76	40.0	58.7
Howard HS	4	23	2	31	11	71	39.1	60.9
Hammond HS		20	3	21	10	55	38.5	59.6
River Hill HS	1	22		20	17	60	38.3	61.7
Centennial HS		26	4	27	14	73	37.7	59.4
Oakland Mills HS	2	22	4	25	16	70	36.4	62.1
Atholton HS	1	12	3	11	11	39	36.1	61.1
Wilde Lake HS		16	2	15	13	48	34.8	60.9
Marriotts Ridge HS	5	14		18	19	56	33.9	66.1
Glenelg HS	1	9	3	16	6	35	31.3	68.8
Special	14	71	12	35	13	146	63.4	35.8
ARL		8	2	8	2	20	44.4	55.6
Ascend One		3		4	1	8	37.5	62.5
Cedar Lane		12	5	2	1	20	80.0	20.0
Central Office	4	22	1	13	5	46	57.8	40.0
Health Services	4	14	4	1	1	24	90.0	10.0
Homewood Center	3	9		5	3	20	60.0	40.0
Old Cedar Lane	3	3		2		8	75.0	25.0
Grand Total	107	1104	88	827	529	2698	46.4	52.0

2013-2014 HCEA Job Satisfaction Survey

23) I have confidence in the leadership exhibited by the Howard County Board of Education.

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	27	359	29	470	386	1294	30.5	67.7
Bryant Woods ES	1	16		4	5	26	65.4	34.6
Rockburn ES		17	1	9	6	33	53.1	46.9
Atholton ES	1	10	1	6	4	22	52.4	47.6
West Friendship ES		7		4	2	15	46.7	40.0
Stevens Forest ES	1	10	2	10	2	26	45.8	50.0
Jeffers Hill ES		10	1	6	5	23	45.5	50.0
Phelps Luck ES		12	2	11	4	29	44.4	55.6
Hammond ES	2	8		6	6	23	43.5	52.2
Dayton Oaks ES	1	13		10	8	33	42.4	54.5
Fulton ES	1	12		10	9	32	40.6	59.4
Swansfield ES	2	17	1	19	8	48	40.4	57.4
Clemens Crossing ES	2	8	3	4	10	28	40.0	56.0
Laurel Woods ES	1	11		11	7	30	40.0	60.0
Cradlerock ES	3	7		12	5	27	37.0	63.0
Veterans ES		14		11	13	38	36.8	63.2
Gorman Crossing ES	2	10	1	11	10	34	36.4	63.6
Triadelphia Ridge ES		13		16	6	36	36.1	61.1
Clarksville ES		8		8	5	23	34.8	56.5
Lisbon ES	1	8		11	8	28	32.1	67.9
Deep Run ES		15		24	8	47	31.9	68.1
Hollifield Station ES		12	1	15	11	39	31.6	68.4
Bellows Spring ES	1	19	3	22	21	68	30.8	66.2
Waterloo ES		15	1	20	13	51	30.0	66.0
Guilford ES	2	5		10	7	24	29.2	70.8
Northfield ES	1	7		12	9	29	27.6	72.4
Bollman Bridge ES		10		12	15	38	26.3	71.1
Elkridge ES		6		10	7	23	26.1	73.9
Manor Woods ES		8		9	14	32	25.0	71.9
Pointers Run ES		6		11	7	24	25.0	75.0
Longfellow ES	2	3		9	7	21	23.8	76.2
Ducketts Lane ES		4		11	3	18	22.2	77.8
Waverly ES	2	6	2	19	12	43	19.5	75.6
Worthington ES		5	1	13	9	28	18.5	81.5
Ilchester ES		6	3	16	9	36	18.2	75.8
Forest Ridge ES		5	1	12	13	31	16.7	83.3
Running Brook ES		3	2	11	7	23	14.3	85.7
St. John's Lane ES	1	3		16	8	28	14.3	85.7
Talbott Springs ES		4	2	10	18	35	12.1	84.8
Bushy Park ES		3	1	8	16	29	10.7	85.7
Centennial Lane ES		2		10	26	38	5.3	94.7
Thunder Hill ES		1		11	23	35	2.9	97.1

2013-2014 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	8	132	16	212	199	576	25.0	73.4
Murray Hill MS	1	18	2	20	4	45	44.2	55.8
Harper's Choice MS	2	11	2	14	6	35	39.4	60.6
Patuxent Valley MS		8		9	6	23	34.8	65.2
Lake Elkhorn MS		12		14	6	35	34.3	57.1
Burleigh Manor MS		9	1	12	6	28	33.3	66.7
Oakland Mills MS		9		9	10	29	31.0	65.5
Patapsco MS	2	7	3	11	9	32	31.0	69.0
Wilde Lake MS	1	7	1	13	5	27	30.8	69.2
Dunloggin MS		9		14	9	32	28.1	71.9
Hammond MS		6	2	6	9	24	27.3	68.2
Glenwood MS	1	6	1	7	12	29	25.0	67.9
Ellicott Mills MS		6		9	10	25	24.0	76.0
Mayfield Woods MS		6		12	14	32	18.8	81.3
Lime Kiln MS		4		12	6	22	18.2	81.8
Bonnie Branch MS		5		9	19	34	14.7	82.4
Elkridge Landing MS	1	3		9	18	31	12.9	87.1
Clarksville MS		4		8	19	32	12.5	84.4
Folly Quarter MS		2	3	11	21	37	5.9	94.1
Mount View MS			1	13	10	24	0.0	100.0
High	6	137	19	272	234	682	21.6	76.3
Long Reach HS	1	25		18	11	56	46.4	51.8
Atholton HS	1	10	3	10	14	39	30.6	66.7
River Hill HS		15	1	27	17	60	25.4	74.6
Mt. Hebron HS		9	2	18	14	43	22.0	78.0
Glenelg HS		7	2	12	14	35	21.2	78.8
Centennial HS		14	3	27	25	73	20.0	74.3
Oakland Mills HS		13	4	27	25	70	19.7	78.8
Reservoir HS	1	13	1	34	24	76	18.7	77.3
Wilde Lake HS		8	2	16	21	48	17.4	80.4
Howard HS	1	11	1	36	22	71	17.1	82.9
Hammond HS		8		25	19	55	14.5	80.0
Marriotts Ridge HS	2	4		22	28	56	10.7	89.3
Special	8	62	9	40	25	145	51.5	47.8
ARL		7	2	7	4	20	38.9	61.1
Ascend One		3		4	1	8	37.5	62.5
Cedar Lane	1	7	6	4	2	20	57.1	42.9
Central Office	1	24		15	6	46	54.3	45.7
Health Services	2	9	1	7	4	23	50.0	50.0
Homewood Center	1	10		2	7	20	55.0	45.0
Old Cedar Lane	3	2		1	1	8	62.5	25.0
Grand Total	49	690	73	994	844	2697	28.2	70.0

2013-2014 HCEA Job Satisfaction Survey

24) I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	456	709	27	70	22	1294	91.9	7.3
Atholton ES	9	13				22	100.0	0.0
Cradlerock ES	10	17				27	100.0	0.0
Ducketts Lane ES	5	13				18	100.0	0.0
Elkridge ES	12	11				23	100.0	0.0
Laurel Woods ES	8	22				30	100.0	0.0
Pointers Run ES	12	12				24	100.0	0.0
Running Brook ES	10	10	3			23	100.0	0.0
Talbott Springs ES	19	16				35	100.0	0.0
Veterans ES	15	23				38	100.0	0.0
Fulton ES	12	18	1	1		32	96.8	3.2
Bushy Park ES	13	14	1			29	96.4	0.0
Worthington ES	19	8		1		28	96.4	3.6
Clemens Crossing ES	11	15	1	1		28	96.3	3.7
Thunder Hill ES	14	19		1	1	35	94.3	5.7
Waterloo ES	14	32	2	3		51	93.9	6.1
Bellows Spring ES	23	38	3	2	2	68	93.8	6.2
Manor Woods ES	17	13		1		32	93.8	3.1
Rockburn ES	10	20	1	2		33	93.8	6.3
Forest Ridge ES	10	19		1	1	31	93.5	6.5
Deep Run ES	21	22	1	3		47	93.5	6.5
West Friendship ES	2	12				15	93.3	0.0
Lisbon ES	14	11	1	2		28	92.6	7.4
Centennial Lane ES	17	18		2	1	38	92.1	7.9
Guilford ES	9	13		1	1	24	91.7	8.3
Swansfield ES	12	31	1	4		48	91.5	8.5
Hammond ES	8	13		1		23	91.3	4.3
Jeffers Hill ES	5	16		1		23	91.3	4.3
Dayton Oaks ES	10	20		1	1	33	90.9	6.1
Gorman Crossing ES	15	15	1	2	1	34	90.9	9.1
Northfield ES	5	20	1	3		29	89.3	10.7
Hollifield Station ES	13	20	2	2	2	39	89.2	10.8
Phelps Luck ES	7	17	2	2	1	29	88.9	11.1
Triadelphia Ridge ES	11	21		4		36	88.9	11.1
Bryant Woods ES	8	15		2	1	26	88.5	11.5
Stevens Forest ES	10	13		2	1	26	88.5	11.5
Clarksville ES	5	15		1	1	23	87.0	8.7
St. John's Lane ES	14	9		3	2	28	82.1	17.9
Longfellow ES	4	13		3	1	21	81.0	19.0
Waverly ES	7	27	1	4	3	43	81.0	16.7
Bollman Bridge ES	10	20		6	1	38	78.9	18.4
Ilchester ES	6	15	5	8	1	36	67.7	29.0

2013-2014 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	189	308	12	48	9	576	88.1	10.1
Bonnie Branch MS	16	17				34	97.1	0.0
Harper's Choice MS	16	17	1	1		35	97.1	2.9
Lake Elkhorn MS	9	22	2	1		35	93.9	3.0
Dunloggin MS	13	17		1	1	32	93.8	6.3
Ellicott Mills MS	6	17		2		25	92.0	8.0
Folly Quarter MS	19	12	3	3		37	91.2	8.8
Burleigh Manor MS	7	18		3		28	89.3	10.7
Oakland Mills MS	8	17	1	2	1	29	89.3	10.7
Wilde Lake MS	7	17		1	1	27	88.9	7.4
Mount View MS	11	10		2		24	87.5	8.3
Patuxent Valley MS	4	16		3		23	87.0	13.0
Hammond MS	6	13	2	2		24	86.4	9.1
Lime Kiln MS	7	12		2	1	22	86.4	13.6
Murray Hill MS	9	28	2	5		45	86.0	11.6
Clarksville MS	16	11		1	1	32	84.4	6.3
Elkridge Landing MS	11	15		4	1	31	83.9	16.1
Patapsco MS	9	17	1	5		32	83.9	16.1
Mayfield Woods MS	5	20		3	3	32	78.1	18.8
Glenwood MS	10	12		7		29	75.9	24.1
High	209	367	10	62	26	682	85.7	13.1
River Hill HS	22	35		1	1	60	95.0	3.3
Howard HS	20	45		5	1	71	91.5	8.5
Reservoir HS	26	42		5	3	76	89.5	10.5
Marriotts Ridge HS	27	23		5	1	56	89.3	10.7
Hammond HS	20	29		4	1	55	89.1	9.1
Wilde Lake HS	17	24	1	3	1	48	87.2	8.5
Long Reach HS	12	34	2	5	3	56	85.2	14.8
Centennial HS	23	36	3	9	1	73	84.3	14.3
Mt. Hebron HS	11	23	1	5	3	43	81.0	19.0
Oakland Mills HS	18	36	1	9	5	70	78.3	20.3
Atholton HS	7	21	1	3	6	39	73.7	23.7
Glenelg HS	6	19	1	8		35	73.5	23.5
Special	38	79	9	15	3	145	86.0	13.2
ARL	3	13	2	2		20	88.9	11.1
Ascend One	3	3		2		8	75.0	25.0
Cedar Lane	6	13	1			20	100.0	0.0
Central Office	8	22	3	10	3	46	69.8	30.2
Health Services	9	12	2			23	100.0	0.0
Homewood Center	6	13		1		20	95.0	5.0
Old Cedar Lane	3	3	1			8	85.7	0.0
Grand Total	892	1463	58	195	60	2697	89.2	9.7

2013-2014 HCEA Job Satisfaction Survey

25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	136	762	75	235	78	1294	73.7	25.7
Worthington ES	8	16	2	2		28	92.3	7.7
Hammond ES	4	15	2	2		23	90.5	9.5
Jeffers Hill ES	5	15		2	1	23	87.0	13.0
Running Brook ES	2	18		2	1	23	87.0	13.0
Rockburn ES	2	24	3	3	1	33	86.7	13.3
Lisbon ES	3	20	1	2	2	28	85.2	14.8
Bryant Woods ES	5	16	1	3		26	84.0	12.0
Hollifield Station ES	5	25	3	4	2	39	83.3	16.7
Manor Woods ES	3	21	3	3	2	32	82.8	17.2
Atholton ES	3	15		4		22	81.8	18.2
Bollman Bridge ES	6	25		7		38	81.6	18.4
West Friendship ES	2	10		1	2	15	80.0	20.0
Gorman Crossing ES	4	22	1	4	3	34	78.8	21.2
Veterans ES		26	5	6	1	38	78.8	21.2
Elkridge ES	1	17		5		23	78.3	21.7
Swansfield ES	5	31	2	6	4	48	78.3	21.7
Phelps Luck ES	2	19	2	4	2	29	77.8	22.2
Ilchester ES	6	18	5	4	1	36	77.4	16.1
Stevens Forest ES	2	17	1	6		26	76.0	24.0
Laurel Woods ES	6	15	2	5	2	30	75.0	25.0
Talbott Springs ES	4	22		5	4	35	74.3	25.7
Pointers Run ES	3	14	1	6		24	73.9	26.1
Bellows Spring ES	5	42	2	12	6	68	71.2	27.3
Clemens Crossing ES	2	15	4	5	1	28	70.8	25.0
Deep Run ES	4	27	3	12	1	47	70.5	29.5
Bushy Park ES	2	17	2	6	2	29	70.4	29.6
Cradlerock ES	4	15		6	2	27	70.4	29.6
Forest Ridge ES	2	17	4	6	1	31	70.4	25.9
Ducketts Lane ES	3	8	2	4		18	68.8	25.0
Waverly ES	4	24	2	10	3	43	68.3	31.7
Waterloo ES	2	29	5	11	4	51	67.4	32.6
Guilford ES	3	13		5	3	24	66.7	33.3
Longfellow ES	2	12		6	1	21	66.7	33.3
Triadelphia Ridge ES	2	20	3	8	3	36	66.7	33.3
Dayton Oaks ES	7	14	1	7	3	33	65.6	31.3
St. John's Lane ES	2	15	2	6	3	28	65.4	34.6
Clarksville ES	3	11		7	2	23	60.9	39.1
Fulton ES	2	16	2	10	2	32	60.0	40.0
Northfield ES	3	13	1	7	5	29	57.1	42.9
Thunder Hill ES	3	15	3	9	5	35	56.3	43.8
Centennial Lane ES		18	5	12	3	38	54.5	45.5

2013-2014 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	45	301	23	147	53	576	62.6	36.2
Lime Kiln MS	1	16	1	1	3	22	81.0	19.0
Patapsco MS	4	21	1	5	1	32	80.6	19.4
Murray Hill MS	4	28	1	8	4	45	72.7	27.3
Lake Elkhorn MS	3	21	1	9		35	70.6	26.5
Bonnie Branch MS	2	21	1	7	2	34	69.7	27.3
Dunloggin MS	3	16	4	8	1	32	67.9	32.1
Hammond MS	3	12	1	4	3	24	65.2	30.4
Wilde Lake MS	1	16		9	1	27	63.0	37.0
Burleigh Manor MS	2	14	2	8	2	28	61.5	38.5
Patuxent Valley MS	1	13		7	2	23	60.9	39.1
Glenwood MS	3	14	1	8	2	29	60.7	35.7
Harper's Choice MS	3	17	2	8	5	35	60.6	39.4
Mount View MS	3	10	2	8	1	24	59.1	40.9
Ellicott Mills MS		14	1	5	5	25	58.3	41.7
Oakland Mills MS	2	14	1	10	2	29	57.1	42.9
Mayfield Woods MS	1	16		9	5	32	53.1	43.8
Elkridge Landing MS	5	10	2	10	4	31	51.7	48.3
Clarksville MS	2	13	1	9	5	32	48.4	45.2
Folly Quarter MS	2	15	1	14	5	37	47.2	52.8
High	51	361	26	167	67	682	62.8	35.7
Marriotts Ridge HS	6	33	3	13	1	56	73.6	26.4
Mt. Hebron HS	6	23	1	8	5	43	69.0	31.0
Reservoir HS	8	44		12	9	76	68.4	27.6
Glenelg HS	2	21	1	7	4	35	67.6	32.4
Howard HS	7	37	4	18	5	71	65.7	34.3
Long Reach HS	1	33	4	12	6	56	65.4	34.6
Centennial HS	1	43	4	17	4	73	63.8	30.4
Wilde Lake HS	3	25	3	12	4	48	62.2	35.6
River Hill HS	8	29		17	4	60	61.7	35.0
Atholton HS	4	18	3	8	6	39	61.1	38.9
Oakland Mills HS	3	34	3	21	9	70	55.2	44.8
Hammond HS	2	21		22	10	55	41.8	58.2
Special	13	68	6	39	19	146	57.9	41.4
ARL		12	2	5	1	20	66.7	33.3
Ascend One	1	5		1	1	8	75.0	25.0
Cedar Lane	1	12	1	5	1	20	68.4	31.6
Central Office	4	18	1	12	10	46	48.9	48.9
Health Services	2	6	1	10	5	24	34.8	65.2
Homewood Center	4	11	1	3	1	20	78.9	21.1
Old Cedar Lane	1	4		3		8	62.5	37.5
Grand Total	245	1492	130	588	217	2698	67.6	31.3

2013-2014 HCEA Job Satisfaction Survey

26) In my position, I receive appropriate and adequate support and training.

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	176	751	7	262	90	1294	72.0	27.4
Running Brook ES	4	17		1	1	23	91.3	8.7
Jeffers Hill ES	2	18		2	1	23	87.0	13.0
Laurel Woods ES	8	17		3	1	30	83.3	13.3
Atholton ES	5	13		2	2	22	81.8	18.2
Dayton Oaks ES	7	20		6		33	81.8	18.2
Cradlerock ES	2	20		3	2	27	81.5	18.5
Swansfield ES	5	34		6	3	48	81.3	18.8
Bryant Woods ES	9	12		4	1	26	80.8	19.2
Stevens Forest ES	2	19		3	2	26	80.8	19.2
West Friendship ES	6	6		2	1	15	80.0	20.0
Gorman Crossing ES	7	20		6	1	34	79.4	20.6
Guilford ES	5	14		5		24	79.2	20.8
Veterans ES		30		6	2	38	78.9	21.1
Deep Run ES	7	29	1	7	3	47	78.3	21.7
Hammond ES	5	13			3	23	78.3	13.0
Bollman Bridge ES	5	24		9		38	76.3	23.7
Longfellow ES	2	14		5		21	76.2	23.8
Forest Ridge ES	3	19	2	5	1	31	75.9	20.7
Northfield ES	3	19		6	1	29	75.9	24.1
Lisbon ES		21		5	2	28	75.0	25.0
Phelps Luck ES	4	17	1	4	2	29	75.0	21.4
Triadelphia Ridge ES	5	22		7	2	36	75.0	25.0
Hollifield Station ES	5	24		7	3	39	74.4	25.6
Clarksville ES	3	14		4	2	23	73.9	26.1
Waterloo ES	8	29		12	2	51	72.5	27.5
Ducketts Lane ES	2	11		4		18	72.2	22.2
Clemens Crossing ES	5	15		5	2	28	71.4	25.0
Worthington ES	5	14	1	6	2	28	70.4	29.6
Elkridge ES	1	15		5	2	23	69.6	30.4
Fulton ES	4	18		9	1	32	68.8	31.3
Pointers Run ES	3	13		7	1	24	66.7	33.3
Rockburn ES	5	17		9	2	33	66.7	33.3
Ilchester ES	2	21	1	9	3	36	65.7	34.3
Talbott Springs ES	8	15		9	3	35	65.7	34.3
Bushy Park ES	2	16		7	4	29	62.1	37.9
Waverly ES	7	19	1	13	3	43	61.9	38.1
Bellows Spring ES	7	35		17	9	68	61.8	38.2
Manor Woods ES	5	14		9	3	32	59.4	37.5
Thunder Hill ES	5	15		9	6	35	57.1	42.9
St. John's Lane ES	2	13		10	3	28	53.6	46.4
Centennial Lane ES	1	15		14	8	38	42.1	57.9

2013-2014 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	72	341	2	114	39	576	72.0	26.7
Patapsco MS	4	22		5	1	32	81.3	18.8
Lake Elkhorn MS	4	24		5	1	35	80.0	17.1
Burleigh Manor MS	3	18	1	6		28	77.8	22.2
Bonnie Branch MS	4	22		5	3	34	76.5	23.5
Clarksville MS	1	23		4	3	32	75.0	21.9
Harper's Choice MS	4	22		5	3	35	74.3	22.9
Elkridge Landing MS	6	17		6	2	31	74.2	25.8
Wilde Lake MS	1	19		7		27	74.1	25.9
Patuxent Valley MS	4	13		5	1	23	73.9	26.1
Murray Hill MS	11	22		10	1	45	73.3	24.4
Lime Kiln MS	1	15		3	1	22	72.7	18.2
Mount View MS	4	13		5	2	24	70.8	29.2
Folly Quarter MS	5	21		8	3	37	70.3	29.7
Dunloggin MS	6	16		9	1	32	68.8	31.3
Glenwood MS	5	14		5	4	29	65.5	31.0
Oakland Mills MS	3	15	1	7	3	29	64.3	35.7
Ellicott Mills MS	2	14		8	1	25	64.0	36.0
Hammond MS	3	12		6	3	24	62.5	37.5
Mayfield Woods MS	1	19		5	6	32	62.5	34.4
High	77	385	3	151	60	682	68.0	31.1
Reservoir HS	14	48		9	4	76	81.6	17.1
River Hill HS	11	34		10	4	60	75.0	23.3
Centennial HS	9	44	2	11	7	73	74.6	25.4
Howard HS	5	48		14	3	71	74.6	23.9
Mt. Hebron HS	7	25		8	3	43	74.4	25.6
Marriotts Ridge HS	5	34		16	1	56	69.6	30.4
Atholton HS	6	19		10	3	39	64.1	33.3
Wilde Lake HS	6	24		11	5	48	62.5	33.3
Oakland Mills HS	3	40		15	12	70	61.4	38.6
Glenelg HS	1	19		12	3	35	57.1	42.9
Long Reach HS	3	28	1	15	9	56	56.4	43.6
Hammond HS	7	22		20	6	55	52.7	47.3
Special	18	76	3	37	10	146	65.7	32.9
ARL	4	6	1	7	1	20	52.6	42.1
Ascend One		8				8	100.0	0.0
Cedar Lane	2	12		4	1	20	70.0	25.0
Central Office	5	20	1	13	7	46	55.6	44.4
Health Services	1	14		9		24	62.5	37.5
Homewood Center	4	12	1	3		20	84.2	15.8
Old Cedar Lane	2	4		1	1	8	75.0	25.0
Grand Total	343	1553	15	564	199	2698	70.7	28.4

2013-2014 HCEA Job Satisfaction Survey

27) In the last 12 months, I have experienced harassing behavior from colleagues.

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	41	122	55	423	649	1294	13.2	86.5
Clarksville ES	2	5	2	7	7	23	33.3	66.7
Gorman Crossing ES	4	7	1	9	13	34	33.3	66.7
Guilford ES	1	5	3	7	8	24	28.6	71.4
Longfellow ES	2	4		8	7	21	28.6	71.4
Centennial Lane ES	3	7		16	12	38	26.3	73.7
Ilchester ES	3	6	1	11	14	36	25.7	71.4
Forest Ridge ES		6	5	8	12	31	23.1	76.9
Bollman Bridge ES	2	6	3	12	15	38	22.9	77.1
Fulton ES	1	5	1	10	15	32	19.4	80.6
Hollifield Station ES		7	1	13	18	39	18.4	81.6
Waterloo ES	3	6	2	14	26	51	18.4	81.6
Worthington ES	3	2		10	13	28	17.9	82.1
Bushy Park ES		5		10	14	29	17.2	82.8
Bryant Woods ES	1	3	2	10	10	26	16.7	83.3
Cradlerock ES		4	1	8	14	27	15.4	84.6
Waverly ES	3	3	4	14	19	43	15.4	84.6
Clemens Crossing ES	2	2	1	12	11	28	14.8	85.2
Thunder Hill ES		5	1	11	18	35	14.7	85.3
Running Brook ES	1	2	1	2	17	23	13.6	86.4
Swansfield ES		6		19	23	48	12.5	87.5
Talbott Springs ES	1	3		14	16	35	11.4	85.7
Northfield ES		3	2	8	16	29	11.1	88.9
Hammond ES		2	2	7	12	23	9.5	90.5
Triadelphia Ridge ES	1	2	3	10	20	36	9.1	90.9
Jeffers Hill ES	1	1		5	16	23	8.7	91.3
St. John's Lane ES		2	3	9	14	28	8.0	92.0
Stevens Forest ES	1	1		10	13	26	7.7	88.5
Lisbon ES	1	1		11	15	28	7.1	92.9
Phelps Luck ES		2	1	8	18	29	7.1	92.9
Dayton Oaks ES	2		3	9	19	33	6.7	93.3
Deep Run ES	1	2	2	18	24	47	6.7	93.3
Veterans ES		2	2	18	16	38	5.6	94.4
Elkridge ES	1		2	8	12	23	4.8	95.2
Atholton ES		1		4	17	22	4.5	95.5
Bellows Spring ES	1	2	1	26	38	68	4.5	95.5
Laurel Woods ES		1		8	21	30	3.3	96.7
Manor Woods ES		1	1	9	20	32	3.2	93.5
Ducketts Lane ES			1	6	11	18	0.0	100.0
Pointers Run ES				6	18	24	0.0	100.0
Rockburn ES			2	14	17	33	0.0	100.0
West Friendship ES			1	4	10	15	0.0	100.0

2013-2014 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	20	51	33	188	280	576	13.1	86.2
Patuxent Valley MS	1	7	1	4	10	23	36.4	63.6
Clarksville MS	4	4	1	13	10	32	25.8	74.2
Wilde Lake MS		6	2	9	9	27	24.0	72.0
Dunloggin MS	2	5	2	6	17	32	23.3	76.7
Harper's Choice MS	2	5	2	15	11	35	21.2	78.8
Hammond MS	2	2	2	11	7	24	18.2	81.8
Mount View MS	2	2		8	12	24	16.7	83.3
Burleigh Manor MS		4	2	10	12	28	15.4	84.6
Murray Hill MS	2	3	3	17	20	45	11.9	88.1
Oakland Mills MS	1	2	2	11	13	29	11.1	88.9
Glenwood MS		3	1	8	17	29	10.7	89.3
Folly Quarter MS	1	2	2	7	25	37	8.6	91.4
Bonnie Branch MS		2	2	13	17	34	6.3	93.8
Mayfield Woods MS		2		10	20	32	6.3	93.8
Patapsco MS	1	1		12	18	32	6.3	93.8
Ellicott Mills MS		1	2	6	16	25	4.3	95.7
Elkridge Landing MS	1		3	8	17	31	3.6	89.3
Lake Elkhorn MS	1		2	12	19	35	3.0	93.9
Lime Kiln MS			4	8	10	22	0.0	100.0
High	35	61	32	229	321	682	14.8	84.6
Long Reach HS	4	11	1	20	20	56	27.3	72.7
Wilde Lake HS	2	9	4	17	15	48	25.0	72.7
River Hill HS	6	6	6	16	26	60	22.2	77.8
Atholton HS	6	1	4	11	17	39	20.0	80.0
Centennial HS	3	9	3	28	30	73	17.1	82.9
Hammond HS	4	4	2	23	22	55	15.1	84.9
Glenelg HS	2	3		18	12	35	14.3	85.7
Reservoir HS	3	5	3	29	35	76	11.0	87.7
Oakland Mills HS	2	5	2	22	38	70	10.3	88.2
Howard HS	2	4	4	22	38	71	9.0	89.6
Marriotts Ridge HS	1	2	1	12	40	56	5.5	94.5
Mt. Hebron HS		2	2	11	28	43	4.9	95.1
Special	11	22	8	36	68	146	23.9	75.4
ARL	1	3	1	2	12	20	21.1	73.7
Ascend One				1	7	8	0.0	100.0
Cedar Lane	3	6	1	4	6	20	47.4	52.6
Central Office	3	9	3	11	20	46	27.9	72.1
Health Services	2	1	1	11	9	24	13.0	87.0
Homewood Center	1	2	2	6	9	20	16.7	83.3
Old Cedar Lane	1	1		1	5	8	25.0	75.0
Grand Total	107	256	128	876	1318	2698	14.1	85.4

2013-2014 HCEA Job Satisfaction Survey

28) In the last 12 months, I have experienced harassing behavior from administrators/supervisors.

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	32	68	63	425	696	1294	8.1	91.1
Worthington ES	3	3		7	15	28	21.4	78.6
St. John's Lane ES	1	4	3	11	9	28	20.0	80.0
Centennial Lane ES	3	4		16	15	38	18.4	81.6
Gorman Crossing ES	1	5	1	9	18	34	18.2	81.8
Fulton ES	3	2	2	11	14	32	16.7	83.3
Waverly ES	4	2	4	16	17	43	15.4	84.6
Bellows Spring ES	3	7	1	22	35	68	14.9	85.1
Elkridge ES	1	2	2	6	12	23	14.3	85.7
Longfellow ES	1	2		11	7	21	14.3	85.7
West Friendship ES	1	1	1	2	10	15	14.3	85.7
Clemens Crossing ES	1	2	1	10	14	28	11.1	88.9
Swansfield ES		5		20	22	48	10.4	87.5
Waterloo ES	1	4	3	12	31	51	10.4	89.6
Guilford ES	1	1	4	8	10	24	10.0	90.0
Hammond ES	1	1	1	9	11	23	9.1	90.9
Running Brook ES	1	1	1	3	16	23	9.1	86.4
Bryant Woods ES	1	1	3	11	10	26	8.7	91.3
Talbott Springs ES		3		15	15	35	8.6	85.7
Pointers Run ES		2		3	19	24	8.3	91.7
Triadelphia Ridge ES		2	3	10	20	36	6.1	90.9
Bollman Bridge ES		2	4	12	20	38	5.9	94.1
Thunder Hill ES		2	1	14	18	35	5.9	94.1
Veterans ES	1	1	3	16	16	38	5.7	91.4
Hollifield Station ES		2	1	16	20	39	5.3	94.7
Clarksville ES	1		2	9	11	23	4.8	95.2
Atholton ES		1		4	17	22	4.5	95.5
Jeffers Hill ES	1			5	17	23	4.3	95.7
Cradlerock ES		1	2	9	15	27	4.0	96.0
Stevens Forest ES		1	1	12	12	26	4.0	96.0
Forest Ridge ES	1		4	9	17	31	3.7	96.3
Northfield ES		1	2	9	17	29	3.7	96.3
Lisbon ES	1			10	16	28	3.6	92.9
Bushy Park ES		1		10	18	29	3.4	96.6
Phelps Luck ES		1		8	19	29	3.4	93.1
Deep Run ES		1	2	19	25	47	2.2	97.8
Dayton Oaks ES			4	7	22	33	0.0	100.0
Ducketts Lane ES			1	5	12	18	0.0	100.0
Ilchester ES			2	12	21	36	0.0	97.1
Laurel Woods ES				9	21	30	0.0	100.0
Manor Woods ES			2	8	22	32	0.0	100.0
Rockburn ES			2	10	20	33	0.0	96.8

2013-2014 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	16	32	33	212	276	576	8.8	89.9
Clarksville MS	3	3	1	14	10	32	19.4	77.4
Hammond MS	2	2	2	11	7	24	18.2	81.8
Dunloggin MS	3	2	2	10	15	32	16.7	83.3
Mount View MS		3		7	14	24	12.5	87.5
Wilde Lake MS	1	2	3	11	10	27	12.5	87.5
Murray Hill MS	3	2	3	18	19	45	11.9	88.1
Oakland Mills MS		3	2	11	12	29	11.1	85.2
Mayfield Woods MS	1	2		9	20	32	9.4	90.6
Patuxent Valley MS	1	1	1	9	11	23	9.1	90.9
Ellicott Mills MS		2	1	10	12	25	8.3	91.7
Glenwood MS		2	1	10	16	29	7.1	92.9
Bonnie Branch MS		2	2	15	15	34	6.3	93.8
Patapsco MS		2		11	19	32	6.3	93.8
Lake Elkhorn MS	1	1	2	13	16	35	6.1	87.9
Harper's Choice MS		2	2	18	12	35	6.1	90.9
Elkridge Landing MS		1	2	9	17	31	3.4	89.7
Folly Quarter MS	1		2	7	27	37	2.9	97.1
Burleigh Manor MS			3	10	15	28	0.0	100.0
Lime Kiln MS			4	9	9	22	0.0	100.0
High	39	64	33	241	303	682	15.9	83.8
Long Reach HS	6	12	1	21	16	56	32.7	67.3
Howard HS	5	11	5	22	28	71	24.2	75.8
River Hill HS	6	6	5	20	22	60	21.8	76.4
Wilde Lake HS	2	7	4	17	17	48	20.5	77.3
Glenelg HS	4	2		17	12	35	17.1	82.9
Oakland Mills HS	4	5	2	23	36	70	13.2	86.8
Centennial HS	2	7	3	26	35	73	12.9	87.1
Marriotts Ridge HS	4	3	1	17	31	56	12.7	87.3
Hammond HS	3	3	2	24	23	55	11.3	88.7
Reservoir HS	1	5	3	33	34	76	8.2	91.8
Mt. Hebron HS		3	3	10	27	43	7.5	92.5
Atholton HS	2		4	11	22	39	5.7	94.3
Special	6	15	7	46	69	146	15.1	82.7
ARL		1		7	11	20	5.0	90.0
Ascend One				1	7	8	0.0	100.0
Cedar Lane		2	1	8	8	20	10.5	84.2
Central Office	4	6	3	13	20	46	23.3	76.7
Health Services	2	4	1	11	6	24	26.1	73.9
Homewood Center		2	2	5	11	20	11.1	88.9
Old Cedar Lane				1	6	8	0.0	87.5
Grand Total	93	179	136	924	1344	2698	10.6	88.5

2013-2014 HCEA Job Satisfaction Survey

29) In the last 12 months, I have experienced harassing behavior from parents.

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	56	205	49	504	475	1294	21.0	78.6
Hollifield Station ES	4	12	1	11	11	39	42.1	57.9
Gorman Crossing ES	4	8	1	10	11	34	36.4	63.6
Ilchester ES	5	6	2	13	9	36	32.4	64.7
Cradlerock ES		8	1	8	10	27	30.8	69.2
Guilford ES	1	5	4	7	7	24	30.0	70.0
Centennial Lane ES	2	9		16	11	38	28.9	71.1
Elkridge ES	1	5	2	6	9	23	28.6	71.4
Worthington ES	4	4		8	12	28	28.6	71.4
Forest Ridge ES	1	6	5	10	8	31	26.9	69.2
Pointers Run ES		6	1	10	7	24	26.1	73.9
Waterloo ES	3	10	1	19	18	51	26.0	74.0
Northfield ES	1	6	2	11	9	29	25.9	74.1
Running Brook ES	2	3	2	7	8	23	23.8	71.4
Laurel Woods ES	1	6		11	12	30	23.3	76.7
St. John's Lane ES		6	2	12	8	28	23.1	76.9
Triadelphia Ridge ES	3	5	1	10	17	36	22.9	77.1
Hammond ES		5	1	11	6	23	22.7	77.3
Manor Woods ES	2	5	1	14	10	32	22.6	77.4
Dayton Oaks ES	3	4	1	15	10	33	21.9	78.1
Fulton ES	1	6		11	14	32	21.9	78.1
Waverly ES	1	7	4	14	17	43	20.5	79.5
Talbott Springs ES	2	5		13	15	35	20.0	80.0
Bellows Spring ES	2	11	2	22	31	68	19.7	80.3
Longfellow ES	1	3		10	7	21	19.0	81.0
Clemens Crossing ES	1	4	1	16	6	28	18.5	81.5
Clarksville ES		4	1	10	8	23	18.2	81.8
Lisbon ES		5		11	12	28	17.9	82.1
Bryant Woods ES	1	3	3	10	9	26	17.4	82.6
Jeffers Hill ES	1	3		8	11	23	17.4	82.6
Bushy Park ES	1	4		12	12	29	17.2	82.8
Veterans ES	1	5	3	14	14	38	17.1	80.0
Bollman Bridge ES	3	3	1	15	16	38	16.2	83.8
Swansfield ES	1	6		28	13	48	14.6	85.4
Phelps Luck ES		4	1	10	14	29	14.3	85.7
West Friendship ES	2		1	6	6	15	14.3	85.7
Stevens Forest ES		3		11	12	26	11.5	88.5
Thunder Hill ES	1	3		16	15	35	11.4	88.6
Ducketts Lane ES		2		8	8	18	11.1	88.9
Deep Run ES		4	2	25	16	47	8.9	91.1
Rockburn ES		1	2	14	15	33	3.2	93.5
Atholton ES				11	11	22	0.0	100.0

2013-2014 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	57	145	24	211	132	576	36.6	62.1
Ellicott Mills MS	4	10	1	9	1	25	58.3	41.7
Mount View MS	6	6		7	5	24	50.0	50.0
Folly Quarter MS	7	9	1	9	10	37	44.4	52.8
Clarksville MS	4	10		12	6	32	43.8	56.3
Patapsco MS	3	10	1	12	6	32	41.9	58.1
Bonnie Branch MS	2	11	2	12	7	34	40.6	59.4
Dunloggin MS	3	10		13	5	32	40.6	56.3
Glenwood MS	7	4	1	9	8	29	39.3	60.7
Mayfield Woods MS	3	9		12	8	32	37.5	62.5
Patuxent Valley MS	4	4	1	8	6	23	36.4	63.6
Hammond MS	1	7	1	14	1	24	34.8	65.2
Burleigh Manor MS	3	6	1	10	8	28	33.3	66.7
Wilde Lake MS	3	5	3	8	8	27	33.3	66.7
Elkridge Landing MS	3	6	3	7	12	31	32.1	67.9
Harper's Choice MS	2	8	3	15	6	35	31.3	65.6
Lime Kiln MS		6	2	9	5	22	30.0	70.0
Oakland Mills MS	1	7	1	12	8	29	28.6	71.4
Lake Elkhorn MS		9	1	14	9	35	26.5	67.6
Murray Hill MS	1	8	2	19	13	45	20.9	74.4
High	84	173	22	228	171	682	38.9	60.5
Mt. Hebron HS	7	14	1	11	10	43	50.0	50.0
River Hill HS	11	19		16	14	60	50.0	50.0
Marriotts Ridge HS	6	20	2	13	15	56	48.1	51.9
Atholton HS	5	10	3	9	11	39	41.7	55.6
Reservoir HS	9	21	1	28	16	76	40.0	58.7
Glenelg HS	6	7	1	14	7	35	38.2	61.8
Howard HS	11	15	3	25	17	71	38.2	61.8
Centennial HS	6	19	5	22	21	73	36.8	63.2
Hammond HS	7	12	1	21	14	55	35.2	64.8
Long Reach HS	4	15	1	24	12	56	34.5	65.5
Wilde Lake HS	6	8	3	19	10	48	31.1	64.4
Oakland Mills HS	6	13	1	26	24	70	27.5	72.5
Special	10	17	39	41	38	146	25.2	73.8
ARL	3		5	3	9	20	20.0	80.0
Ascend One		1	2	3	2	8	16.7	83.3
Cedar Lane	2	6	1	7	4	20	42.1	57.9
Central Office	1	1	28	9	7	46	11.1	88.9
Health Services	3	4	1	11	5	24	30.4	69.6
Homewood Center	1	3	1	6	9	20	21.1	78.9
Old Cedar Lane		2	1	2	2	8	28.6	57.1
Grand Total	207	540	134	984	816	2698	29.1	70.2

2013-2014 HCEA Job Satisfaction Survey

Level	(All)					
HCEA Member	(All)					
Profession	(All)					
Years in Education	(All)					
Years with HCPSS	(All)					
Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total
1. Overall, morale at my school/worksite is good.	298	1306	663	427	2	2698
	11.1%	48.4%	24.6%	15.8%		
2. There is an atmosphere of open communication and trust in my school/worksite.	349	1469	604	260	5	2698
	13.0%	54.5%	22.4%	9.7%		
3. I personally feel successful in my work.	644	1540	383	113		2698
	23.9%	57.1%	14.2%	4.2%		
4. I feel involved in decision-making at my school/worksite.	302	1126	811	396	55	2698
	11.4%	42.6%	30.7%	15.0%		
5. I want to be involved in decision-making at my school/worksite.	729	1604	227	44	78	2698
	27.8%	61.2%	8.7%	1.7%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	498	1264	574	317	27	2698
	18.6%	47.3%	21.5%	11.9%		
7. In my school/worksite, I am treated as a professional.	763	1440	311	161	6	2698
	28.3%	53.5%	11.6%	6.0%		
8. There is good teamwork among staff in my school/worksite.	651	1454	416	165	5	2698
	24.2%	54.0%	15.4%	6.1%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	432	1350	441	230	225	2698
	17.5%	54.6%	17.8%	9.3%		
10. My working environment (i.e. safety, cleanliness. is conducive to success.	722	1427	361	166	12	2698
	26.9%	53.1%	13.4%	6.2%		
11. My work performance is evaluated fairly.	538	1384	439	271	52	2698
	20.3%	52.3%	16.6%	10.2%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	223	873	724	825	41	2698
	8.4%	32.9%	27.2%	31.1%		
13. I am provided adequate work and storage space to prepare for and do my job.	637	1512	367	151	12	2698
	23.7%	56.3%	13.7%	5.6%		
14. My administrators/supervisors respect the negotiated contracts.	766	1607	190	77	37	2698
	28.8%	60.4%	7.1%	2.9%		

2013-2014 HCEA Job Satisfaction Survey

15. My planning time is respected by my school administrations/supervisors.	551	1284	351	149	343	2698
	23.4%	54.5%	14.9%	6.3%		
16. In my school, administrators/supervisors support me in enforcing discipline.	552	1309	383	193	242	2698
	22.5%	53.3%	15.6%	7.9%		
17. In my school, student misbehavior interferes with learning.	419	801	845	409	193	2698
	16.7%	32.0%	33.7%	16.3%		
18. Too much instructional time is spent administering assessments.	727	898	612	101	329	2698
	30.7%	37.9%	25.8%	4.3%		
19. HCPSS professional development experiences are meaningful and worthwhile.	134	1059	842	530	104	2698
	5.2%	40.8%	32.5%	20.4%		
20. Increased workload has contributed to a decline in my morale.	1051	866	519	164	87	2698
	40.3%	33.2%	19.9%	6.3%		
21. I am paid fairly	58	574	968	1081		2698
	2.1%	21.3%	35.9%	40.1%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	107	1104	827	529	88	2698
	4.1%	42.3%	31.7%	20.3%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	49	690	994	844	74	2698
	1.9%	26.3%	37.9%	32.2%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	892	1463	195	60	59	2698
	33.8%	55.4%	7.4%	2.3%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	245	1492	588	217	131	2698
	9.5%	58.1%	22.9%	8.5%		
26. In my position, I receive appropriate and adequate support and training.	343	1553	564	199	15	2698
	12.8%	57.9%	21.0%	7.4%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	107	256	876	1318	128	2698
	4.2%	10.0%	34.1%	51.3%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	93	179	924	1344	136	2698
	3.6%	7.0%	36.1%	52.5%		
29. In the last 12 months, I have experienced harassing behavior from parents.	207	540	984	816	134	2698
	8.1%	21.1%	38.4%	31.8%		

2013-2014 HCEA Job Satisfaction Survey

Level	(All)					
HCEA Member	(All)					
Profession	Teacher					
Years in Education	less than 5					
Years with HCPSS	(All)					
Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total
1. Overall, morale at my school/worksite is good.	26	117	50	22		215
	12.1%	54.4%	23.3%	10.2%		
2. There is an atmosphere of open communication and trust in my school/worksite.	20	131	42	19		215
	9.3%	60.9%	19.5%	8.8%		
3. I personally feel successful in my work.	33	142	36	3		215
	15.3%	142	16.7%	1.4%		
4. I feel involved in decision-making at my school/worksite.	10	142	73	26	4	215
	4.7%	142	34.6%	12.3%		
5. I want to be involved in decision-making at my school/worksite.	57	142	20	4	6	215
	27.3%	142	9.6%	1.9%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	36	142	41	24	3	215
	17.0%	142	19.3%	11.3%		
7. In my school/worksite, I am treated as a professional.	66	142	30	3		215
	30.7%	142	14.0%	1.4%		
8. There is good teamwork among staff in my school/worksite.	59	142	33	15		215
	27.4%	142	15.3%	7.0%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	31	142	30	16	14	215
	15.4%	142	14.9%	8.0%		
10. My working environment (i.e. safety, cleanliness. is conducive to success.	72	142	21	10	1	215
	33.6%	142	9.8%	4.7%		
11. My work performance is evaluated fairly.	42	142	36	15	1	215
	19.6%	142	16.8%	7.0%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	10	142	73	53		215
	4.7%	142	34.0%	24.7%		
13. I am provided adequate work and storage space to prepare for and do my job.	50	142	27	13		215
	23.3%	142	12.6%	6.0%		
14. My administrators/supervisors respect the negotiated contracts.	66	142	14	1	1	215

2013-2014 HCEA Job Satisfaction Survey

	30.8%	142	6.5%	0.5%		
15. My planning time is respected by my school administrations/supervisors.	52	142	41	9	1	215
	24.3%	142	19.2%	4.2%		
16. In my school, administrators/supervisors support me in enforcing discipline.	46	142	31	14	3	215
	21.7%	142	14.6%	6.6%		
17. In my school, student misbehavior interferes with learning.	34	142	73	23	5	215
	16.2%	142	34.8%	11.0%		
18. Too much instructional time is spent administering assessments.	43	142	85	7	8	215
	20.8%	142	41.1%	3.4%		
19. HCPSS professional development experiences are meaningful and worthwhile.	5	142	81	33	3	215
	2.4%	142	38.2%	15.6%		
20. Increased workload has contributed to a decline in my morale.	66	142	47	11	9	215
	32.0%	142	22.8%	5.3%		
21. I am paid fairly	5	142	87	80		215
	2.3%	142	40.5%	37.2%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	6	142	62	30	7	215
	2.9%	142	29.8%	14.4%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	5	142	72	55	11	215
	2.5%	142	35.3%	27.0%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	62	142	13	3	5	215
	29.5%	142	6.2%	1.4%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	27	142	39	5	3	215
	12.7%	142	18.4%	2.4%		
26. In my position, I receive appropriate and adequate support and training.	22	142	44	11	1	215
	10.3%	142	20.6%	5.1%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	4	142	54	128	14	215
	2.0%	142	26.9%	63.7%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	5	142	61	123	13	215
	2.5%	142	30.2%	60.9%		
29. In the last 12 months, I have experienced harassing behavior from parents.	12	142	73	74	13	215
	5.9%	142	36.1%	36.6%		

2013-2014 HCEA Job Satisfaction Survey

Level	(All)					
HCEA Member	(All)					
Profession	Teacher					
Years in Education	5 to 10					
Years with HCPSS	(All)					
Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total
1. Overall, morale at my school/worksite is good.	41	231	114	58		444
	9.2%	52.0%	25.7%	13.1%		
2. There is an atmosphere of open communication and trust in my school/worksite.	53	247	107	35		444
	11.9%	55.6%	24.1%	7.9%		
3. I personally feel successful in my work.	96	255	70	18		444
	21.6%	57.4%	15.8%	4.1%		
4. I feel involved in decision-making at my school/worksite.	46	196	134	60	6	444
	10.5%	44.7%	30.6%	13.7%		
5. I want to be involved in decision-making at my school/worksite.	114	276	37	7	7	444
	26.1%	63.2%	8.5%	1.6%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	77	214	105	41	3	444
	17.5%	48.5%	23.8%	9.3%		
7. In my school/worksite, I am treated as a professional.	120	259	38	24	1	444
	27.1%	58.5%	8.6%	5.4%		
8. There is good teamwork among staff in my school/worksite.	107	249	70	17		444
	24.1%	56.1%	15.8%	3.8%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	70	242	73	38	20	444
	16.5%	57.1%	17.2%	9.0%		
10. My working environment (i.e. safety, cleanliness. is conducive to success.	111	242	64	26		444
	25.0%	54.5%	14.4%	5.9%		
11. My work performance is evaluated fairly.	87	218	70	60	9	444
	20.0%	50.1%	16.1%	13.8%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	31	120	118	173	2	444
	7.0%	27.1%	26.7%	39.1%		
13. I am provided adequate work and storage space to prepare for and do my job.	113	230	71	24	1	444
	25.5%	51.9%	16.0%	5.4%		
14. My administrators/supervisors respect the negotiated contracts.	129	277	23	10	2	444

2013-2014 HCEA Job Satisfaction Survey

	29.2%	62.7%	5.2%	2.3%		
15. My planning time is respected by my school administrations/supervisors.	102	241	66	28	4	444
	23.2%	54.8%	15.0%	6.4%		
16. In my school, administrators/supervisors support me in enforcing discipline.	99	220	79	30	15	444
	23.1%	51.3%	18.4%	7.0%		
17. In my school, student misbehavior interferes with learning.	76	122	150	87	6	444
	17.4%	27.9%	34.2%	19.9%		
18. Too much instructional time is spent administering assessments.	98	151	152	18	20	444
	23.1%	35.6%	35.8%	4.2%		
19. HCPSS professional development experiences are meaningful and worthwhile.	17	168	156	95	4	444
	3.9%	38.2%	35.5%	21.6%		
20. Increased workload has contributed to a decline in my morale.	202	164	59	13	4	444
	45.9%	37.3%	13.4%	3.0%		
21. I am paid fairly	4	82	137	221		444
	0.9%	18.5%	30.9%	49.8%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	20	173	147	90	10	444
	4.6%	39.9%	33.9%	20.7%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	97	170	164	6	444
	0.7%	22.1%	38.8%	37.4%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	168	237	19	13	5	444
	38.3%	54.0%	4.3%	3.0%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	52	249	100	28	11	444
	12.0%	57.5%	23.1%	6.5%		
26. In my position, I receive appropriate and adequate support and training.	50	270	87	32	2	444
	11.3%	61.1%	19.7%	7.2%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	15	41	144	233	10	444
	3.5%	9.4%	33.2%	53.7%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	18	32	156	222	14	444
	4.2%	7.4%	36.3%	51.6%		
29. In the last 12 months, I have experienced harassing behavior from parents.	46	105	161	124	6	444
	10.5%	24.0%	36.8%	28.3%		

2013-2014 HCEA Job Satisfaction Survey

Level	(All)					
HCEA Member	(All)					
Profession	Teacher					
Years in Education	More than 10					
Years with HCPSS	(All)					
Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total
1. Overall, morale at my school/worksite is good.	119	577	345	269	1	1312
	9.1%	44.0%	26.3%	20.5%		
2. There is an atmosphere of open communication and trust in my school/worksite.	160	717	294	135	3	1312
	12.2%	54.8%	22.5%	10.3%		
3. I personally feel successful in my work.	324	717	196	65		1312
	24.7%	54.6%	14.9%	5.0%		
4. I feel involved in decision-making at my school/worksite.	160	542	395	205	9	1312
	12.3%	41.6%	30.3%	15.7%		
5. I want to be involved in decision-making at my school/worksite.	392	767	102	22	24	1312
	30.4%	59.5%	7.9%	1.7%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	247	598	276	173	9	1312
	19.0%	45.9%	21.2%	13.3%		
7. In my school/worksite, I am treated as a professional.	372	689	146	91	2	1312
	28.4%	52.6%	11.1%	6.9%		
8. There is good teamwork among staff in my school/worksite.	315	714	187	93	2	1312
	24.0%	54.5%	14.3%	7.1%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	243	649	225	116	69	1312
	19.5%	52.2%	18.1%	9.3%		
10. My working environment (i.e. safety, cleanliness. is conducive to success.	361	683	170	90	3	1312
	27.6%	52.2%	13.0%	6.9%		
11. My work performance is evaluated fairly.	238	650	252	146	19	1312
	18.4%	50.3%	19.5%	11.3%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	87	344	379	495	1	1312
	6.6%	26.2%	28.9%	37.8%		
13. I am provided adequate work and storage space to prepare for and do my job.	309	721	184	88		1312
	23.6%	55.0%	14.0%	6.7%		
14. My administrators/supervisors respect the negotiated contracts.	379	790	89	39	9	1312

2013-2014 HCEA Job Satisfaction Survey

	29.1%	60.6%	6.8%	3.0%		
15. My planning time is respected by my school administrations/supervisors.	322	708	174	80	16	1312
	24.8%	54.6%	13.4%	6.2%		
16. In my school, administrators/supervisors support me in enforcing discipline.	275	663	190	111	62	1312
	22.0%	53.0%	15.2%	8.9%		
17. In my school, student misbehavior interferes with learning.	195	371	455	231	42	1312
	15.4%	29.2%	35.8%	18.2%		
18. Too much instructional time is spent administering assessments.	466	467	253	55	57	1312
	37.1%	37.2%	20.2%	4.4%		
19. HCPSS professional development experiences are meaningful and worthwhile.	69	486	417	307	15	1312
	5.3%	37.5%	32.2%	23.7%		
20. Increased workload has contributed to a decline in my morale.	656	419	153	67	12	1312
	50.5%	32.2%	11.8%	5.2%		
21. I am paid fairly	33	268	482	519		1312
	2.5%	20.4%	36.7%	39.6%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	37	436	459	322	41	1312
	2.9%	34.3%	36.1%	25.3%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	16	248	500	492	36	1312
	1.3%	19.4%	39.2%	38.6%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	491	659	100	29	21	1312
	38.0%	51.0%	7.7%	2.2%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	115	718	274	126	69	1312
	9.3%	57.8%	22.0%	10.1%		
26. In my position, I receive appropriate and adequate support and training.	161	734	293	104	6	1312
	12.3%	56.2%	22.4%	8.0%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	52	138	423	628	64	1312
	4.2%	11.1%	33.9%	50.3%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	46	92	445	653	65	1312
	3.7%	7.4%	35.7%	52.4%		
29. In the last 12 months, I have experienced harassing behavior from parents.	107	287	469	402	39	1312
	8.4%	22.5%	36.8%	31.6%		

2013-2014 HCEA Job Satisfaction Survey

Level	Elementary					
HCEA Member	(All)					
Profession	Teacher					
Years in Education	(All)					
Years with HCPSS	(All)					
Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total
1. Overall, morale at my school/worksite is good.	113	454	219	127		913
	12.4%	49.7%	24.0%	13.9%		
2. There is an atmosphere of open communication and trust in my school/worksite.	148	514	180	67	1	913
	16.2%	56.4%	19.7%	7.3%		
3. I personally feel successful in my work.	219	523	132	29		913
	24.0%	57.3%	14.5%	3.2%		
4. I feel involved in decision-making at my school/worksite.	122	419	252	108	10	913
	13.5%	46.4%	27.9%	12.0%		
5. I want to be involved in decision-making at my school/worksite.	294	533	60	7	16	913
	32.8%	59.4%	6.7%	0.8%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	198	443	170	88	8	913
	21.9%	49.0%	18.8%	9.7%		
7. In my school/worksite, I am treated as a professional.	303	492	76	35	1	913
	33.2%	53.9%	8.3%	3.8%		
8. There is good teamwork among staff in my school/worksite.	243	519	108	42	1	913
	26.6%	56.9%	11.8%	4.6%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	169	493	139	43	62	913
	19.9%	57.9%	16.3%	5.1%		
10. My working environment (i.e. safety, cleanliness. is conducive to success.	260	485	118	44	2	913
	28.5%	53.2%	13.0%	4.8%		
11. My work performance is evaluated fairly.	222	472	126	74	17	913
	24.8%	52.7%	14.1%	8.3%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	58	257	283	311	1	913
	6.4%	28.2%	31.0%	34.1%		
13. I am provided adequate work and storage space to prepare for and do my job.	188	502	151	62	1	913
	20.6%	55.0%	16.6%	6.8%		
14. My administrators/supervisors respect the negotiated contracts.	306	534	46	16	6	913

2013-2014 HCEA Job Satisfaction Survey

	33.7%	58.9%	5.1%	1.8%		
15. My planning time is respected by my school administrations/supervisors.	232	486	124	59	5	913
	25.6%	53.5%	13.7%	6.5%		
16. In my school, administrators/supervisors support me in enforcing discipline.	233	485	113	44	33	913
	26.5%	55.1%	12.8%	5.0%		
17. In my school, student misbehavior interferes with learning.	113	296	337	137	20	913
	12.7%	33.1%	37.7%	15.3%		
18. Too much instructional time is spent administering assessments.	213	317	279	48	47	913
	24.6%	36.6%	32.2%	5.5%		
19. HCPSS professional development experiences are meaningful and worthwhile.	42	410	295	143	8	913
	4.6%	45.3%	32.6%	15.8%		
20. Increased workload has contributed to a decline in my morale.	391	338	132	39	9	913
	43.3%	37.4%	14.6%	4.3%		
21. I am paid fairly	19	161	349	379		913
	2.1%	17.6%	38.2%	41.5%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	38	350	282	208	24	913
	4.3%	39.4%	31.7%	23.4%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	14	222	335	310	21	913
	1.6%	24.9%	37.6%	34.8%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	360	479	40	13	16	913
	40.1%	53.4%	4.5%	1.4%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	109	540	162	57	41	913
	12.5%	61.9%	18.6%	6.5%		
26. In my position, I receive appropriate and adequate support and training.	120	522	200	60	5	913
	13.2%	57.5%	22.0%	6.6%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	27	91	289	467	38	913
	3.1%	10.4%	33.0%	53.4%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	23	49	295	497	43	913
	2.6%	5.6%	33.9%	57.1%		
29. In the last 12 months, I have experienced harassing behavior from parents.	40	162	349	332	28	913
	4.5%	18.3%	39.4%	37.5%		

2013-2014 HCEA Job Satisfaction Survey

Level	Middle					
HCEA Member	(All)					
Profession	Teacher					
Years in Education	(All)					
Years with HCPSS	(All)					
Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total
1. Overall, morale at my school/worksite is good.	31	204	123	100		459
	6.8%	44.4%	26.8%	21.8%		
2. There is an atmosphere of open communication and trust in my school/worksite.	38	274	105	41		459
	8.3%	59.7%	22.9%	8.9%		
3. I personally feel successful in my work.	84	250	93	29		459
	18.3%	54.5%	20.3%	6.3%		
4. I feel involved in decision-making at my school/worksite.	41	202	143	71	2	459
	9.0%	44.2%	31.3%	15.5%		
5. I want to be involved in decision-making at my school/worksite.	110	283	38	13	10	459
	24.5%	63.0%	8.5%	2.9%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	75	216	108	55	2	459
	16.4%	47.3%	23.6%	12.0%		
7. In my school/worksite, I am treated as a professional.	116	251	59	30		459
	25.3%	54.7%	12.9%	6.5%		
8. There is good teamwork among staff in my school/worksite.	103	261	67	27		459
	22.4%	56.9%	14.6%	5.9%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	68	242	85	52	10	459
	15.1%	53.9%	18.9%	11.6%		
10. My working environment (i.e. safety, cleanliness. is conducive to success.	131	213	68	45		459
	28.5%	46.4%	14.8%	9.8%		
11. My work performance is evaluated fairly.	60	224	116	55	4	459
	13.2%	49.2%	25.5%	12.1%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	27	111	115	205	1	459
	5.9%	24.2%	25.1%	44.8%		
13. I am provided adequate work and storage space to prepare for and do my job.	114	257	59	27		459
	24.8%	56.0%	12.9%	5.9%		
14. My administrators/supervisors respect the negotiated contracts.	140	276	29	10	2	459

2013-2014 HCEA Job Satisfaction Survey

	30.6%	60.4%	6.3%	2.2%		
15. My planning time is respected by my school administrations/supervisors.	117	253	65	20	3	459
	25.7%	55.5%	14.3%	4.4%		
16. In my school, administrators/supervisors support me in enforcing discipline.	85	235	80	46	10	459
	18.9%	52.3%	17.8%	10.2%		
17. In my school, student misbehavior interferes with learning.	102	122	135	90	6	459
	22.5%	26.9%	29.8%	19.9%		
18. Too much instructional time is spent administering assessments.	202	159	75	11	10	459
	45.0%	35.4%	16.7%	2.4%		
19. HCPSS professional development experiences are meaningful and worthwhile.	25	187	144	99	2	459
	5.5%	40.9%	31.5%	21.7%		
20. Increased workload has contributed to a decline in my morale.	243	137	53	18	6	459
	53.6%	30.2%	11.7%	4.0%		
21. I am paid fairly	9	100	150	196		459
	2.0%	21.8%	32.7%	42.7%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	13	171	156	101	12	459
	2.9%	38.3%	34.9%	22.6%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	6	87	166	184	11	459
	1.3%	19.4%	37.1%	41.1%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	166	238	36	9	5	459
	36.6%	52.4%	7.9%	2.0%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	40	241	115	42	18	459
	9.1%	54.6%	26.1%	9.5%		
26. In my position, I receive appropriate and adequate support and training.	55	271	89	36	2	459
	12.0%	59.3%	19.5%	7.9%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	15	44	141	233	23	459
	3.4%	10.1%	32.3%	53.4%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	11	27	165	228	23	459
	2.5%	6.2%	37.8%	52.3%		
29. In the last 12 months, I have experienced harassing behavior from parents.	49	120	160	111	15	459
	11.0%	27.0%	36.0%	25.0%		

2013-2014 HCEA Job Satisfaction Survey

Level	High					
HCEA Member	(All)					
Profession	Teacher					
Years in Education	(All)					
Years with HCPSS	(All)					
Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total
1. Overall, morale at my school/worksite is good.	38	240	155	119	1	553
	6.9%	43.5%	28.1%	21.6%		
2. There is an atmosphere of open communication and trust in my school/worksite.	44	282	144	77	2	553
	8.0%	51.2%	26.1%	14.0%		
3. I personally feel successful in my work.	142	308	72	28		553
	25.7%	55.7%	13.0%	5.1%		
4. I feel involved in decision-making at my school/worksite.	48	192	195	110	7	553
	8.8%	35.2%	35.7%	20.1%		
5. I want to be involved in decision-making at my school/worksite.	140	330	59	12	11	553
	25.8%	60.9%	10.9%	2.2%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	80	241	132	92	5	553
	14.6%	44.0%	24.1%	16.8%		
7. In my school/worksite, I am treated as a professional.	128	294	73	51	2	553
	23.2%	53.4%	13.2%	9.3%		
8. There is good teamwork among staff in my school/worksite.	122	261	113	55	1	553
	22.1%	47.3%	20.5%	10.0%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	100	265	88	74	24	553
	18.9%	50.1%	16.6%	14.0%		
10. My working environment (i.e. safety, cleanliness. is conducive to success.	142	309	63	36	2	553
	25.8%	56.1%	11.4%	6.5%		
11. My work performance is evaluated fairly.	76	264	113	89	6	553
	13.9%	48.3%	20.7%	16.3%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	36	154	159	200	1	553
	6.5%	27.9%	28.8%	36.2%		
13. I am provided adequate work and storage space to prepare for and do my job.	154	292	67	36		553
	27.8%	52.8%	12.1%	6.5%		
14. My administrators/supervisors respect the negotiated contracts.	114	358	50	23	3	553
	20.7%	65.1%	9.1%	4.2%		

2013-2014 HCEA Job Satisfaction Survey

15. My planning time is respected by my school administrations/supervisors.	116	302	86	37	5	553
	21.2%	55.1%	15.7%	6.8%		
16. In my school, administrators/supervisors support me in enforcing discipline.	97	264	104	65	19	553
	18.2%	49.4%	19.5%	12.2%		
17. In my school, student misbehavior interferes with learning.	79	146	200	110	9	553
	14.5%	26.8%	36.8%	20.2%		
18. Too much instructional time is spent administering assessments.	185	197	126	19	19	553
	34.6%	36.9%	23.6%	3.6%		
19. HCPSS professional development experiences are meaningful and worthwhile.	15	129	204	189	10	553
	2.8%	23.8%	37.6%	34.8%		
20. Increased workload has contributed to a decline in my morale.	280	173	61	29	9	553
	51.5%	31.8%	11.2%	5.3%		
21. I am paid fairly	11	110	196	234		553
	2.0%	19.9%	35.4%	42.3%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	9	174	216	129	19	553
	1.7%	32.6%	40.4%	24.2%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	3	85	228	209	17	553
	0.6%	15.9%	42.5%	39.0%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	182	285	51	22	8	553
	33.4%	52.3%	9.4%	4.0%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	42	295	127	59	21	553
	7.9%	55.5%	23.9%	11.1%		
26. In my position, I receive appropriate and adequate support and training.	53	319	124	50	2	553
	9.6%	57.9%	22.5%	9.1%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	26	52	178	268	25	553
	4.9%	9.8%	33.7%	50.8%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	35	58	184	250	24	553
	6.6%	11.0%	34.8%	47.3%		
29. In the last 12 months, I have experienced harassing behavior from parents.	75	146	177	139	12	553
	13.9%	27.0%	32.7%	25.7%		

2013-2014 HCEA Job Satisfaction Survey

Level	Elementary					
HCEA Member	(All)					
Profession	All ESP					
Years in Education	(All)					
Years with HCPSS	(All)					
Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total
1. Overall, morale at my school/worksite is good.	55	156	56	25		292
	18.8%	53.4%	19.2%	8.6%		
2. There is an atmosphere of open communication and trust in my school/worksite.	57	147	65	22		292
	19.5%	50.3%	22.3%	7.5%		
3. I personally feel successful in my work.	81	171	29	9		292
	27.7%	58.6%	9.9%	3.1%		
4. I feel involved in decision-making at my school/worksite.	32	108	90	40	20	292
	11.8%	39.7%	33.1%	14.7%		
5. I want to be involved in decision-making at my school/worksite.	52	176	36	2	24	292
	19.4%	65.7%	13.4%	0.7%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	55	135	75	20	5	292
	19.2%	47.0%	26.1%	7.0%		
7. In my school/worksite, I am treated as a professional.	79	156	40	15	1	292
	27.1%	53.6%	13.7%	5.2%		
8. There is good teamwork among staff in my school/worksite.	77	147	53	12	2	292
	26.6%	50.7%	18.3%	4.1%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	35	150	62	24	18	292
	12.8%	54.7%	22.6%	8.8%		
10. My working environment (i.e. safety, cleanliness. is conducive to success.	76	161	43	11	1	292
	26.1%	55.3%	14.8%	3.8%		
11. My work performance is evaluated fairly.	74	167	32	13	4	292
	25.7%	58.0%	11.1%	4.5%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	39	142	66	33	12	292
	13.9%	50.7%	23.6%	11.8%		
13. I am provided adequate work and storage space to prepare for and do my job.	58	177	36	13	8	292
	20.4%	62.3%	12.7%	4.6%		
14. My administrators/supervisors respect the negotiated contracts.	73	171	28	9	8	292

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	25.7%	60.2%	9.9%	3.2%		
15. My planning time is respected by my school administrations/supervisors.	33	95	30	13	120	292
	19.2%	55.2%	17.4%	7.6%		
16. In my school, administrators/supervisors support me in enforcing discipline.	66	128	42	22	33	292
	25.5%	49.4%	16.2%	8.5%		
17. In my school, student misbehavior interferes with learning.	59	105	84	24	19	292
	21.6%	38.5%	30.8%	8.8%		
18. Too much instructional time is spent administering assessments.	43	101	65	12	67	292
	19.1%	44.9%	28.9%	5.3%		
19. HCPSS professional development experiences are meaningful and worthwhile.	16	133	75	39	27	292
	6.0%	50.2%	28.3%	14.7%		
20. Increased workload has contributed to a decline in my morale.	58	71	109	33	21	292
	21.4%	26.2%	40.2%	12.2%		
21. I am paid fairly	1	62	108	119		292
	0.3%	21.2%	37.0%	40.8%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	16	160	54	44	7	292
	5.6%	56.1%	18.9%	15.4%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	11	110	100	57	6	292
	3.8%	38.5%	35.0%	19.9%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	70	175	24	9	10	292
	24.8%	62.1%	8.5%	3.2%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	23	168	51	14	32	292
	8.8%	64.6%	19.6%	5.4%		
26. In my position, I receive appropriate and adequate support and training.	35	173	53	27	2	292
	12.1%	59.7%	18.3%	9.3%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	11	22	104	140	13	292
	3.9%	7.9%	37.3%	50.2%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	8	16	101	148	15	292
	2.9%	5.8%	36.5%	53.4%		
29. In the last 12 months, I have experienced harassing behavior from parents.	11	33	117	110	18	292
	4.0%	12.0%	42.7%	40.1%		

2013-2014 HCEA Job Satisfaction Survey

Level	Middle					
HCEA Member	(All)					
Profession	All ESP					
Years in Education	(All)					
Years with HCPSS	(All)					
Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total
1. Overall, morale at my school/worksite is good.	7	48	16	8		79
	8.9%	60.8%	20.3%	10.1%		
2. There is an atmosphere of open communication and trust in my school/worksite.	6	45	22	5		79
	7.6%	57.0%	27.8%	6.3%		
3. I personally feel successful in my work.	17	50	10	2		79
	21.5%	63.3%	12.7%	2.5%		
4. I feel involved in decision-making at my school/worksite.	4	33	22	15	4	79
	5.3%	44.0%	29.3%	20.0%		
5. I want to be involved in decision-making at my school/worksite.	10	61	3	1	4	79
	13.3%	81.3%	4.0%	1.3%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	8	40	20	8	2	79
	10.4%	51.9%	26.0%	10.4%		
7. In my school/worksite, I am treated as a professional.	12	46	15	5		79
	15.2%	58.2%	19.0%	6.3%		
8. There is good teamwork among staff in my school/worksite.	10	51	16	2		79
	12.7%	64.6%	20.3%	2.5%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	34	14	11	14	79
	7.7%	52.3%	21.5%	16.9%		
10. My working environment (i.e. safety, cleanliness. is conducive to success.	13	50	10	5	1	79
	16.7%	64.1%	12.8%	6.4%		
11. My work performance is evaluated fairly.	14	52	7	5		79
	17.7%	65.8%	8.9%	6.3%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	10	32	12	15	8	79
	14.1%	45.1%	16.9%	21.1%		
13. I am provided adequate work and storage space to prepare for and do my job.	13	53	8	4		79
	16.5%	67.1%	10.1%	5.1%		
14. My administrators/supervisors respect the negotiated contracts.	14	51	6	2	5	79

2013-2014 HCEA Job Satisfaction Survey

	18.9%	68.9%	8.1%	2.7%		
15. My planning time is respected by my school administrations/supervisors.	6	21	7	2	43	79
	16.7%	58.3%	19.4%	5.6%		
16. In my school, administrators/supervisors support me in enforcing discipline.	8	47	8	6	9	79
	11.4%	67.1%	11.4%	8.6%		
17. In my school, student misbehavior interferes with learning.	13	31	20	5	7	79
	18.1%	43.1%	27.8%	6.9%		
18. Too much instructional time is spent administering assessments.	17	24	13	2	23	79
	30.4%	42.9%	23.2%	3.6%		
19. HCPSS professional development experiences are meaningful and worthwhile.	1	34	19	13	12	79
	1.5%	50.7%	28.4%	19.4%		
20. Increased workload has contributed to a decline in my morale.	7	25	32	5	9	79
	10.0%	35.7%	45.7%	7.1%		
21. I am paid fairly	2	16	31	28		79
	2.5%	20.3%	39.2%	35.4%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	3	48	18	4	5	79
	4.1%	64.9%	24.3%	5.4%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	29	36	6	4	79
	2.7%	38.7%	48.0%	8.0%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	13	50	8		6	79
	17.8%	68.5%	11.0%	0.0%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	3	39	25	6	4	79
	4.0%	52.0%	33.3%	8.0%		
26. In my position, I receive appropriate and adequate support and training.	8	51	18	1		79
	10.1%	64.6%	22.8%	1.3%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	5	31	36	5	79
	2.7%	6.8%	41.9%	48.6%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2	3	33	36	5	79
	2.7%	4.1%	44.6%	48.6%		
29. In the last 12 months, I have experienced harassing behavior from parents.	4	15	38	15	5	79
	5.4%	20.3%	51.4%	20.3%		

2013-2014 HCEA Job Satisfaction Survey

Level	High					
HCEA Member	(All)					
Profession	All ESP					
Years in Education	(All)					
Years with HCPSS	(All)					
Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total
1. Overall, morale at my school/worksite is good.	10	49	17	9		85
	11.8%	57.6%	20.0%	10.6%		
2. There is an atmosphere of open communication and trust in my school/worksite.	13	41	21	10		85
	15.3%	48.2%	24.7%	11.8%		
3. I personally feel successful in my work.	22	55	7	1		85
	25.9%	64.7%	8.2%	1.2%		
4. I feel involved in decision-making at my school/worksite.	6	29	29	15	5	85
	7.5%	36.3%	36.3%	18.8%		
5. I want to be involved in decision-making at my school/worksite.	16	49	9	2	7	85
	20.5%	62.8%	11.5%	2.6%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	13	42	18	12		85
	15.3%	49.4%	21.2%	14.1%		
7. In my school/worksite, I am treated as a professional.	17	48	14	6		85
	20.0%	56.5%	16.5%	7.1%		
8. There is good teamwork among staff in my school/worksite.	13	46	19	6		85
	15.3%	54.1%	22.4%	7.1%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	8	39	9	7	22	85
	12.7%	61.9%	14.3%	11.1%		
10. My working environment (i.e. safety, cleanliness. is conducive to success.	17	48	16	4		85
	20.0%	56.5%	18.8%	4.7%		
11. My work performance is evaluated fairly.	16	44	16	6	2	85
	19.3%	53.0%	19.3%	7.2%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	19	38	14	8	5	85
	23.8%	47.5%	17.5%	10.0%		
13. I am provided adequate work and storage space to prepare for and do my job.	25	49	6	4		85
	29.4%	57.6%	7.1%	4.7%		
14. My administrators/supervisors respect the negotiated contracts.	20	49	11	3	2	85
	24.1%	59.0%	13.3%	3.6%		
15. My planning time is respected by my school	5	15	7	3	53	85

2013-2014 HCEA Job Satisfaction Survey

administrations/supervisors.						
	15.6%	46.9%	21.9%	9.4%		
16. In my school, administrators/supervisors support me in enforcing discipline.	11	36	10	2	25	85
	18.3%	60.0%	16.7%	3.3%		
17. In my school, student misbehavior interferes with learning.	14	28	12	9	20	85
	21.5%	43.1%	18.5%	13.8%		
18. Too much instructional time is spent administering assessments.	16	18	13	2	32	85
	30.2%	34.0%	24.5%	3.8%		
19. HCPSS professional development experiences are meaningful and worthwhile.	8	21	23	15	17	85
	11.8%	30.9%	33.8%	22.1%		
20. Increased workload has contributed to a decline in my morale.	8	23	33	12	8	85
	10.4%	29.9%	42.9%	15.6%		
21. I am paid fairly	3	15	30	37		85
	3.5%	17.6%	35.3%	43.5%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	6	41	21	11	3	85
	7.3%	50.0%	25.6%	13.4%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	37	26	15	2	85
	2.4%	44.6%	31.3%	18.1%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	16	54	8	3	1	85
	19.0%	64.3%	9.5%	3.6%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	2	43	32	5	2	85
	2.4%	51.8%	38.6%	6.0%		
26. In my position, I receive appropriate and adequate support and training.	14	38	24	7	1	85
	16.7%	45.2%	28.6%	8.3%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	6	5	32	37	5	85
	7.5%	6.3%	40.0%	46.3%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	4	38	36	6	85
	1.3%	5.1%	48.1%	45.6%		
29. In the last 12 months, I have experienced harassing behavior from parents.	1	13	37	25	9	85
	1.3%	17.1%	48.7%	32.9%		

2013-2014 HCEA Job Satisfaction Survey

Level	(All)					
HCEA Member	Yes					
Profession	(All)					
Years in Education	(All)					
Years with HCPSS	(All)					
Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total
1. Overall, morale at my school/worksite is good.	240	1137	596	381	2	2358
	10.2%	48.3%	25.3%	16.2%		
2. There is an atmosphere of open communication and trust in my school/worksite.	286	1288	533	238	4	2358
	12.1%	54.7%	22.6%	10.1%		
3. I personally feel successful in my work.	548	1339	349	106		2358
	23.2%	56.8%	14.8%	4.5%		
4. I feel involved in decision-making at my school/worksite.	253	989	713	354	42	2358
	10.9%	42.7%	30.8%	15.3%		
5. I want to be involved in decision-making at my school/worksite.	636	1403	204	38	63	2358
	27.7%	61.1%	8.9%	1.7%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	424	1106	509	283	21	2358
	18.1%	47.3%	21.8%	12.1%		
7. In my school/worksite, I am treated as a professional.	651	1265	275	144	6	2358
	27.7%	53.8%	11.7%	6.1%		
8. There is good teamwork among staff in my school/worksite.	552	1283	368	145	5	2358
	23.5%	54.5%	15.6%	6.2%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	372	1196	385	208	178	2358
	17.1%	54.9%	17.7%	9.5%		
10. My working environment (i.e. safety, cleanliness. is conducive to success.	634	1249	316	142	8	2358
	27.0%	53.1%	13.4%	6.0%		
11. My work performance is evaluated fairly.	455	1199	397	247	47	2358
	19.7%	51.9%	17.2%	10.7%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	167	733	665	758	26	2358
	7.2%	31.4%	28.5%	32.5%		
13. I am provided adequate work and storage space to prepare for and do my job.	551	1305	329	145	11	2358
	23.5%	55.6%	14.0%	6.2%		

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14. My administrators/supervisors respect the negotiated contracts.	667	1405	172	72	24	2358
	28.6%	60.2%	7.4%	3.1%		
15. My planning time is respected by my school administrations/supervisors.	487	1158	321	135	241	2358
	23.0%	54.7%	15.2%	6.4%		
16. In my school, administrators/supervisors support me in enforcing discipline.	476	1173	342	176	175	2358
	21.8%	53.7%	15.7%	8.1%		
17. In my school, student misbehavior interferes with learning.	381	710	736	366	139	2358
	17.2%	32.0%	33.2%	16.5%		
18. Too much instructional time is spent administering assessments.	663	797	546	90	237	2358
	31.3%	37.6%	25.7%	4.2%		
19. HCPSS professional development experiences are meaningful and worthwhile.	118	915	767	464	67	2358
	5.2%	39.9%	33.5%	20.3%		
20. Increased workload has contributed to a decline in my morale.	965	767	417	138	63	2358
	42.0%	33.4%	18.2%	6.0%		
21. I am paid fairly	49	469	849	975		2358
	2.1%	19.9%	36.0%	41.3%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	80	929	748	492	76	2358
	3.5%	40.7%	32.8%	21.6%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	37	534	904	785	60	2358
	1.6%	23.2%	39.3%	34.2%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	863	1264	141	46	26	2358
	37.0%	54.2%	6.0%	2.0%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	214	1310	511	199	105	2358
	9.5%	58.1%	22.7%	8.8%		
26. In my position, I receive appropriate and adequate support and training.	284	1356	503	182	13	2358
	12.1%	57.8%	21.4%	7.8%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	94	231	768	1147	107	2358
	4.2%	10.3%	34.1%	51.0%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	87	160	814	1164	114	2358
	3.9%	7.1%	36.3%	51.9%		
29. In the last 12 months, I have experienced harassing behavior from parents.	189	493	852	716	94	2358
	8.3%	21.8%	37.6%	31.6%		

2013-2014 HCEA Job Satisfaction Survey

Level	(All)					
HCEA Member	No					
Profession	(All)					
Years in Education	(All)					
Years with HCPSS	(All)					
Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total
1. Overall, morale at my school/worksite is good.	58	169	67	46		340
	17.1%	49.7%	19.7%	13.5%		
2. There is an atmosphere of open communication and trust in my school/worksite.	63	181	71	22	1	340
	18.6%	53.4%	20.9%	6.5%		
3. I personally feel successful in my work.	96	201	34	7		340
	28.2%	59.1%	10.0%	2.1%		
4. I feel involved in decision-making at my school/worksite.	49	137	98	42	13	340
	15.0%	41.9%	30.0%	12.8%		
5. I want to be involved in decision-making at my school/worksite.	93	201	23	6	15	340
	28.6%	61.8%	7.1%	1.8%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	74	158	65	34	6	340
	22.2%	47.3%	19.5%	10.2%		
7. In my school/worksite, I am treated as a professional.	112	175	36	17		340
	32.9%	51.5%	10.6%	5.0%		
8. There is good teamwork among staff in my school/worksite.	99	171	48	20		340
	29.1%	50.3%	14.1%	5.9%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	60	154	56	22	47	340
	20.5%	52.6%	19.1%	7.5%		
10. My working environment (i.e. safety, cleanliness. is conducive to success.	88	178	45	24	4	340
	26.2%	53.0%	13.4%	7.1%		
11. My work performance is evaluated fairly.	83	185	42	24	5	340
	24.8%	55.2%	12.5%	7.2%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	56	140	59	67	15	340
	17.2%	43.1%	18.2%	20.6%		
13. I am provided adequate work and storage space to prepare for and do my job.	86	207	38	6	1	340
	25.4%	61.1%	11.2%	1.8%		
14. My administrators/supervisors respect the negotiated contracts.	99	202	18	5	13	340

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	30.3%	61.8%	5.5%	1.5%		
15. My planning time is respected by my school administrations/supervisors.	64	126	30	14	102	340
	26.9%	52.9%	12.6%	5.9%		
16. In my school, administrators/supervisors support me in enforcing discipline.	76	136	41	17	67	340
	27.8%	49.8%	15.0%	6.2%		
17. In my school, student misbehavior interferes with learning.	38	91	109	43	54	340
	13.3%	31.8%	38.1%	15.0%		
18. Too much instructional time is spent administering assessments.	64	101	66	11	92	340
	25.8%	40.7%	26.6%	4.4%		
19. HCPSS professional development experiences are meaningful and worthwhile.	16	144	75	66	37	340
	5.3%	47.5%	24.8%	21.8%		
20. Increased workload has contributed to a decline in my morale.	86	99	102	26	24	340
	27.2%	31.3%	32.3%	8.2%		
21. I am paid fairly	9	105	119	106		340
	2.6%	30.9%	35.0%	31.2%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	27	175	79	37	12	340
	8.2%	53.4%	24.1%	11.3%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	12	156	90	59	14	340
	3.7%	47.9%	27.6%	18.1%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	29	199	54	14	33	340
	9.4%	64.8%	17.6%	4.6%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	31	182	77	18	26	340
	9.9%	58.0%	24.5%	5.7%		
26. In my position, I receive appropriate and adequate support and training.	59	197	61	17	2	340
	17.5%	58.3%	18.0%	5.0%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	13	25	108	171	21	340
	4.1%	7.8%	33.9%	53.6%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	6	19	110	180	22	340
	1.9%	6.0%	34.6%	56.6%		
29. In the last 12 months, I have experienced harassing behavior from parents.	18	47	132	100	40	340
	6.0%	15.7%	44.0%	33.3%		

2013-2014 HCEA Job Satisfaction Survey

Level	(All)					
HCEA Member	Yes					
Profession	All ESP					
Years in Education	(All)					
Years with HCPSS	(All)					
Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total
1. Overall, morale at my school/worksite is good.	50	201	74	40	1	366
	13.7%	55.1%	20.3%	11.0%		
2. There is an atmosphere of open communication and trust in my school/worksite.	50	184	90	40		366
	13.7%	50.3%	24.6%	10.9%		
3. I personally feel successful in my work.	101	208	42	13		366
	27.6%	56.8%	11.5%	3.6%		
4. I feel involved in decision-making at my school/worksite.	29	130	117	63	24	366
	8.5%	38.0%	34.2%	18.4%		
5. I want to be involved in decision-making at my school/worksite.	67	217	43	8	27	366
	19.8%	64.0%	12.7%	2.4%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	54	173	88	40	7	366
	15.0%	48.2%	24.5%	11.1%		
7. In my school/worksite, I am treated as a professional.	77	198	60	26	3	366
	21.2%	54.5%	16.5%	7.2%		
8. There is good teamwork among staff in my school/worksite.	72	197	75	19	2	366
	19.8%	54.1%	20.6%	5.2%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	36	166	63	37	59	366
	11.7%	54.1%	20.5%	12.1%		
10. My working environment (i.e. safety, cleanliness. is conducive to success.	84	206	56	17	2	366
	23.1%	56.6%	15.4%	4.7%		
11. My work performance is evaluated fairly.	80	195	49	25	12	366
	22.6%	55.1%	13.8%	7.1%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	52	167	77	50	18	366
	14.9%	48.0%	22.1%	14.4%		
13. I am provided adequate work and storage space to prepare for and do my job.	79	214	45	19	8	366
	22.1%	59.8%	12.6%	5.3%		
14. My administrators/supervisors respect the negotiated contracts.	87	212	36	17	11	366

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	24.5%	59.7%	10.1%	4.8%		
15. My planning time is respected by my school administrations/supervisors.	32	97	39	16	179	366
	17.1%	51.9%	20.9%	8.6%		
16. In my school, administrators/supervisors support me in enforcing discipline.	64	160	47	25	68	366
	21.5%	53.7%	15.8%	8.4%		
17. In my school, student misbehavior interferes with learning.	66	118	82	31	64	366
	21.9%	39.1%	27.2%	10.3%		
18. Too much instructional time is spent administering assessments.	55	102	67	14	122	366
	22.5%	41.8%	27.5%	5.7%		
19. HCPSS professional development experiences are meaningful and worthwhile.	26	139	99	58	42	366
	8.0%	42.9%	30.6%	17.9%		
20. Increased workload has contributed to a decline in my morale.	53	97	134	50	31	366
	15.8%	29.0%	40.0%	14.9%		
21. I am paid fairly	8	64	135	155		366
	2.2%	17.5%	36.9%	42.3%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	19	192	76	54	16	366
	5.4%	54.9%	21.7%	15.4%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	13	126	141	70	8	366
	3.6%	35.2%	39.4%	19.6%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	108	216	23	8	8	366
	30.2%	60.3%	6.4%	2.2%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	28	190	89	28	28	366
	8.3%	56.2%	26.3%	8.3%		
26. In my position, I receive appropriate and adequate support and training.	43	200	84	33	3	366
	11.8%	55.1%	23.1%	9.1%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	19	28	132	170	16	366
	5.4%	8.0%	37.7%	48.6%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	15	25	139	165	17	366
	4.3%	7.2%	39.8%	47.3%		
29. In the last 12 months, I have experienced harassing behavior from parents.	13	50	142	123	33	366
	3.9%	15.0%	42.6%	36.9%		

2013-2014 HCEA Job Satisfaction Survey

Level	(All)					
HCEA Member	No					
Profession	All ESP					
Years in Education	(All)					
Years with HCPSS	(All)					
Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total
1. Overall, morale at my school/worksite is good.	30	77	30	17		154
	19.5%	50.0%	19.5%	11.0%		
2. There is an atmosphere of open communication and trust in my school/worksite.	33	75	34	11		154
	21.4%	48.7%	22.1%	7.1%		
3. I personally feel successful in my work.	37	97	16	4		154
	24.0%	63.0%	10.4%	2.6%		
4. I feel involved in decision-making at my school/worksite.	20	61	44	19	9	154
	13.8%	42.1%	30.3%	13.1%		
5. I want to be involved in decision-making at my school/worksite.	28	104	11		11	154
	19.6%	72.7%	7.7%	0.0%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	32	69	36	13	4	154
	21.3%	46.0%	24.0%	8.7%		
7. In my school/worksite, I am treated as a professional.	45	84	20	5		154
	29.2%	54.5%	13.0%	3.2%		
8. There is good teamwork among staff in my school/worksite.	46	71	26	10		154
	29.9%	46.1%	16.9%	6.5%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	16	68	29	11	30	154
	12.9%	54.8%	23.4%	8.9%		
10. My working environment (i.e. safety, cleanliness. is conducive to success.	33	84	28	7	2	154
	21.7%	55.3%	18.4%	4.6%		
11. My work performance is evaluated fairly.	39	96	13	4	2	154
	25.7%	63.2%	8.6%	2.6%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	26	76	23	15	12	154
	18.3%	53.5%	16.2%	10.6%		
13. I am provided adequate work and storage space to prepare for and do my job.	32	103	15	2	1	154
	20.9%	67.3%	9.8%	1.3%		
14. My administrators/supervisors respect the negotiated contracts.	38	91	14	1	9	154
	26.2%	62.8%	9.7%	0.7%		

2013-2014 HCEA Job Satisfaction Survey

15. My planning time is respected by my school administrations/supervisors.	14	42	10	3	85	154
	20.3%	60.9%	14.5%	4.3%		
16. In my school, administrators/supervisors support me in enforcing discipline.	23	62	18	7	42	154
	20.5%	55.4%	16.1%	6.3%		
17. In my school, student misbehavior interferes with learning.	23	51	36	9	34	154
	19.2%	42.5%	30.0%	7.5%		
18. Too much instructional time is spent administering assessments.	23	43	25	2	56	154
	23.5%	43.9%	25.5%	2.0%		
19. HCPSS professional development experiences are meaningful and worthwhile.	4	71	30	17	31	154
	3.3%	57.7%	24.4%	13.8%		
20. Increased workload has contributed to a decline in my morale.	26	34	66	7	20	154
	19.4%	25.4%	49.3%	5.2%		
21. I am paid fairly	2	51	57	44		154
	1.3%	33.1%	37.0%	28.6%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	15	93	28	7	5	154
	10.1%	62.4%	18.8%	4.7%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	7	80	42	13	7	154
	4.8%	54.4%	28.6%	8.8%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	10	94	24	4	16	154
	7.2%	68.1%	17.4%	2.9%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	7	88	34	8	13	154
	5.0%	62.4%	24.1%	5.7%		
26. In my position, I receive appropriate and adequate support and training.	21	94	31	4	2	154
	13.8%	61.8%	20.4%	2.6%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	6	12	51	72	11	154
	4.2%	8.4%	35.7%	50.3%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2	5	55	79	12	154
	1.4%	3.5%	38.7%	55.6%		
29. In the last 12 months, I have experienced harassing behavior from parents.	6	14	65	41	27	154
	4.7%	11.0%	51.2%	32.3%		