

HCEA JOB SATISFACTION SURVEY

2012-2013 OVERVIEW

Respondents (88%) feel successful in their work, and want to be involved in decision-making at their schools/worksites (90%). In a significant upward shift from last year, 90% of respondents agree administrators respect their negotiated contracts and their work is evaluated fairly (88%). They also believe their work environment is conducive to success (84%), are treated as professionals (84%).

LEADERSHIP: Confidence in the Superintendent of schools has risen (74%, up from 67%), but remained flat for the Howard County Board of Education (60%). A large majority of respondents are confident in the leadership exhibited by the Howard County Education Association (89%, up from 84%).

HARASSMENT: Harassment numbers have decreased to 2010-11 levels. In the last 12 months, 28% (down from 32%) of respondents reported experiencing harassing behavior from parents, 14% (down from 18%) of respondents reported experiencing harassing behavior from colleagues, and 9% (down from 13%) of respondents reported experiencing harassing behavior from administrators/supervisors.

MIDDLE SCHOOLS: The survey reflects marked differences between the school levels. Respondents in middle schools were far less apt to agree to positive statements about their work site. For the first time, a majority (53%) disagreed with the statement “Overall, morale in my school/work site is good.” Their morale was nearly 30% lower than counterparts in elementary and high schools, and only 67% had confidence in the Superintendent, with 46% reporting confidence in the Board of Education.

MORALE: In a well documented trend, educator morale is decreasing nationally and in Howard County. Agreement with the statement “Overall, morale in my school/work site is good” was only 68%. Increased workload is contributing to a decline in morale (59%, up from 56% in 2012 and 53% in 2011).

Most respondents agree Howard County Public School System (HCPSS) offer the possibility of opportunities for advancement (73%) and receive appropriate and adequate support and training (79%). Most respondents (77%) also agree that administrators/ supervisors support them in enforcing discipline, their planning time is respected by administrators/supervisors (83%), and they have adequate work and storage space to prepare and do their jobs (82%). Most agree there is good teamwork among staff (78%), non- instructional duties are equitably assigned (78%), there is open communication and trust (66%) and they can speak openly about important issues without fear of repercussions (66%).

Respondents are divided on whether their professional development experiences are meaningful and worthwhile (53%), student misbehavior interferes with learning (52%), and they are paid fairly (52%). Most agree there is too much instructional time spent on administering assessments (59%), they have adequate time during the workday to plan, prepare, and do the job (55%), and believe they are involved in decision-making (57%).

2012-2013 HCEA Job Satisfaction Survey

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

School/Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	319	1037	2	312	145	1815	75%	25%
Bushy Park ES	15	23				38	100%	0%
Manor Woods ES	13	36		1		50	98%	2%
Dayton Oaks ES	26	24		2		52	96%	4%
West Friendship ES	11	11		1		23	96%	4%
Phelps Luck ES	20	27		2	1	50	94%	6%
Northfield ES	10	21		2		33	94%	6%
Atholton ES	8	20		2		30	93%	7%
Pointers Run ES	15	37		3	3	58	90%	10%
Jeffers Hill ES	5	19		2	1	27	89%	11%
Laurel Woods ES	12	20		4	1	37	86%	14%
Cradlerock ES	9	29		5	1	44	86%	14%
Lisbon ES	9	20		5		34	85%	15%
Bollman Bridge ES	7	31		4	3	45	84%	16%
Longfellow ES	15	38		7	3	63	84%	16%
Veterans ES	16	47		11	1	75	84%	16%
Hammond ES	7	28		3	4	42	83%	17%
Fulton ES	3	31		5	2	41	83%	17%
Waterloo ES	9	41		11	2	63	79%	21%
Running Brook ES	7	21		5	3	36	78%	22%
Bellows Spring ES	11	30		8	5	54	76%	24%
Centennial Lane ES	8	28		8	4	48	75%	25%
Elkridge ES	3	21		7	1	32	75%	25%
Rockburn ES	5	30		10	3	48	73%	27%
Stevens Forest ES	6	22		10	1	39	72%	28%
Forest Ridge ES	15	22		12	3	52	71%	29%
Guilford ES	4	20		6	4	34	71%	29%
Thunder Hill ES	7	20		9	3	39	69%	31%
Ilchester ES	5	32	1	14	3	55	69%	31%
Triadelphia Ridge ES	7	24		13	2	46	67%	33%
Hollifield Station ES	3	32		15	3	53	66%	34%
Talbott Springs ES	5	27		11	7	50	64%	36%
St. John's Lane ES	2	17		9	2	30	63%	37%
Worthington ES	3	20		10	5	38	61%	39%
Clarksville ES	5	21		8	9	43	60%	40%
Gorman Crossing ES		29		13	6	48	60%	40%
Deep Run ES	2	46		23	16	87	55%	45%
Waverly ES	2	25	1	16	6	50	55%	45%
Swansfield ES	3	23		12	11	49	53%	47%
Clemens Crossing ES	3	18		13	9	43	49%	51%
Bryant Woods ES	3	6		10	17	36	25%	75%
High	127	522	1	179	86	915	71%	29%
Mt. Hebron HS	21	49		1		71	99%	1%
Hammond HS	24	42		6	2	74	89%	11%

2012-2013 HCEA Job Satisfaction Survey

School/Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Marriotts Ridge HS	10	41	1	6	1	59	88%	12%
Reservoir HS	13	64		11	1	89	87%	13%
Wilde Lake HS	19	48		11	3	81	83%	17%
Glenelg HS	6	36		5	5	52	81%	19%
Atholton HS	11	39		14	3	67	75%	25%
Oakland Mills HS	7	31		18	5	61	62%	38%
Howard HS	6	58		23	18	105	61%	39%
Long Reach HS		48		29	8	85	56%	44%
Centennial HS	3	38		24	19	84	49%	51%
River Hill HS	7	28		31	21	87	40%	60%
Middle	51	322		235	192	800	47%	53%
Dunloggin MS	5	21		5	2	33	79%	21%
Patapsco MS	11	21		10	3	45	71%	29%
Mayfield Woods MS	6	31		8	10	55	67%	33%
Folly Quarter MS	5	22		13	2	42	64%	36%
Ellicott Mills MS	2	20		14	4	40	55%	45%
Elkridge Landing MS	3	16		7	10	36	53%	47%
Burleigh Manor MS	7	14		13	6	40	53%	48%
Lime Kiln MS	2	18		13	6	39	51%	49%
Glenwood MS	1	19		15	8	43	47%	53%
Wilde Lake MS		19		10	14	43	44%	56%
Mount View MS	1	17		15	9	42	43%	57%
Bonnie Branch MS	2	14		15	9	40	40%	60%
Clarksville MS	1	16		18	8	43	40%	60%
Murray Hill MS	1	15		11	14	41	39%	61%
Lake Elkhorn MS		16		12	16	44	36%	64%
Patuxent Valley MS	2	12		14	13	41	34%	66%
Hammond MS	1	10		11	14	36	31%	69%
Oakland Mills MS	1	10		12	18	41	27%	73%
Harper's Choice MS		11		19	26	56	20%	80%
Special	45	115	2	45	22	229	70%	30%
ARL	8	18	1	6		33	81%	19%
Ascend One	5	5		4	5	19	53%	47%
Building Services	1	2				3	100%	0%
Cedar Lane	5	25		10	3	43	70%	30%
Central Office	9	36		12	10	67	67%	33%
Cluster Nurse		4	1	5	1	11	40%	60%
County Diagnostic Center	6			1		7	86%	14%
Health Services		2		3		5	40%	60%
Homewood Center	7	21		4	2	34	82%	18%
PPWS	1	1			1	3	67%	33%
Psychologist	3	1				4	100%	0%
Grand Total	542	1996	5	771	445	3759	68%	32%

2012-2013 HCEA Job Satisfaction Survey

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

School/Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	308	963		386	155	1812	70%	30%
Dayton Oaks ES	23	26		4		53	92%	8%
Manor Woods ES	13	33		4		50	92%	8%
West Friendship ES	10	11		1	1	23	91%	9%
Pointers Run ES	14	38		3	3	58	90%	10%
Phelps Luck ES	20	24		6		50	88%	12%
Northfield ES	9	20		3	1	33	88%	12%
Bushy Park ES	14	19		5		38	87%	13%
Atholton ES	5	20		5		30	83%	17%
Hammond ES	7	27		7	1	42	81%	19%
Longfellow ES	14	37		7	5	63	81%	19%
Lisbon ES	9	18		7		34	79%	21%
Forest Ridge ES	11	30		6	5	52	79%	21%
Laurel Woods ES	15	14		7	1	37	78%	22%
Waterloo ES	9	38		12	1	60	78%	22%
Running Brook ES	8	20		6	2	36	78%	22%
Veterans ES	14	43		16	2	75	76%	24%
Rockburn ES	5	31		8	4	48	75%	25%
Triadelphia Ridge ES	8	27		11	1	47	74%	26%
Fulton ES	3	27		7	4	41	73%	27%
Cradlerock ES	7	25		10	2	44	73%	27%
Thunder Hill ES	7	21		7	4	39	72%	28%
Hollifield Station ES	9	29		14	1	53	72%	28%
Guilford ES	6	18		8	2	34	71%	29%
Bollman Bridge ES	8	23		11	3	45	69%	31%
Bellows Spring ES	8	28		11	6	53	68%	32%
Centennial Lane ES	6	26		12	4	48	67%	33%
Elkridge ES		21		7	4	32	66%	34%
Ilchester ES	4	32		15	4	55	65%	35%
Talbott Springs ES	5	26		12	7	50	62%	38%
Waverly ES	3	28		11	8	50	62%	38%
Jeffers Hill ES	4	12		7	4	27	59%	41%
Deep Run ES	4	46		28	9	87	57%	43%
Stevens Forest ES	8	14		14	3	39	56%	44%
Clemens Crossing ES	4	19		11	9	43	53%	47%
Clarksville ES	5	17		11	10	43	51%	49%
St. John's Lane ES		15		11	4	30	50%	50%
Worthington ES	2	16		12	8	38	47%	53%
Gorman Crossing ES		22		20	5	47	47%	53%
Swansfield ES	4	17		17	11	49	43%	57%
Bryant Woods ES	3	5		12	16	36	22%	78%
High	119	477	3	215	95	909	66%	34%
Mt. Hebron HS	21	43		6		70	91%	9%
Hammond HS	23	39		8	4	74	84%	16%

2012-2013 HCEA Job Satisfaction Survey

School/Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Marriotts Ridge HS	11	37	1	10		59	83%	17%
Glenelg HS	7	34		7	4	52	79%	21%
Wilde Lake HS	16	46		13	6	81	77%	23%
Atholton HS	9	39		16	3	67	72%	28%
Oakland Mills HS	8	36		14	4	62	71%	29%
Reservoir HS	12	46		23	6	87	67%	33%
Long Reach HS	2	46	1	24	11	84	58%	42%
Howard HS	3	46	1	34	19	103	48%	52%
River Hill HS	6	33		31	17	87	45%	55%
Centennial HS	1	32		29	21	83	40%	60%
Middle	77	353	2	234	131	797	54%	46%
Folly Quarter MS	10	27		5		42	88%	12%
Burleigh Manor MS	10	20		9	1	40	75%	25%
Dunloggin MS	4	18		9	2	33	67%	33%
Hammond MS	7	17		9	3	36	67%	33%
Patapsco MS	10	19		8	8	45	64%	36%
Elkridge Landing MS	4	18		12	2	36	61%	39%
Mayfield Woods MS	7	26		16	6	55	60%	40%
Mount View MS	6	19		11	6	42	60%	40%
Clarksville MS	2	22		10	8	42	57%	43%
Lake Elkhorn MS	4	21		13	6	44	57%	43%
Lime Kiln MS	3	18		14	3	38	55%	45%
Ellicott Mills MS		22		13	5	40	55%	45%
Glenwood MS	1	22		15	5	43	53%	47%
Wilde Lake MS	1	19		16	7	43	47%	53%
Bonnie Branch MS	4	14		14	8	40	45%	55%
Patuxent Valley MS	1	16		13	11	41	41%	59%
Oakland Mills MS	1	12	1	14	13	41	33%	68%
Murray Hill MS	1	11	1	12	15	40	31%	69%
Harper's Choice MS	1	12		21	22	56	23%	77%
Special	40	116	3	42	27	228	69%	31%
ARL	6	19	1	6		32	81%	19%
Ascend One	5	4	1	3	6	19	50%	50%
Building Services	1	2				3	100%	0%
Cedar Lane	6	23		8	6	43	67%	33%
Central Office	8	38		10	11	67	69%	31%
Cluster Nurse	1	3	1	5	1	11	40%	60%
County Diagnostic Center	5	2				7	100%	0%
Health Services		1		4		5	20%	80%
Homewood Center	6	20		6	2	34	76%	24%
PPWS	1	1			1	3	67%	33%
Psychologist	1	3				4	100%	0%
Grand Total	544	1909	8	877	408	3746	66%	34%

2012-2013 HCEA Job Satisfaction Survey

3) I personally feel successful in my work.

School/Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	588	1053	1	136	36	1814	91%	9%
Atholton ES	8	22				30	100%	0%
Bushy Park ES	19	19				38	100%	0%
Manor Woods ES	22	28				50	100%	0%
West Friendship ES	13	10				23	100%	0%
Longfellow ES	20	41		1		62	98%	2%
Northfield ES	11	21			1	33	97%	3%
Dayton Oaks ES	27	24		2		53	96%	4%
Bollman Bridge ES	14	28	1	1	1	45	95%	5%
Pointers Run ES	28	27		2	1	58	95%	5%
Bellows Spring ES	17	34		3		54	94%	6%
Swansfield ES	11	35		1	2	49	94%	6%
Centennial Lane ES	12	33		3		48	94%	6%
Elkridge ES	7	23			2	32	94%	6%
St. John's Lane ES	8	20		2		30	93%	7%
Cradlerock ES	15	26		3		44	93%	7%
Hammond ES	14	25		2	1	42	93%	7%
Hollifield Station ES	19	30		3	1	53	92%	8%
Waterloo ES	17	41		5		63	92%	8%
Talbott Springs ES	22	24		3	1	50	92%	8%
Running Brook ES	8	25		3		36	92%	8%
Triadelphia Ridge ES	15	27		3	1	46	91%	9%
Deep Run ES	23	56		8		87	91%	9%
Waverly ES	14	31		3	2	50	90%	10%
Stevens Forest ES	12	23		4		39	90%	10%
Thunder Hill ES	15	20		3	1	39	90%	10%
Veterans ES	25	42		8		75	89%	11%
Clemens Crossing ES	12	26		4	1	43	88%	12%
Rockburn ES	15	27		3	3	48	88%	13%
Ilchester ES	15	33		4	3	55	87%	13%
Forest Ridge ES	19	26		6	1	52	87%	13%
Clarksville ES	14	23		4	2	43	86%	14%
Phelps Luck ES	15	28		7		50	86%	14%
Gorman Crossing ES	8	33		6	1	48	85%	15%
Lisbon ES	9	20		4	1	34	85%	15%
Jeffers Hill ES	9	14		4		27	85%	15%
Fulton ES	13	21		6	1	41	83%	17%
Worthington ES	15	16		5	2	38	82%	18%
Laurel Woods ES	12	18		7		37	81%	19%
Bryant Woods ES	7	18		6	4	35	71%	29%
Guilford ES	9	15		7	3	34	71%	29%

2012-2013 HCEA Job Satisfaction Survey

School/Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
High	301	512	2	78	22	915	89%	11%
Mt. Hebron HS	24	43		2	2	71	94%	6%
Atholton HS	28	35		3	1	67	94%	6%
Reservoir HS	32	51		5	1	89	93%	7%
Glenelg HS	19	29		4		52	92%	8%
River Hill HS	28	50	1	7	1	87	91%	9%
Hammond HS	24	43		4	3	74	91%	9%
Centennial HS	30	46		6	2	84	90%	10%
Wilde Lake HS	25	47		7	2	81	89%	11%
Marriotts Ridge HS	18	33	1	6	1	59	88%	12%
Howard HS	35	55		13	3	106	85%	15%
Long Reach HS	20	50		11	3	84	83%	17%
Oakland Mills HS	18	30		10	3	61	79%	21%
Middle	181	468	2	110	37	798	82%	18%
Mayfield Woods MS	13	38	1	1	2	55	94%	6%
Patapsco MS	19	22		2	1	44	93%	7%
Folly Quarter MS	12	25		5		42	88%	12%
Murray Hill MS	14	22		5		41	88%	12%
Burleigh Manor MS	16	19		3	2	40	88%	13%
Oakland Mills MS	4	31		4	2	41	85%	15%
Glenwood MS	9	27		6	1	43	84%	16%
Mount View MS	9	26		5	2	42	83%	17%
Harper's Choice MS	13	33		7	3	56	82%	18%
Lime Kiln MS	10	22		5	2	39	82%	18%
Wilde Lake MS	9	26		6	2	43	81%	19%
Dunloggin MS	5	21	1	4	2	33	81%	19%
Bonnie Branch MS	4	28		7	1	40	80%	20%
Ellicott Mills MS	7	25		7	1	40	80%	20%
Hammond MS	5	22		4	5	36	75%	25%
Clarksville MS	11	21		9	2	43	74%	26%
Patuxent Valley MS	5	25		9	2	41	73%	27%
Elkridge Landing MS	8	16		10	2	36	67%	33%
Lake Elkhorn MS	8	19		11	5	43	63%	37%
Special	91	120		15	2	228	93%	7%
ARL	14	17		2		33	94%	6%
Ascend One	7	10		1	1	19	89%	11%
Building Services	3					3	100%	0%
Cedar Lane	19	20		4		43	91%	9%
Central Office	22	41		3		66	95%	5%
Cluster Nurse	4	7				11	100%	0%
County Diagnostic Center	4	3				7	100%	0%
Health Services	1	4				5	100%	0%
Homewood Center	13	15		5	1	34	82%	18%
PPWS	2	1				3	100%	0%
Psychologist	2	2				4	100%	0%
Grand Total	1161	2153	5	339	97	3755	88%	12%

2012-2013 HCEA Job Satisfaction Survey

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

School/Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	257	835	47	494	178	1811	62%	38%
West Friendship ES	6	13	1	2	1	23	86%	14%
Manor Woods ES	11	29	3	7		50	85%	15%
Lisbon ES	7	20	1	6		34	82%	18%
Bollman Bridge ES	8	26	1	7	3	45	77%	23%
Pointers Run ES	15	29	1	8	5	58	77%	23%
Dayton Oaks ES	14	26		10	2	52	77%	23%
Northfield ES	6	17	3	6	1	33	77%	23%
Cradlerock ES	6	26	1	9	2	44	74%	26%
Stevens Forest ES	6	22	1	7	3	39	74%	26%
Longfellow ES	10	35	1	13	4	63	73%	27%
Laurel Woods ES	11	15	1	8	2	37	72%	28%
Phelps Luck ES	13	22	1	12	2	50	71%	29%
Bushy Park ES	7	20		9	2	38	71%	29%
Atholton ES	4	17		7	2	30	70%	30%
Ilchester ES	7	28	3	14	3	55	67%	33%
Hollifield Station ES	9	26		14	4	53	66%	34%
Guilford ES	5	16	2	9	2	34	66%	34%
Worthington ES	6	18		8	6	38	63%	37%
Running Brook ES	6	16	1	9	4	36	63%	37%
Rockburn ES	6	24		13	5	48	63%	38%
Veterans ES	10	35	2	24	4	75	62%	38%
Waterloo ES	6	32	1	21	3	63	61%	39%
Thunder Hill ES	7	15	3	9	5	39	61%	39%
Centennial Lane ES	3	25	2	13	5	48	61%	39%
Hammond ES	7	17	2	14	2	42	60%	40%
Forest Ridge ES	10	21		13	8	52	60%	40%
Jeffers Hill ES	2	13	1	10	1	27	58%	42%
Talbott Springs ES	6	20	1	17	5	49	54%	46%
Fulton ES	4	18		12	7	41	54%	46%
Triadelphia Ridge ES	3	20	3	14	6	46	53%	47%
Deep Run ES	5	37	3	32	8	85	51%	49%
Waverly ES	5	20	1	17	7	50	51%	49%
Swansfield ES	4	20	1	16	8	49	50%	50%
Gorman Crossing ES	2	20		21	4	47	47%	53%
Clarksville ES	5	14	1	12	11	43	45%	55%
Bellows Spring ES	5	18	3	21	7	54	45%	55%
Bryant Woods ES	4	11		11	10	36	42%	58%
Elkridge ES		13		15	4	32	41%	59%
Clemens Crossing ES	6	10	2	12	13	43	39%	61%
St. John's Lane ES		11		12	7	30	37%	63%

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High	97	367	30	313	109	916	52%	48%
School/Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Marriotts Ridge HS	6	31	5	15	2	59	69%	31%
Hammond HS	18	32		19	5	74	68%	32%
Mt. Hebron HS	9	36	2	21	3	71	65%	35%
Glenelg HS	5	25	3	12	7	52	61%	39%
Wilde Lake HS	15	32	2	20	11	80	60%	40%
Oakland Mills HS	7	28	1	21	5	62	57%	43%
Atholton HS	9	23	3	26	6	67	50%	50%
Reservoir HS	9	32	2	37	9	89	47%	53%
River Hill HS	4	36	1	34	12	87	47%	53%
Long Reach HS	3	32	3	36	11	85	43%	57%
Centennial HS	3	30	4	31	16	84	41%	59%
Howard HS	9	30	4	41	22	106	38%	62%
Middle	88	289	16	252	152	797	48%	52%
Mount View MS	8	18		10	6	42	62%	38%
Patapsco MS	7	19	2	11	6	45	60%	40%
Burleigh Manor MS	10	14		14	2	40	60%	40%
Folly Quarter MS	11	13	2	13	3	42	60%	40%
Elkridge Landing MS	3	17		8	8	36	56%	44%
Hammond MS	5	15		13	3	36	56%	44%
Lake Elkhorn MS	5	18		13	8	44	52%	48%
Glenwood MS	4	16	4	9	10	43	51%	49%
Clarksville MS	3	19		11	10	43	51%	49%
Bonnie Branch MS		20		15	5	40	50%	50%
Mayfield Woods MS	7	19	1	15	13	55	48%	52%
Wilde Lake MS	5	15		14	8	42	48%	52%
Ellicott Mills MS	1	17		15	7	40	45%	55%
Dunloggin MS	2	11	2	12	5	32	43%	57%
Murray Hill MS	3	13	1	14	10	41	40%	60%
Oakland Mills MS	2	13	2	11	13	41	38%	62%
Lime Kiln MS	4	10	1	16	8	39	37%	63%
Patuxent Valley MS	3	10		20	7	40	33%	68%
Harper's Choice MS	5	12	1	18	20	56	31%	69%
Special	52	103	9	47	16	227	71%	29%
ARL	8	14	1	7	3	33	69%	31%
Ascend One	3	9		3	3	18	67%	33%
Building Services	2			1		3	67%	33%
Cedar Lane	10	17	4	9	3	43	69%	31%
Central Office	12	37	2	13	3	67	75%	25%
Cluster Nurse	1	4	1	4		10	56%	44%
County Diagnostic Center	2	5				7	100%	0%
Health Services				4	1	5	0%	100%
Homewood Center	11	15		6	2	34	76%	24%
PPWS	1		1		1	3	50%	50%
Psychologist	2	2				4	100%	0%
Grand Total	494	1594	102	1106	455	3751	57%	43%

2012-2013 HCEA Job Satisfaction Survey

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

School/Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	477	1125	52	124	24	1802	92%	8%
Cradlerock ES	12	31	1			44	100%	0%
West Friendship ES	9	13	1			23	100%	0%
Bushy Park ES	10	27		1		38	97%	3%
Guilford ES	8	22	3	1		34	97%	3%
Pointers Run ES	19	34	2	2		57	96%	4%
Jeffers Hill ES	5	21		1		27	96%	4%
Phelps Luck ES	18	29	1	2		50	96%	4%
Manor Woods ES	16	29	2	2		49	96%	4%
Triadelphia Ridge ES	12	31	2	1	1	47	96%	4%
Veterans ES	22	45	3	3	1	74	94%	6%
Hollifield Station ES	11	38	1	3		53	94%	6%
Forest Ridge ES	20	26	3	3		52	94%	6%
Elkridge ES	7	23		2		32	94%	6%
Talbott Springs ES	17	28	1	2	1	49	94%	6%
Swansfield ES	11	33	2	3		49	94%	6%
Waterloo ES	12	46		4		62	94%	6%
Northfield ES	10	18	3	1	1	33	93%	7%
Bollman Bridge ES	11	30		3		44	93%	7%
Worthington ES	9	26		2	1	38	92%	8%
Laurel Woods ES	13	21		1	2	37	92%	8%
Longfellow ES	21	35	1	4	1	62	92%	8%
Bryant Woods ES	13	20		2	1	36	92%	8%
Rockburn ES	7	36	1	4		48	91%	9%
Running Brook ES	11	20	1	2	1	35	91%	9%
Centennial Lane ES	10	30	4	3	1	48	91%	9%
Lisbon ES	7	22	2	3		34	91%	9%
Atholton ES	11	16		3		30	90%	10%
Ilchester ES	11	34	4	4	1	54	90%	10%
St. John's Lane ES	5	22		2	1	30	90%	10%
Bellows Spring ES	14	30	5	5		54	90%	10%
Stevens Forest ES	14	20		4		38	89%	11%
Dayton Oaks ES	16	31		6		53	89%	11%
Clarksville ES	12	26		3	2	43	88%	12%
Hammond ES	10	26	1	4	1	42	88%	12%
Gorman Crossing ES	6	35	1	5	1	48	87%	13%
Waverly ES	10	30	2	5	2	49	85%	15%
Clemens Crossing ES	9	25	3	6		43	85%	15%
Thunder Hill ES	10	23		6		39	85%	15%
Deep Run ES	19	50	2	12	1	84	84%	16%
Fulton ES	9	23		4	4	40	80%	20%

2012-2013 HCEA Job Satisfaction Survey

School/Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
High	202	563	32	92	22	911	87%	13%
Centennial HS	22	53	2	6		83	93%	7%
Oakland Mills HS	13	43		3	2	61	92%	8%
Mt. Hebron HS	17	44	3	5	1	70	91%	9%
Wilde Lake HS	21	48	3	7	1	80	90%	10%
Atholton HS	14	46		6	1	67	90%	10%
Hammond HS	22	41		7	3	73	86%	14%
Howard HS	25	62	5	11	3	106	86%	14%
Marriotts Ridge HS	11	34	6	7	1	59	85%	15%
Reservoir HS	18	55	3	9	4	89	85%	15%
Long Reach HS	15	53	3	10	4	85	83%	17%
River Hill HS	12	56	4	13	1	86	83%	17%
Glenelg HS	12	28	3	8	1	52	82%	18%
Middle	192	493	27	70	13	795	89%	11%
Harper's Choice MS	16	38		2		56	96%	4%
Mayfield Woods MS	8	43	2	2		55	96%	4%
Folly Quarter MS	13	25	2	2		42	95%	5%
Burleigh Manor MS	13	23	2	2		40	95%	5%
Elkridge Landing MS	13	21		1	1	36	94%	6%
Hammond MS	8	25		2		35	94%	6%
Clarksville MS	11	29		2	1	43	93%	7%
Lake Elkhorn MS	9	30	2	3		44	93%	7%
Oakland Mills MS	9	27	2	2	1	41	92%	8%
Dunloggin MS	9	18	3	2	1	33	90%	10%
Glenwood MS	10	26	2	5		43	88%	12%
Ellicott Mills MS	11	24		5		40	88%	13%
Mount View MS	8	26	2	3	2	41	87%	13%
Patuxent Valley MS	6	28		4	1	39	87%	13%
Murray Hill MS	12	21	3	4	1	41	87%	13%
Bonnie Branch MS	8	24	1	6	1	40	82%	18%
Lime Kiln MS	7	24	1	7		39	82%	18%
Patapsco MS	11	22	3	7	2	45	79%	21%
Wilde Lake MS	10	19	2	9	2	42	73%	28%
Special	88	117	9	14	1	229	93%	7%
ARL	11	20		2		33	94%	6%
Ascend One	8	9		2		19	89%	11%
Building Services	3					3	100%	0%
Cedar Lane	18	20	3	1	1	43	95%	5%
Central Office	23	36	4	4		67	94%	6%
Cluster Nurse	4	4	1	2		11	80%	20%
County Diagnostic Center	4	3				7	100%	0%
Health Services	1	4				5	100%	0%
Homewood Center	12	18	1	3		34	91%	9%
PPWS	2	1				3	100%	0%
Psychologist	2	2				4	100%	0%
Grand Total	959	2298	120	300	60	3737	90%	10%

2012-2013 HCEA Job Satisfaction Survey

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

School/Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	375	890	11	352	181	1809	70%	30%
Dayton Oaks ES	21	27	1	3	1	53	92%	8%
Phelps Luck ES	22	23	1	3	1	50	92%	8%
Pointers Run ES	17	36		3	2	58	91%	9%
West Friendship ES	7	14			2	23	91%	9%
Bushy Park ES	13	19		4	1	37	86%	14%
Cradlerock ES	12	26		3	3	44	86%	14%
Northfield ES	10	17	1	4	1	33	84%	16%
Manor Woods ES	16	25	1	6	2	50	84%	16%
Waterloo ES	13	39		8	3	63	83%	17%
Laurel Woods ES	12	18		5	2	37	81%	19%
Running Brook ES	13	16		5	2	36	81%	19%
Ilchester ES	15	29		7	4	55	80%	20%
Stevens Forest ES	10	21		4	4	39	79%	21%
Lisbon ES	9	18		6	1	34	79%	21%
Longfellow ES	14	35		9	5	63	78%	22%
Atholton ES	7	16		7		30	77%	23%
Forest Ridge ES	12	27	1	8	4	52	76%	24%
Guilford ES	8	18		6	2	34	76%	24%
Hammond ES	8	23		8	3	42	74%	26%
Rockburn ES	6	29		5	8	48	73%	27%
Bollman Bridge ES	12	20		6	6	44	73%	27%
Hollifield Station ES	7	31		12	3	53	72%	28%
Triadelphia Ridge ES	6	27		11	3	47	70%	30%
Veterans ES	13	37	2	19	4	75	68%	32%
Deep Run ES	14	44	1	23	4	86	68%	32%
Bellows Spring ES	9	25		12	8	54	63%	37%
Elkridge ES	1	18		8	4	31	61%	39%
Thunder Hill ES	8	15		12	3	38	61%	39%
Jeffers Hill ES	4	12		6	5	27	59%	41%
Fulton ES	4	20		11	6	41	59%	41%
Gorman Crossing ES	3	23		14	6	46	57%	43%
Waverly ES	6	22		16	6	50	56%	44%
Centennial Lane ES	7	18	1	15	7	48	53%	47%
Talbott Springs ES	11	15		15	9	50	52%	48%
Clemens Crossing ES	5	17		11	10	43	51%	49%
Swansfield ES	4	21		13	11	49	51%	49%
Worthington ES	5	13	1	10	9	38	49%	51%
Clarksville ES	7	12	1	11	11	42	46%	54%
St. John's Lane ES		13		13	4	30	43%	57%
Bryant Woods ES	4	11		10	11	36	42%	58%

2012-2013 HCEA Job Satisfaction Survey

School/Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
High	156	408	5	242	101	912	62%	38%
Mt. Hebron HS	18	38		15		71	79%	21%
Hammond HS	27	29		14	4	74	76%	24%
Wilde Lake HS	20	38		14	9	81	72%	28%
Marriotts Ridge HS	13	28	1	16	1	59	71%	29%
Atholton HS	9	37	1	16	4	67	70%	30%
Oakland Mills HS	15	28		12	7	62	69%	31%
Reservoir HS	13	45		25	4	87	67%	33%
Glenelg HS	8	25		16	3	52	63%	37%
Long Reach HS	8	43		24	10	85	60%	40%
River Hill HS	8	34		23	19	84	50%	50%
Centennial HS	9	30	1	32	12	84	47%	53%
Howard HS	8	33	2	35	28	106	39%	61%
Middle	128	326	10	206	125	795	58%	42%
Folly Quarter MS	13	25		3	1	42	90%	10%
Burleigh Manor MS	15	17		6	2	40	80%	20%
Elkridge Landing MS	5	21	1	7	2	36	74%	26%
Wilde Lake MS	7	22	1	8	5	43	69%	31%
Dunloggin MS	5	16	1	8	3	33	66%	34%
Mount View MS	8	18		8	6	40	65%	35%
Patapsco MS	10	19		8	8	45	64%	36%
Clarksville MS	7	19		11	6	43	60%	40%
Hammond MS	7	14		13	1	35	60%	40%
Glenwood MS	7	18	1	14	3	43	60%	40%
Lake Elkhorn MS	7	19		14	4	44	59%	41%
Lime Kiln MS	9	13		12	4	38	58%	42%
Mayfield Woods MS	10	21	1	13	10	55	57%	43%
Patuxent Valley MS	4	19		10	8	41	56%	44%
Ellicott Mills MS	1	19		12	8	40	50%	50%
Bonnie Branch MS	4	12	1	13	9	39	42%	58%
Harper's Choice MS	4	17	2	17	16	56	39%	61%
Oakland Mills MS	3	10		13	15	41	32%	68%
Murray Hill MS	2	7	2	16	14	41	23%	77%
Special	60	106	2	39	22	229	73%	27%
ARL	8	18		6	1	33	79%	21%
Ascend One	7	5		2	5	19	63%	37%
Building Services	3					3	100%	0%
Cedar Lane	11	19	1	9	3	43	71%	29%
Central Office	10	36		12	9	67	69%	31%
Cluster Nurse	1	6	1	2	1	11	70%	30%
County Diagnostic Center	5	2				7	100%	0%
Health Services		1		4		5	20%	80%
Homewood Center	12	16		4	2	34	82%	18%
PPWS	1	1			1	3	67%	33%
Psychologist	2	2				4	100%	0%
Grand Total	719	1730	28	839	429	3745	66%	34%

2012-2013 HCEA Job Satisfaction Survey

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

School/Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	630	949	1	160	67	1807	87%	13%
Bushy Park ES	17	21				38	100%	0%
Dayton Oaks ES	31	21				52	100%	0%
Manor Woods ES	23	26			1	50	98%	2%
Guilford ES	10	23			1	34	97%	3%
Atholton ES	9	20			1	30	97%	3%
West Friendship ES	14	8			1	23	96%	4%
Pointers Run ES	24	31		1	2	58	95%	5%
Veterans ES	28	42		4	1	75	93%	7%
Jeffers Hill ES	8	17		2		27	93%	7%
Bollman Bridge ES	19	22		2	2	45	91%	9%
Cradlerock ES	16	24		3	1	44	91%	9%
Ilchester ES	19	31		3	2	55	91%	9%
Northfield ES	16	14		3		33	91%	9%
Hammond ES	12	26		4		42	90%	10%
Waterloo ES	22	35		5	1	63	90%	10%
Phelps Luck ES	26	19		5		50	90%	10%
Deep Run ES	27	51		6	3	87	90%	10%
Centennial Lane ES	12	30		4	1	47	89%	11%
Triadelphia Ridge ES	16	25		5		46	89%	11%
Running Brook ES	20	12		3	1	36	89%	11%
Hollifield Station ES	20	27		4	2	53	89%	11%
Lisbon ES	11	18		3	1	33	88%	12%
Talbott Springs ES	18	25		4	2	49	88%	12%
Elkridge ES	6	22		4		32	88%	13%
Gorman Crossing ES	8	34		3	3	48	88%	13%
Rockburn ES	18	24		4	2	48	88%	13%
Stevens Forest ES	11	23		4	1	39	87%	13%
Thunder Hill ES	12	22		5		39	87%	13%
Bellows Spring ES	14	31		4	3	52	87%	13%
Forest Ridge ES	22	23		4	3	52	87%	13%
Fulton ES	12	23		5	1	41	85%	15%
Clarksville ES	11	25		4	3	43	84%	16%
Waverly ES	14	26		6	2	48	83%	17%
Laurel Woods ES	18	11		5	2	36	81%	19%
Longfellow ES	22	28		10	3	63	79%	21%
St. John's Lane ES	7	16		7		30	77%	23%
Worthington ES	12	15	1	5	5	38	73%	27%
Swansfield ES	10	25		8	6	49	71%	29%
Bryant Woods ES	8	15		10	3	36	64%	36%
Clemens Crossing ES	7	18		11	7	43	58%	42%

2012-2013 HCEA Job Satisfaction Survey

School/Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
High	265	499	1	99	44	908	84%	16%
Mt. Hebron HS	29	38		4		71	94%	6%
Atholton HS	20	41		2	2	65	94%	6%
Glenelg HS	14	34		4		52	92%	8%
Hammond HS	37	30		3	3	73	92%	8%
Marriotts Ridge HS	21	29	1	4	4	59	86%	14%
Reservoir HS	24	51		9	3	87	86%	14%
Wilde Lake HS	23	45		8	4	80	85%	15%
Oakland Mills HS	17	34		7	4	62	82%	18%
River Hill HS	20	49		14	2	85	81%	19%
Long Reach HS	19	48		12	6	85	79%	21%
Centennial HS	19	45		14	6	84	76%	24%
Howard HS	22	55		18	10	105	73%	27%
Middle	207	406	1	127	56	797	77%	23%
Burleigh Manor MS	20	18		2		40	95%	5%
Folly Quarter MS	18	21		3		42	93%	7%
Clarksville MS	5	32		4	2	43	86%	14%
Lake Elkhorn MS	9	28		4	3	44	84%	16%
Mayfield Woods MS	17	29		6	3	55	84%	16%
Ellicott Mills MS	6	27		6	1	40	83%	18%
Lime Kiln MS	5	25		6	2	38	79%	21%
Bonnie Branch MS	7	22	1	5	4	39	76%	24%
Patuxent Valley MS	11	20		8	2	41	76%	24%
Patapsco MS	17	17		5	6	45	76%	24%
Glenwood MS	12	19		9	2	42	74%	26%
Mount View MS	9	22		8	3	42	74%	26%
Oakland Mills MS	6	24		4	7	41	73%	27%
Dunloggin MS	12	12		7	2	33	73%	27%
Hammond MS	11	15		9	1	36	72%	28%
Wilde Lake MS	10	21		11	1	43	72%	28%
Murray Hill MS	9	19		7	6	41	68%	32%
Elkridge Landing MS	10	14		8	4	36	67%	33%
Harper's Choice MS	13	21		15	7	56	61%	39%
Special	87	110	2	21	8	228	87%	13%
ARL	13	17		3		33	91%	9%
Ascend One	6	8	1	1	2	18	82%	18%
Building Services	2	1				3	100%	0%
Cedar Lane	15	22	1	4	1	43	88%	12%
Central Office	22	35		7	3	67	85%	15%
Cluster Nurse	3	8				11	100%	0%
County Diagnostic Center	7					7	100%	0%
Health Services		4		1		5	80%	20%
Homewood Center	14	14		4	2	34	82%	18%
PPWS	1	1		1		3	67%	33%
Psychologist	4					4	100%	0%
Grand Total	1189	1964	5	407	175	3740	84%	16%

2012-2013 HCEA Job Satisfaction Survey

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

School/Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	479	965	4	270	90	1808	80%	20%
Manor Woods ES	25	24				49	100%	0%
Atholton ES	16	13		1		30	97%	3%
Dayton Oaks ES	29	22		2		53	96%	4%
Hammond ES	16	23		3		42	93%	7%
West Friendship ES	10	11		1	1	23	91%	9%
Fulton ES	11	25		3	1	40	90%	10%
Running Brook ES	14	18		3	1	36	89%	11%
Northfield ES	11	18		4		33	88%	12%
Triadelphia Ridge ES	10	31		5	1	47	87%	13%
Elkridge ES	5	22	1	3	1	32	87%	13%
Phelps Luck ES	20	22		7		49	86%	14%
Rockburn ES	13	28		5	2	48	85%	15%
Stevens Forest ES	12	21		3	3	39	85%	15%
Laurel Woods ES	16	15		5	1	37	84%	16%
Swansfield ES	9	32		6	2	49	84%	16%
St. John's Lane ES	3	22		4	1	30	83%	17%
Talbott Springs ES	16	24	1	5	3	49	83%	17%
Pointers Run ES	18	30		7	3	58	83%	17%
Hollifield Station ES	17	26		7	2	52	83%	17%
Lisbon ES	10	18		4	2	34	82%	18%
Bushy Park ES	10	21		7		38	82%	18%
Thunder Hill ES	6	25		6	1	38	82%	18%
Veterans ES	22	39		9	5	75	81%	19%
Longfellow ES	16	35		9	3	63	81%	19%
Bollman Bridge ES	8	28		7	2	45	80%	20%
Gorman Crossing ES	6	32		3	7	48	79%	21%
Forest Ridge ES	17	23		8	3	51	78%	22%
Worthington ES	9	20	1	3	5	38	78%	22%
Jeffers Hill ES	6	15		6		27	78%	22%
Cradlerock ES	9	25		8	2	44	77%	23%
Centennial Lane ES	7	30		9	2	48	77%	23%
Clarksville ES	7	25		7	4	43	74%	26%
Bellows Spring ES	13	27		10	4	54	74%	26%
Deep Run ES	18	44		21	4	87	71%	29%
Waverly ES	5	28	1	11	4	49	69%	31%
Waterloo ES	13	30		16	4	63	68%	32%
Guilford ES	4	19		9	2	34	68%	32%
Clemens Crossing ES	9	17		14	3	43	60%	40%
Bryant Woods ES	5	15		9	7	36	56%	44%
Ilchester ES	8	22		20	4	54	56%	44%

2012-2013 HCEA Job Satisfaction Survey

School/Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
High	220	479	5	154	54	912	77%	23%
Hammond HS	38	26		6	4	74	86%	14%
Marriotts Ridge HS	17	31	3	7	1	59	86%	14%
Mt. Hebron HS	26	33		11	1	71	83%	17%
Howard HS	23	64		14	4	105	83%	17%
Oakland Mills HS	14	35		8	4	61	80%	20%
Wilde Lake HS	20	43		11	5	79	80%	20%
Atholton HS	11	42		10	4	67	79%	21%
Reservoir HS	18	52		18	1	89	79%	21%
River Hill HS	21	47		14	5	87	78%	22%
Glenelg HS	14	23		14	1	52	71%	29%
Long Reach HS	9	43	1	22	10	85	62%	38%
Centennial HS	9	40	1	19	14	83	60%	40%
Middle	155	443	2	142	53	795	75%	25%
Ellicott Mills MS	11	26		1	2	40	93%	8%
Oakland Mills MS	9	26		4	2	41	85%	15%
Patapsco MS	11	27		6	1	45	84%	16%
Mayfield Woods MS	14	32		7	2	55	84%	16%
Lime Kiln MS	8	23		4	3	38	82%	18%
Glenwood MS	4	29	1	6	2	42	80%	20%
Elkridge Landing MS	7	21		6	1	35	80%	20%
Lake Elkhorn MS	3	32		6	3	44	80%	20%
Murray Hill MS	9	23		5	4	41	78%	22%
Bonnie Branch MS	8	23		5	4	40	78%	23%
Dunloggin MS	7	16	1	7	1	32	74%	26%
Mount View MS	10	20		8	3	41	73%	27%
Folly Quarter MS	8	22		9	3	42	71%	29%
Burleigh Manor MS	8	20		11	1	40	70%	30%
Hammond MS	9	16		8	3	36	69%	31%
Harper's Choice MS	11	26		11	8	56	66%	34%
Patuxent Valley MS	8	19		11	3	41	66%	34%
Wilde Lake MS	6	22		11	4	43	65%	35%
Clarksville MS	4	20		16	3	43	56%	44%
Special	80	101	1	34	13	229	79%	21%
ARL	11	16		4	2	33	82%	18%
Ascend One	5	7		3	4	19	63%	37%
Building Services	2	1				3	100%	0%
Cedar Lane	12	17		13	1	43	67%	33%
Central Office	23	30		10	4	67	79%	21%
Cluster Nurse	2	7	1	1		11	90%	10%
County Diagnostic Center	7					7	100%	0%
Health Services		3		2		5	60%	40%
Homewood Center	13	18		1	2	34	91%	9%
PPWS	1	2				3	100%	0%
Psychologist	4					4	100%	0%
Grand Total	934	1988	12	600	210	3744	78%	22%

2012-2013 HCEA Job Satisfaction Survey

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

School/Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	347	994	126	242	93	1802	80%	20%
Manor Woods ES	20	25	3		1	49	98%	2%
West Friendship ES	10	12		1		23	96%	4%
Hammond ES	16	23	1	1	1	42	95%	5%
Bushy Park ES	9	22	5	2		38	94%	6%
Jeffers Hill ES	5	20		2		27	93%	7%
Dayton Oaks ES	17	25	5	4	1	52	89%	11%
Waterloo ES	13	41	2	5	2	63	89%	11%
Bollman Bridge ES	9	29	2	4	1	45	88%	12%
Bryant Woods ES	8	21	3	2	2	36	88%	12%
Lisbon ES	9	17	4	3	1	34	87%	13%
Cradlerock ES	7	28	3	4	2	44	85%	15%
Northfield ES	8	20		4	1	33	85%	15%
Clemens Crossing ES	6	27	3	4	2	42	85%	15%
Clarksville ES	10	22	4	4	2	42	84%	16%
Stevens Forest ES	6	24	3	4	2	39	83%	17%
Fulton ES	3	26	6	5	1	41	83%	17%
Running Brook ES	9	20	1	3	3	36	83%	17%
Elkridge ES	1	22	4	3	2	32	82%	18%
Gorman Crossing ES	6	30	4	8		48	82%	18%
Pointers Run ES	14	31	3	8	2	58	82%	18%
Thunder Hill ES	6	24	2	7		39	81%	19%
Rockburn ES	9	25	6	7	1	48	81%	19%
Guilford ES	6	19	2	5	1	33	81%	19%
Longfellow ES	13	34	4	10	2	63	80%	20%
Talbott Springs ES	12	27	1	6	4	50	80%	20%
Atholton ES	7	15	2	4	2	30	79%	21%
Deep Run ES	10	49	7	13	4	83	78%	22%
Phelps Luck ES	10	26	3	9	2	50	77%	23%
Veterans ES	10	37	11	13	2	73	76%	24%
Hollifield Station ES	10	29	1	9	4	53	75%	25%
Bellows Spring ES	7	31	3	6	7	54	75%	25%
Ilchester ES	8	31	2	10	4	55	74%	26%
Triadelphia Ridge ES	7	22	6	10	2	47	71%	29%
Forest Ridge ES	9	22	7	9	4	51	70%	30%
Swansfield ES	5	27	2	9	5	48	70%	30%
Laurel Woods ES	13	11	1	6	5	36	69%	31%
Worthington ES	8	17	1	7	5	38	68%	32%
Waverly ES	3	25	6	11	4	49	65%	35%
Centennial Lane ES	6	23	3	12	4	48	64%	36%
St. John's Lane ES	2	15		8	5	30	57%	43%

2012-2013 HCEA Job Satisfaction Survey

School/Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
High	197	478	63	105	58	901	81%	19%
River Hill HS	33	39	3	5	4	84	89%	11%
Atholton HS	17	38	3	6	2	66	87%	13%
Marriotts Ridge HS	15	28	7	5	2	57	86%	14%
Reservoir HS	20	52	4	8	4	88	86%	14%
Hammond HS	18	40	4	9	3	74	83%	17%
Centennial HS	17	45	7	10	5	84	81%	19%
Mt. Hebron HS	15	38	3	6	7	69	80%	20%
Howard HS	24	54	5	16	6	105	78%	22%
Wilde Lake HS	9	46	8	9	7	79	77%	23%
Glenelg HS	11	24	6	8	3	52	76%	24%
Long Reach HS	9	46	7	14	8	84	71%	29%
Oakland Mills HS	9	28	6	9	7	59	70%	30%
Middle	112	428	38	152	62	792	72%	28%
Folly Quarter MS	15	21	1	2	3	42	88%	12%
Mayfield Woods MS	7	37	3	5	3	55	85%	15%
Lime Kiln MS	5	25	2	5	2	39	81%	19%
Wilde Lake MS	8	24	2	7	1	42	80%	20%
Burleigh Manor MS	11	18	3	7	1	40	78%	22%
Hammond MS	8	20		5	3	36	78%	22%
Mount View MS	8	23	2	7	2	42	78%	23%
Elkridge Landing MS	3	23	1	7	1	35	76%	24%
Lake Elkhorn MS	4	27		7	4	42	74%	26%
Ellicott Mills MS	3	25	2	7	3	40	74%	26%
Patapsco MS	10	21	2	10	2	45	72%	28%
Glenwood MS	2	24	5	9	2	42	70%	30%
Murray Hill MS	5	23	1	9	3	41	70%	30%
Bonnie Branch MS	5	20	2	10	2	39	68%	32%
Harper's Choice MS	7	27	5	10	7	56	67%	33%
Dunloggin MS	4	15	4	7	3	33	66%	34%
Patuxent Valley MS	3	20	1	11	6	41	58%	43%
Oakland Mills MS	3	18	2	15	3	41	54%	46%
Clarksville MS	1	17		12	11	41	44%	56%
Special	34	69	88	31	7	229	73%	27%
ARL	6	10	10	7		33	70%	30%
Ascend One	3	4	12			19	100%	0%
Building Services	2		1			3	100%	0%
Cedar Lane	5	12	13	7	6	43	57%	43%
Central Office	6	17	35	8	1	67	72%	28%
Cluster Nurse	1	3	6	1		11	80%	20%
County Diagnostic Center	3	1	3			7	100%	0%
Health Services	1	1	1	2		5	50%	50%
Homewood Center	5	20	3	6		34	81%	19%
PPWS			3			3		
Psychologist	2	1	1			4	100%	0%
Grand Total	690	1969	315	530	220	3724	78%	22%

2012-2013 HCEA Job Satisfaction Survey

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

School/Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	559	956	3	213	81	1812	84%	16%
Bushy Park ES	27	11				38	100%	0%
Lisbon ES	14	20				34	100%	0%
Dayton Oaks ES	27	23		1		51	98%	2%
Laurel Woods ES	18	18		1		37	97%	3%
Northfield ES	16	16			1	33	97%	3%
Atholton ES	12	16	1		1	30	97%	3%
Ilchester ES	29	24		1	1	55	96%	4%
Jeffers Hill ES	12	14			1	27	96%	4%
Manor Woods ES	28	20		2		50	96%	4%
Triadelphia Ridge ES	20	25		2		47	96%	4%
West Friendship ES	9	12			1	22	95%	5%
Hammond ES	20	20		1	1	42	95%	5%
Fulton ES	12	26		2	1	41	93%	7%
Veterans ES	26	43		4	2	75	92%	8%
Rockburn ES	12	32		1	3	48	92%	8%
Pointers Run ES	24	28	1	4	1	58	91%	9%
Clarksville ES	19	20		1	3	43	91%	9%
St. John's Lane ES	3	24		3		30	90%	10%
Worthington ES	18	16		1	3	38	89%	11%
Bellows Spring ES	18	30		5	1	54	89%	11%
Guilford ES	9	21		4		34	88%	12%
Waverly ES	15	27		6	1	49	86%	14%
Forest Ridge ES	17	27		6	2	52	85%	15%
Thunder Hill ES	18	15		6		39	85%	15%
Elkridge ES	2	25		5		32	84%	16%
Cradlerock ES	8	29		4	3	44	84%	16%
Swansfield ES	8	33		5	3	49	84%	16%
Hollifield Station ES	16	26		8	3	53	79%	21%
Talbott Springs ES	14	25		9	2	50	78%	22%
Deep Run ES	18	48		14	7	87	76%	24%
Running Brook ES	8	18		7	2	35	74%	26%
Longfellow ES	8	38		12	5	63	73%	27%
Phelps Luck ES	8	27	1	13	1	50	71%	29%
Waterloo ES	9	36		16	2	63	71%	29%
Bollman Bridge ES	7	24		13	1	45	69%	31%
Centennial Lane ES	5	26		8	9	48	65%	35%
Stevens Forest ES	8	17		12	2	39	64%	36%
Bryant Woods ES	4	18		8	6	36	61%	39%
Clemens Crossing ES	9	17		12	5	43	60%	40%
Gorman Crossing ES	4	21		16	7	48	52%	48%

2012-2013 HCEA Job Satisfaction Survey

School/Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
High	267	485	2	102	54	910	83%	17%
Marriotts Ridge HS	23	33	1	2		59	97%	3%
River Hill HS	46	34		2	4	86	93%	7%
Reservoir HS	35	46		7	1	89	91%	9%
Howard HS	40	55		6	5	106	90%	10%
Long Reach HS	22	52		7	4	85	87%	13%
Wilde Lake HS	19	48		7	6	80	84%	16%
Mt. Hebron HS	18	40		11	2	71	82%	18%
Glenelg HS	11	31		7	3	52	81%	19%
Centennial HS	16	47	1	13	5	82	78%	22%
Atholton HS	15	36		13	2	66	77%	23%
Hammond HS	15	34		16	8	73	67%	33%
Oakland Mills HS	7	29		11	14	61	59%	41%
Middle	259	420	1	73	46	799	85%	15%
Folly Quarter MS	31	11				42	100%	0%
Bonnie Branch MS	18	20		1	1	40	95%	5%
Burleigh Manor MS	16	22		2		40	95%	5%
Elkridge Landing MS	15	19		2		36	94%	6%
Hammond MS	12	22		1	1	36	94%	6%
Mayfield Woods MS	22	29		3	1	55	93%	7%
Oakland Mills MS	16	21		1	3	41	90%	10%
Clarksville MS	8	30		4	1	43	88%	12%
Murray Hill MS	15	21		5		41	88%	12%
Ellicott Mills MS	13	22		2	3	40	88%	13%
Lime Kiln MS	7	27		4	1	39	87%	13%
Patapsco MS	19	20		4	2	45	87%	13%
Mount View MS	11	22		5	3	41	80%	20%
Harper's Choice MS	18	26	1	8	3	56	80%	20%
Dunloggin MS	8	17		6	2	33	76%	24%
Lake Elkhorn MS	7	26		8	3	44	75%	25%
Patuxent Valley MS	6	24		4	7	41	73%	27%
Glenwood MS	11	19		6	7	43	70%	30%
Wilde Lake MS	6	22		7	8	43	65%	35%
Special	64	125	1	31	7	228	83%	17%
ARL	6	19		8		33	76%	24%
Ascend One	8	8		1	2	19	84%	16%
Building Services	3					3	100%	0%
Cedar Lane	11	26		4	2	43	86%	14%
Central Office	13	40		12	2	67	79%	21%
Cluster Nurse	2	8		1		11	91%	9%
County Diagnostic Center	4	3				7	100%	0%
Health Services		3		2		5	60%	40%
Homewood Center	14	16		2	1	33	91%	9%
PPWS	1	1		1		3	67%	33%
Psychologist	2	1	1			4	100%	0%
Grand Total	1149	1986	7	419	188	3749	84%	16%

2012-2013 HCEA Job Satisfaction Survey

11) My work performance is evaluated fairly.

School/Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	535	1071	29	120	46	1801	91%	9%
Bushy Park ES	15	23				38	100%	0%
Cradlerock ES	14	29	1			44	100%	0%
Hammond ES	17	25				42	100%	0%
West Friendship ES	9	14				23	100%	0%
Manor Woods ES	21	26	1	1		49	98%	2%
Northfield ES	11	20	1		1	33	97%	3%
Longfellow ES	22	39		1	1	63	97%	3%
Atholton ES	7	22		1		30	97%	3%
Phelps Luck ES	19	27	2	2		50	96%	4%
Pointers Run ES	22	31	1	3		57	95%	5%
Dayton Oaks ES	23	26	1	3		53	94%	6%
Talbott Springs ES	17	29		2	1	49	94%	6%
Centennial Lane ES	16	29		2	1	48	94%	6%
Hollifield Station ES	14	33	1	3	1	52	92%	8%
Stevens Forest ES	13	22		2	1	38	92%	8%
Waterloo ES	16	41		2	3	62	92%	8%
Bollman Bridge ES	14	26	1	3	1	45	91%	9%
Clemens Crossing ES	10	29		4		43	91%	9%
Bellows Spring ES	13	35	1	3	2	54	91%	9%
Veterans ES	22	45	1	6	1	75	91%	9%
Ilchester ES	19	28	1	3	2	53	90%	10%
Fulton ES	12	25		2	2	41	90%	10%
Waverly ES	13	31		5		49	90%	10%
Rockburn ES	12	31		3	2	48	90%	10%
Thunder Hill ES	16	18	1	4		39	89%	11%
Gorman Crossing ES	5	37	1	3	2	48	89%	11%
Swansfield ES	8	33	2	2	3	48	89%	11%
Running Brook ES	18	14		4		36	89%	11%
Lisbon ES	8	21		4		33	88%	12%
Triadelphia Ridge ES	12	28		4	2	46	87%	13%
Worthington ES	11	22		2	3	38	87%	13%
Deep Run ES	18	53	3	9	3	86	86%	14%
Jeffers Hill ES	6	17		2	2	27	85%	15%
Forest Ridge ES	15	27	1	6	2	51	84%	16%
Laurel Woods ES	16	15		5	1	37	84%	16%
Guilford ES	8	20		5	1	34	82%	18%
Elkridge ES	4	21	1	4	2	32	81%	19%
Clarksville ES	11	21	2	5	3	42	80%	20%
St. John's Lane ES	2	22		5	1	30	80%	20%
Bryant Woods ES	6	16	6	5	2	35	76%	24%

2012-2013 HCEA Job Satisfaction Survey

School/Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
High	213	547	16	100	35	911	85%	15%
Mt. Hebron HS	21	45		3	2	71	93%	7%
Reservoir HS	27	52	1	6	2	88	91%	9%
Oakland Mills HS	14	42		5	1	62	90%	10%
Marriotts Ridge HS	15	37	1	3	3	59	90%	10%
Atholton HS	17	42	1	5	2	67	89%	11%
Hammond HS	28	37	1	6	2	74	89%	11%
Centennial HS	16	55	2	9	2	84	87%	13%
Glenelg HS	11	28	3	6	3	51	81%	19%
Long Reach HS	12	53	4	11	4	84	81%	19%
River Hill HS	17	52	1	13	4	87	80%	20%
Wilde Lake HS	14	46	2	12	5	79	78%	22%
Howard HS	21	58		21	5	105	75%	25%
Middle	174	486	9	90	36	795	84%	16%
Folly Quarter MS	14	25	1	2		42	95%	5%
Burleigh Manor MS	18	18	1	3		40	92%	8%
Patapsco MS	17	24		4		45	91%	9%
Dunloggin MS	10	20		3		33	91%	9%
Clarksville MS	6	33		4		43	91%	9%
Wilde Lake MS	9	29	1	3	1	43	90%	10%
Glenwood MS	11	26	1	4	1	43	88%	12%
Mount View MS	11	25	1	3	2	42	88%	12%
Lime Kiln MS	5	28		2	4	39	85%	15%
Mayfield Woods MS	15	31		6	3	55	84%	16%
Elkridge Landing MS	7	22		5	1	35	83%	17%
Oakland Mills MS	3	29	1	5	3	41	80%	20%
Harper's Choice MS	12	30	1	8	4	55	78%	22%
Murray Hill MS	6	25	1	6	3	41	78%	23%
Patuxent Valley MS	4	27		8	1	40	78%	23%
Lake Elkhorn MS	6	28		7	3	44	77%	23%
Hammond MS	8	19		5	3	35	77%	23%
Ellicott Mills MS	5	25		6	3	39	77%	23%
Bonnie Branch MS	7	22	1	6	4	40	74%	26%
Special	83	109	8	18	8	226	88%	12%
ARL	15	13		5		33	85%	15%
Ascend One	6	8	1	2	1	18	82%	18%
Building Services	2	1				3	100%	0%
Cedar Lane	14	21	3	3	2	43	88%	13%
Central Office	22	35	3	3	3	66	90%	10%
Cluster Nurse	1	8		2		11	82%	18%
County Diagnostic Center	4	2				6	100%	0%
Health Services		4		1		5	80%	20%
Homewood Center	14	16		2	2	34	88%	12%
PPWS	1	1	1			3	100%	0%
Psychologist	4					4	100%	0%
Grand Total	1005	2213	62	328	125	3733	88%	12%

2012-2013 HCEA Job Satisfaction Survey

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

School/Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	239	803	39	445	284	1810	59%	41%
Hammond ES	11	23		6	2	42	81%	19%
Laurel Woods ES	8	21		7	1	37	78%	22%
Running Brook ES	8	19		5	4	36	75%	25%
Centennial Lane ES	9	26		8	4	47	74%	26%
Cradlerock ES	8	24		7	4	43	74%	26%
Lisbon ES	4	21		4	5	34	74%	26%
Bellows Spring ES	11	27	1	9	5	53	73%	27%
Pointers Run ES	14	26	2	8	8	58	71%	29%
West Friendship ES	5	10	1	5	2	23	68%	32%
Jeffers Hill ES	3	14		5	4	26	65%	35%
Bollman Bridge ES	10	16	5	9	5	45	65%	35%
Veterans ES	10	37	2	19	7	75	64%	36%
Dayton Oaks ES	7	26	1	13	6	53	63%	37%
Longfellow ES	10	27	3	19	4	63	62%	38%
Fulton ES	6	18	2	6	9	41	62%	38%
Deep Run ES	5	45	3	22	11	86	60%	40%
Forest Ridge ES	6	25		13	8	52	60%	40%
Talbott Springs ES	5	23	2	10	9	49	60%	40%
Stevens Forest ES	4	19		12	4	39	59%	41%
Guilford ES	4	16		8	6	34	59%	41%
Gorman Crossing ES	2	25	2	12	7	48	59%	41%
Atholton ES	4	13	1	5	7	30	59%	41%
Northfield ES	4	14	1	13	1	33	56%	44%
Manor Woods ES	8	20		14	8	50	56%	44%
Clarksville ES	9	15		11	8	43	56%	44%
Bryant Woods ES	5	15		8	8	36	56%	44%
Triadelphia Ridge ES	5	21		12	9	47	55%	45%
Clemens Crossing ES	5	18	1	9	10	43	55%	45%
Rockburn ES	6	20		11	11	48	54%	46%
Worthington ES	4	16	1	7	10	38	54%	46%
Bushy Park ES	3	17		9	9	38	53%	47%
Ilchester ES	8	20	1	15	11	55	52%	48%
St. John's Lane ES	1	14	1	7	7	30	52%	48%
Waterloo ES	6	25		15	16	62	50%	50%
Hollifield Station ES	2	23		19	9	53	47%	53%
Phelps Luck ES	8	14	2	20	6	50	46%	54%
Thunder Hill ES	5	12		15	7	39	44%	56%
Swansfield ES	3	15	4	16	11	49	40%	60%
Elkridge ES		11		14	7	32	34%	66%
Waverly ES	3	12	3	18	14	50	32%	68%

2012-2013 HCEA Job Satisfaction Survey

School/Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
High	135	360	27	239	153	914	56%	44%
Centennial HS	17	42	2	15	8	84	72%	28%
Reservoir HS	19	43		21	6	89	70%	30%
Mt. Hebron HS	10	33	1	16	11	71	61%	39%
Glenelg HS	5	25	1	15	6	52	59%	41%
Atholton HS	13	23		18	12	66	55%	45%
River Hill HS	12	32	3	26	13	86	53%	47%
Marriotts Ridge HS	9	18	7	11	13	58	53%	47%
Long Reach HS	9	34	1	26	15	85	51%	49%
Wilde Lake HS	13	26	4	25	13	81	51%	49%
Hammond HS	12	23	2	21	16	74	49%	51%
Howard HS	13	36	4	26	27	106	48%	52%
Oakland Mills HS	3	25	2	19	13	62	47%	53%
Middle	75	233	20	208	260	796	40%	60%
Burleigh Manor MS	6	15		7	12	40	53%	48%
Patapsco MS	5	18	1	8	13	45	52%	48%
Murray Hill MS	5	15	1	11	8	40	51%	49%
Dunloggin MS	4	12	1	7	9	33	50%	50%
Glenwood MS	4	17		12	9	42	50%	50%
Mayfield Woods MS	10	15	2	15	13	55	47%	53%
Folly Quarter MS	7	12	1	12	10	42	46%	54%
Harper's Choice MS	8	17	1	9	21	56	45%	55%
Wilde Lake MS	3	15	2	14	9	43	44%	56%
Clarksville MS	1	15	2	10	15	43	39%	61%
Lime Kiln MS	5	9	2	10	13	39	38%	62%
Elkridge Landing MS	2	10		7	17	36	33%	67%
Lake Elkhorn MS	4	10	1	10	19	44	33%	67%
Oakland Mills MS	1	11	1	10	17	40	31%	69%
Patuxent Valley MS	3	9	2	12	15	41	31%	69%
Bonnie Branch MS	2	10		13	15	40	30%	70%
Mount View MS	1	10	2	13	15	41	28%	72%
Hammond MS	3	6		13	14	36	25%	75%
Ellicott Mills MS	1	7	1	15	16	40	21%	79%
Special	48	116	18	31	15	228	78%	22%
ARL	9	21	1	1	1	33	94%	6%
Ascend One	5	7	1	3	3	19	67%	33%
Building Services	2	1				3	100%	0%
Cedar Lane	6	23	5	5	4	43	76%	24%
Central Office	17	36	4	8	2	67	84%	16%
Cluster Nurse		5	2	3	1	11	56%	44%
County Diagnostic Center	1	4	1	1		7	83%	17%
Health Services		3		1	1	5	60%	40%
Homewood Center	7	14	3	7	2	33	70%	30%
PPWS		1	1		1	3	50%	50%
Psychologist	1	1		2		4	50%	50%
Grand Total	497	1512	104	923	712	3748	55%	45%

2012-2013 HCEA Job Satisfaction Survey

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

School/Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	424	1033	14	245	97	1813	81%	19%
Pointers Run ES	21	32	3	2		58	96%	4%
Dayton Oaks ES	19	31		1	1	52	96%	4%
Hammond ES	15	25		2		42	95%	5%
Triadelphia Ridge ES	17	27		2	1	47	94%	6%
Bushy Park ES	10	25		3		38	92%	8%
West Friendship ES	10	11		1	1	23	91%	9%
Laurel Woods ES	14	19		2	2	37	89%	11%
Bellows Spring ES	13	35		4	2	54	89%	11%
Clarksville ES	11	27		3	2	43	88%	12%
Lisbon ES	9	20		3	1	33	88%	12%
Northfield ES	9	20		4		33	88%	12%
Hollifield Station ES	14	32		5	2	53	87%	13%
Clemens Crossing ES	15	22		6		43	86%	14%
Manor Woods ES	15	28		6	1	50	86%	14%
Bollman Bridge ES	13	23	3	3	3	45	86%	14%
Centennial Lane ES	11	30		6	1	48	85%	15%
Thunder Hill ES	18	15		5	1	39	85%	15%
Ilchester ES	15	31		8	1	55	84%	16%
Rockburn ES	11	29		5	3	48	83%	17%
Fulton ES	9	25		4	3	41	83%	17%
Atholton ES	6	18	1	3	2	30	83%	17%
Veterans ES	19	41	2	10	3	75	82%	18%
Waverly ES	5	35	1	6	3	50	82%	18%
Deep Run ES	13	57		11	6	87	80%	20%
Guilford ES	9	17		4	4	34	76%	24%
Worthington ES	8	20	1	7	2	38	76%	24%
Elkridge ES	3	21		5	3	32	75%	25%
Running Brook ES	5	22		4	5	36	75%	25%
St. John's Lane ES	3	19		5	3	30	73%	27%
Cradlerock ES	10	22		8	4	44	73%	27%
Gorman Crossing ES	5	29		9	4	47	72%	28%
Swansfield ES	4	30	2	9	4	49	72%	28%
Bryant Woods ES	6	20		9	1	36	72%	28%
Talbott Springs ES	9	25	1	13	1	49	71%	29%
Phelps Luck ES	7	28		12	3	50	70%	30%
Waterloo ES	12	32		14	5	63	70%	30%
Forest Ridge ES	10	26		11	5	52	69%	31%
Jeffers Hill ES	4	14		7	2	27	67%	33%
Stevens Forest ES	6	20		7	6	39	67%	33%
Longfellow ES	11	30		16	6	63	65%	35%

2012-2013 HCEA Job Satisfaction Survey

School/Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
High	261	490	7	111	41	910	83%	17%
Mt. Hebron HS	29	38		4		71	94%	6%
Marriotts Ridge HS	26	27	2	3	1	59	93%	7%
Reservoir HS	27	51		9	1	88	89%	11%
Glenelg HS	14	31		5	2	52	87%	13%
River Hill HS	27	45	1	11	1	85	86%	14%
Wilde Lake HS	16	51	1	7	5	80	85%	15%
Long Reach HS	19	48	1	13	2	83	82%	18%
Centennial HS	22	45	1	13	3	84	81%	19%
Howard HS	29	54		15	8	106	78%	22%
Oakland Mills HS	11	37		8	6	62	77%	23%
Atholton HS	17	33	1	11	4	66	77%	23%
Hammond HS	24	30		12	8	74	73%	27%
Middle	225	421	6	107	37	796	82%	18%
Patapsco MS	17	26	1	1		45	98%	2%
Burleigh Manor MS	16	20		2		38	95%	5%
Harper's Choice MS	12	40	1	2	1	56	95%	5%
Folly Quarter MS	22	16	1	3		42	93%	7%
Mount View MS	22	16		3	1	42	90%	10%
Elkridge Landing MS	11	20		5		36	86%	14%
Mayfield Woods MS	20	26		8	1	55	84%	16%
Patuxent Valley MS	13	21		5	2	41	83%	17%
Dunloggin MS	8	18		4	2	32	81%	19%
Hammond MS	12	17		5	2	36	81%	19%
Ellicott Mills MS	8	24		3	5	40	80%	20%
Clarksville MS	12	22		8	1	43	79%	21%
Oakland Mills MS	6	26		7	2	41	78%	22%
Murray Hill MS	10	21		8	2	41	76%	24%
Glenwood MS	7	25		8	3	43	74%	26%
Lake Elkhorn MS	7	24	1	8	3	43	74%	26%
Lime Kiln MS	9	18	1	7	4	39	71%	29%
Bonnie Branch MS	9	19		9	3	40	70%	30%
Wilde Lake MS	4	22	1	11	5	43	62%	38%
Special	87	111	6	22	3	229	89%	11%
ARL	13	14		6		33	82%	18%
Ascend One	11	7		1		19	95%	5%
Building Services	3					3	100%	0%
Cedar Lane	16	24	3			43	100%	0%
Central Office	20	35	2	9	1	67	85%	15%
Cluster Nurse	1	8		1	1	11	82%	18%
County Diagnostic Center	4	2		1		7	86%	14%
Health Services		4			1	5	80%	20%
Homewood Center	17	14	1	2		34	94%	6%
PPWS	1	1		1		3	67%	33%
Psychologist	1	2		1		4	75%	25%
Grand Total	997	2055	33	485	178	3748	82%	18%

2012-2013 HCEA Job Satisfaction Survey

14) My administrators/supervisors respect the negotiated contracts.

School/Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	637	1002	28	96	37	1800	92%	8%
Cradlerock ES	16	26				42	100%	0%
Dayton Oaks ES	32	20	1			53	100%	0%
Longfellow ES	28	33		1		62	98%	2%
Pointers Run ES	23	31	2	1		57	98%	2%
Manor Woods ES	24	23		1		48	98%	2%
Bushy Park ES	18	18		1		37	97%	3%
Thunder Hill ES	14	22		1		37	97%	3%
Laurel Woods ES	14	20	2	1		37	97%	3%
Lisbon ES	16	17		1		34	97%	3%
Atholton ES	7	21	1	1		30	97%	3%
Triadelphia Ridge ES	18	27		1	1	47	96%	4%
Veterans ES	32	39		3	1	75	95%	5%
Ilchester ES	21	31		2	1	55	95%	5%
Running Brook ES	19	15		1	1	36	94%	6%
Deep Run ES	24	58		5		87	94%	6%
Phelps Luck ES	27	19	1	2	1	50	94%	6%
Guilford ES	11	19	1	1	1	33	94%	6%
Northfield ES	13	17	1	2		33	94%	6%
Centennial Lane ES	13	31		3		47	94%	6%
Gorman Crossing ES	8	36	1	3		48	94%	6%
St. John's Lane ES	3	24	1		2	30	93%	7%
Bollman Bridge ES	15	24	3	1	2	45	93%	7%
Hammond ES	20	19		3		42	93%	7%
Stevens Forest ES	13	22		1	2	38	92%	8%
Waterloo ES	21	37		4	1	63	92%	8%
Talbott Springs ES	12	33		2	2	49	92%	8%
West Friendship ES	12	9		1	1	23	91%	9%
Bryant Woods ES	6	23	3	2	1	35	91%	9%
Fulton ES	8	29		3	1	41	90%	10%
Rockburn ES	20	23		3	2	48	90%	10%
Waverly ES	11	31	2	4	1	49	89%	11%
Bellows Spring ES	19	29		4	2	54	89%	11%
Jeffers Hill ES	8	16		3		27	89%	11%
Clarksville ES	16	21		4	1	42	88%	12%
Elkridge ES	5	22	1	4		32	87%	13%
Hollifield Station ES	20	25	1	6	1	53	87%	13%
Worthington ES	16	15	2	3	2	38	86%	14%
Swansfield ES	7	34	1	2	5	49	85%	15%
Clemens Crossing ES	8	24	2	6	3	43	78%	22%
Forest Ridge ES	19	19	2	9	2	51	78%	22%

2012-2013 HCEA Job Satisfaction Survey

School/Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
High	271	521	24	71	25	912	89%	11%
Mt. Hebron HS	35	34		1		70	99%	1%
Reservoir HS	27	58	2	1	1	89	98%	2%
Marriotts Ridge HS	18	34	5	2		59	96%	4%
Atholton HS	23	37	2	4	1	67	92%	8%
Hammond HS	35	31	1	5	1	73	92%	8%
Long Reach HS	21	52	4	5	3	85	90%	10%
Oakland Mills HS	16	37	2	5	2	62	88%	12%
River Hill HS	25	50	1	6	4	86	88%	12%
Centennial HS	18	54	2	9	1	84	88%	12%
Glenelg HS	14	29	2	5	2	52	86%	14%
Wilde Lake HS	18	48		7	6	79	84%	16%
Howard HS	21	57	3	21	4	106	76%	24%
Middle	209	455	13	91	28	796	85%	15%
Folly Quarter MS	23	19				42	100%	0%
Mount View MS	15	24		2		41	95%	5%
Bonnie Branch MS	9	28		3		40	93%	8%
Hammond MS	13	20		3		36	92%	8%
Patapsco MS	18	23		4		45	91%	9%
Dunloggin MS	10	20		2	1	33	91%	9%
Wilde Lake MS	7	31	1	4		43	90%	10%
Burleigh Manor MS	15	20	1	3	1	40	90%	10%
Glenwood MS	10	27	1	4	1	43	88%	12%
Clarksville MS	10	26	2	4	1	43	88%	12%
Lake Elkhorn MS	12	25	1	5	1	44	86%	14%
Ellicott Mills MS	10	22	2	4	2	40	84%	16%
Lime Kiln MS	9	22		5	1	37	84%	16%
Mayfield Woods MS	14	32		7	2	55	84%	16%
Patuxent Valley MS	7	26		8		41	80%	20%
Elkridge Landing MS	9	19	1	5	2	36	80%	20%
Murray Hill MS	4	27	1	6	2	40	79%	21%
Oakland Mills MS	5	24	2	7	3	41	74%	26%
Harper's Choice MS	9	20	1	15	11	56	53%	47%
Special	89	113	7	14	2	225	93%	7%
ARL	12	20				32	100%	0%
Ascend One	7	9	2			18	100%	0%
Building Services	3					3	100%	0%
Cedar Lane	16	24	2	1		43	98%	2%
Central Office	26	31	2	6	2	67	88%	12%
Cluster Nurse	1	7	1	2		11	80%	20%
County Diagnostic Center	5	2				7	100%	0%
Health Services		2		3		5	40%	60%
Homewood Center	15	16		2		33	94%	6%
PPWS	1	2				3	100%	0%
Psychologist	3					3	100%	0%
Grand Total	1206	2091	72	272	92	3733	90%	10%

2012-2013 HCEA Job Satisfaction Survey

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

School/Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	461	856	236	196	54	1803	84%	16%
Dayton Oaks ES	24	20	7	2		53	96%	4%
West Friendship ES	10	10	2	1		23	95%	5%
Cradlerock ES	12	24	6	1	1	44	95%	5%
Laurel Woods ES	12	18	5	1	1	37	94%	6%
Lisbon ES	14	16	2	1	1	34	94%	6%
Manor Woods ES	21	20	4	2	1	48	93%	7%
Centennial Lane ES	14	26	5	2	1	48	93%	7%
Pointers Run ES	24	24	6	4		58	92%	8%
Gorman Crossing ES	8	27	10	3		48	92%	8%
Bellows Spring ES	16	27	7	2	2	54	91%	9%
Running Brook ES	13	19	1		3	36	91%	9%
Ilchester ES	14	27	9	5		55	89%	11%
Rockburn ES	17	22	3	3	2	47	89%	11%
Atholton ES	5	18	4	2	1	30	88%	12%
Northfield ES	5	18	7	3		33	88%	12%
Bollman Bridge ES	12	18	11	1	3	45	88%	12%
Longfellow ES	18	27	11	6		62	88%	12%
Veterans ES	18	40	8	5	3	74	88%	12%
Bushy Park ES	12	16	6	3	1	38	88%	13%
Stevens Forest ES	9	21	4	4	1	39	86%	14%
Deep Run ES	16	47	12	9	2	86	85%	15%
Hammond ES	12	22	2	5	1	42	85%	15%
Waterloo ES	17	32	5	8	1	63	84%	16%
Phelps Luck ES	19	17	7	7		50	84%	16%
Talbott Springs ES	12	23	7	6	1	49	83%	17%
Thunder Hill ES	8	21	4	4	2	39	83%	17%
Jeffers Hill ES	5	14	4	3	1	27	83%	17%
Clarksville ES	15	15	6	5	2	43	81%	19%
Hollifield Station ES	9	28	7	7	2	53	80%	20%
Guilford ES	4	20	3	6	1	34	77%	23%
Fulton ES	6	23	3	7	2	41	76%	24%
Worthington ES	12	13	4	7	1	37	76%	24%
Triadelphia Ridge ES	8	20	8	8	2	46	74%	26%
Forest Ridge ES	11	21	7	9	3	51	73%	27%
Waverly ES	8	21	7	10	1	47	73%	28%
Bryant Woods ES	4	19	4	7	2	36	72%	28%
St. John's Lane ES	3	13	7	6	1	30	70%	30%
Elkridge ES	5	13	5	9		32	67%	33%
Swansfield ES	4	19	10	12	3	48	61%	39%
Clemens Crossing ES	5	17	6	10	5	43	59%	41%

2012-2013 HCEA Job Satisfaction Survey

School/Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
High	232	442	129	83	23	909	86%	14%
Glenelg HS	15	27	8	1	1	52	95%	5%
Oakland Mills HS	11	36	12	3		62	94%	6%
Hammond HS	29	32	7	4	1	73	92%	8%
Mt. Hebron HS	30	31	5	5		71	92%	8%
Reservoir HS	22	50	8	7		87	91%	9%
Atholton HS	22	22	15	3	3	65	88%	12%
Marriotts Ridge HS	16	21	15	6		58	86%	14%
Long Reach HS	18	43	13	8	3	85	85%	15%
Howard HS	12	64	15	9	6	106	84%	16%
Centennial HS	22	40	7	12	2	83	82%	18%
River Hill HS	20	43	8	11	4	86	81%	19%
Wilde Lake HS	15	33	16	14	3	81	74%	26%
Middle	154	385	94	117	49	799	76%	24%
Burleigh Manor MS	15	17	5	1	2	40	91%	9%
Glenwood MS	9	21	9	4		43	88%	12%
Wilde Lake MS	5	28	5	5		43	87%	13%
Mount View MS	9	22	6	4	1	42	86%	14%
Folly Quarter MS	23	8	5	4	2	42	84%	16%
Patapsco MS	15	21	2	7		45	84%	16%
Murray Hill MS	6	23	6	3	3	41	83%	17%
Lime Kiln MS	5	20	7	7		39	78%	22%
Ellicott Mills MS	6	21	5	6	2	40	77%	23%
Mayfield Woods MS	12	25	7	7	4	55	77%	23%
Hammond MS	8	18	2	7	1	36	76%	24%
Bonnie Branch MS	5	22	4	7	2	40	75%	25%
Patuxent Valley MS	4	22	6	6	3	41	74%	26%
Dunloggin MS	6	14	4	7	1	32	71%	29%
Clarksville MS	4	22	5	8	4	43	68%	32%
Oakland Mills MS	3	23	3	10	2	41	68%	32%
Lake Elkhorn MS	6	22	3	6	7	44	68%	32%
Elkridge Landing MS	6	18		8	4	36	67%	33%
Harper's Choice MS	7	18	10	10	11	56	54%	46%
Special	44	53	118	9	3	227	89%	11%
ARL	10	10	12	1		33	95%	5%
Ascend One	3	2	11	2		18	71%	29%
Building Services	3					3	100%	0%
Cedar Lane	6	14	18	2	3	43	80%	20%
Central Office	8	8	51			67	100%	0%
Cluster Nurse		2	7	1		10	67%	33%
County Diagnostic Center	3	2	2			7	100%	0%
Health Services		1	3	1		5	50%	50%
Homewood Center	9	12	11	2		34	91%	9%
PPWS	1	1	1			3	100%	0%
Psychologist	1	1	2			4	100%	0%
Grand Total	891	1736	577	405	129	3738	83%	17%

2012-2013 HCEA Job Satisfaction Survey

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

School/Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	470	892	125	204	113	1804	81%	19%
Northfield ES	16	16	1			33	100%	0%
Phelps Luck ES	29	19	2			50	100%	0%
West Friendship ES	13	10				23	100%	0%
Bollman Bridge ES	11	29	4		1	45	98%	2%
Laurel Woods ES	21	15		1		37	97%	3%
Bushy Park ES	10	22	4	1		37	97%	3%
Lisbon ES	15	17	1	1		34	97%	3%
Dayton Oaks ES	21	16	13	2		52	95%	5%
Pointers Run ES	23	31	1	3		58	95%	5%
Atholton ES	7	18	3	2		30	93%	7%
Bellows Spring ES	19	27	3	3	1	53	92%	8%
Waverly ES	12	29	5	4		50	91%	9%
Hollifield Station ES	16	28	4	3	2	53	90%	10%
Thunder Hill ES	13	22		3	1	39	90%	10%
Running Brook ES	8	22	2	3	1	36	88%	12%
Clarksville ES	15	21	2	3	2	43	88%	12%
Talbott Springs ES	10	31	2	5	1	49	87%	13%
Cradlerock ES	10	24	4	5		43	87%	13%
Forest Ridge ES	19	26		3	4	52	87%	13%
Deep Run ES	22	48	5	9	2	86	86%	14%
Jeffers Hill ES	7	16		3	1	27	85%	15%
Triadelphia Ridge ES	11	18	11	4	2	46	83%	17%
Manor Woods ES	10	28	3	6	2	49	83%	17%
St. John's Lane ES	4	19	2	3	2	30	82%	18%
Stevens Forest ES	12	19	1	3	4	39	82%	18%
Guilford ES	5	21	2	4	2	34	81%	19%
Hammond ES	7	26		7	2	42	79%	21%
Rockburn ES	13	22	3	6	4	48	78%	22%
Longfellow ES	15	30	5	13		63	78%	22%
Veterans ES	18	30	9	12	4	73	75%	25%
Ilchester ES	12	26	4	11	2	55	75%	25%
Waterloo ES	12	30	4	10	6	62	72%	28%
Clemens Crossing ES	5	22	5	4	7	43	71%	29%
Fulton ES	5	20	3	7	6	41	66%	34%
Worthington ES	4	17	4	7	6	38	62%	38%
Gorman Crossing ES	6	20	3	14	5	48	58%	42%
Elkridge ES	2	13	3	9	4	31	54%	46%
Centennial Lane ES	6	17	2	14	9	48	50%	50%
Swansfield ES	4	18	3	12	12	49	48%	52%
Bryant Woods ES	2	9	2	4	18	35	33%	67%

2012-2013 HCEA Job Satisfaction Survey

School/Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
High	181	467	62	140	60	910	76%	24%
Howard HS	38	55	7	3	2	105	95%	5%
Marriotts Ridge HS	12	35	9	2	1	59	94%	6%
Atholton HS	15	37	4	7	4	67	83%	17%
Wilde Lake HS	20	38	5	12	6	81	76%	24%
River Hill HS	21	41	3	11	9	85	76%	24%
Centennial HS	13	42	7	16	3	81	74%	26%
Long Reach HS	8	49	8	13	7	85	74%	26%
Hammond HS	22	32	1	14	5	74	74%	26%
Oakland Mills HS	7	33	6	11	5	62	71%	29%
Reservoir HS	12	46	2	20	8	88	67%	33%
Mt. Hebron HS	8	35	6	18	4	71	66%	34%
Glenelg HS	5	24	4	13	6	52	60%	40%
Middle	146	360	43	144	103	796	67%	33%
Folly Quarter MS	24	15	1	2		42	95%	5%
Burleigh Manor MS	17	17	2	3	1	40	89%	11%
Clarksville MS	6	28	4	1	3	42	89%	11%
Hammond MS	10	21	1	2	2	36	89%	11%
Dunloggin MS	7	17	3	3	2	32	83%	17%
Murray Hill MS	8	22	3	5	3	41	79%	21%
Patapsco MS	14	19	3	6	3	45	79%	21%
Mount View MS	10	18	6	7	1	42	78%	22%
Glenwood MS	6	21	5	9	2	43	71%	29%
Bonnie Branch MS	7	20		7	6	40	68%	33%
Elkridge Landing MS	5	18	1	10	2	36	66%	34%
Ellicott Mills MS	1	23	3	10	3	40	65%	35%
Lake Elkhorn MS	5	22	1	9	7	44	63%	37%
Lime Kiln MS	3	17	2	12	4	38	56%	44%
Patuxent Valley MS	3	19	1	12	6	41	55%	45%
Mayfield Woods MS	7	20	2	13	13	55	51%	49%
Oakland Mills MS	3	16	1	8	12	40	49%	51%
Wilde Lake MS	5	14	2	14	8	43	46%	54%
Harper's Choice MS	5	13	2	11	25	56	33%	67%
Special	35	45	130	13	4	227	82%	18%
ARL	7	6	13	5	2	33	65%	35%
Ascend One	3	2	13			18	100%	0%
Building Services	2		1			3	100%	0%
Cedar Lane	3	10	27	3		43	81%	19%
Central Office	4	2	60			66	100%	0%
Cluster Nurse	1	4	5		1	11	83%	17%
County Diagnostic Center		1	6			7	100%	0%
Health Services		2	2	1		5	67%	33%
Homewood Center	12	17		4	1	34	85%	15%
PPWS	1		2			3	100%	0%
Psychologist	2	1	1			4	100%	0%
Grand Total	832	1764	360	501	280	3737	77%	23%

2012-2013 HCEA Job Satisfaction Survey

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

School/Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	252	599	115	627	216	1809	50%	50%
Stevens Forest ES	19	14	1	3	2	39	87%	13%
Bryant Woods ES	26	5		2	3	36	86%	14%
Running Brook ES	13	18		3	2	36	86%	14%
Waterloo ES	21	28	2	9	3	63	80%	20%
Elkridge ES	12	11	3	5	1	32	79%	21%
Swansfield ES	16	21	2	6	4	49	79%	21%
Gorman Crossing ES	16	20	1	9	2	48	77%	23%
Longfellow ES	8	33	9	11	2	63	76%	24%
Laurel Woods ES	8	19		8	2	37	73%	27%
Talbott Springs ES	7	27	1	15		50	69%	31%
Hammond ES	6	23		12	1	42	69%	31%
Guilford ES	7	15	1	10	1	34	67%	33%
Phelps Luck ES	11	20	2	12	5	50	65%	35%
Jeffers Hill ES	3	13		11		27	59%	41%
Veterans ES	12	26	10	24	3	75	58%	42%
Forest Ridge ES	3	25	3	18	2	51	58%	42%
St. John's Lane ES		16	2	9	3	30	57%	43%
Bellows Spring ES	6	23	3	19	3	54	57%	43%
Hollifield Station ES	6	22	2	22	1	53	55%	45%
Bollman Bridge ES	8	13	3	18	3	45	50%	50%
Cradlerock ES	6	15	2	19	2	44	50%	50%
Deep Run ES	8	32	4	35	6	85	49%	51%
Atholton ES		12		14	4	30	40%	60%
Clemens Crossing ES	5	10	2	18	7	42	38%	63%
Northfield ES		11	2	15	5	33	35%	65%
Dayton Oaks ES	2	11	13	19	7	52	33%	67%
Ilchester ES	3	14	4	28	6	55	33%	67%
Fulton ES		11	3	17	9	40	30%	70%
Thunder Hill ES	1	10	2	15	11	39	30%	70%
Worthington ES	4	6	4	18	6	38	29%	71%
Pointers Run ES	3	12	4	25	14	58	28%	72%
Manor Woods ES	3	10	1	24	12	50	27%	73%
Centennial Lane ES	1	11	2	22	12	48	26%	74%
Rockburn ES	3	9	2	25	9	48	26%	74%
Waverly ES	2	9	4	22	13	50	24%	76%
Triadelphia Ridge ES		7	13	21	6	47	21%	79%
Clarksville ES	2	6	2	19	13	42	20%	80%
Lisbon ES	1	5	2	15	11	34	19%	81%
West Friendship ES		4	1	12	6	23	18%	82%
Bushy Park ES		2	3	18	14	37	6%	94%

2012-2013 HCEA Job Satisfaction Survey

School/Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
High	116	303	47	293	149	908	49%	51%
Oakland Mills HS	20	31	4	2	4	61	89%	11%
Hammond HS	25	35		10	4	74	81%	19%
Reservoir HS	17	45	2	20	5	89	71%	29%
Long Reach HS	20	34	3	21	5	83	68%	33%
Wilde Lake HS	14	28	5	27	6	80	56%	44%
Atholton HS	3	24	3	26	10	66	43%	57%
Glenelg HS	3	16	6	17	10	52	41%	59%
Mt. Hebron HS	3	24	4	28	11	70	41%	59%
Howard HS	4	27	6	49	20	106	31%	69%
Centennial HS	6	14	3	34	26	83	25%	75%
Marriotts Ridge HS	1	12	7	22	17	59	25%	75%
River Hill HS		13	4	37	31	85	16%	84%
Middle	193	228	34	208	127	790	56%	44%
Wilde Lake MS	26	16			1	43	98%	2%
Lake Elkhorn MS	35	6	2		1	44	98%	2%
Harper's Choice MS	26	25		2	2	55	93%	7%
Oakland Mills MS	20	15		5	1	41	85%	15%
Patuxent Valley MS	20	13		5	3	41	80%	20%
Bonnie Branch MS	14	18		7	1	40	80%	20%
Mayfield Woods MS	22	17	2	10	4	55	74%	26%
Murray Hill MS	11	17	2	7	4	41	72%	28%
Ellicott Mills MS	4	14	2	17	2	39	49%	51%
Dunloggin MS	2	11	4	10	5	32	46%	54%
Hammond MS	3	12		10	9	34	44%	56%
Elkridge Landing MS	1	13	1	16	5	36	40%	60%
Patapsco MS	1	15	2	18	9	45	37%	63%
Mount View MS	2	10	2	15	11	40	32%	68%
Lime Kiln MS	3	8	2	18	7	38	31%	69%
Burleigh Manor MS	1	5	4	14	16	40	17%	83%
Clarksville MS		6	6	14	16	42	17%	83%
Glenwood MS		5	3	22	12	42	13%	87%
Folly Quarter MS	2	2	2	18	18	42	10%	90%
Special	34	30	131	25	6	226	67%	33%
ARL	1	3	14	12	3	33	21%	79%
Ascend One		1	16	2		19	33%	67%
Building Services			3			3		
Cedar Lane	8	9	20	5	1	43	74%	26%
Central Office	1	1	64		1	67	67%	33%
Cluster Nurse		4	5	2		11	67%	33%
County Diagnostic Center			6	1		7	0%	100%
Health Services		1	1	1		3	50%	50%
Homewood Center	23	7		2	1	33	91%	9%
PPWS		2	1			3	100%	0%
Psychologist	1	2	1			4	100%	0%
Grand Total	595	1160	327	1153	498	3733	52%	48%

2012-2013 HCEA Job Satisfaction Survey

18) Too much instructional time is spent administering assessments.

School/Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	234	612	284	610	63	1803	56%	44%
Worthington ES	10	18	6	3	1	38	88%	13%
Thunder Hill ES	16	12	4	7		39	80%	20%
Waverly ES	9	26	6	9		50	80%	20%
Swansfield ES	10	24	5	10		49	77%	23%
Northfield ES	6	14	5	6	1	32	74%	26%
Dayton Oaks ES	8	18	16	9	1	52	72%	28%
Lisbon ES	2	19	3	9	1	34	68%	32%
Triadelphia Ridge ES	4	19	11	11	1	46	66%	34%
Forest Ridge ES	10	19	7	15	1	52	64%	36%
Pointers Run ES	7	19	16	12	4	58	62%	38%
Fulton ES	3	18	6	13	1	41	60%	40%
Manor Woods ES	12	15	5	18		50	60%	40%
Stevens Forest ES	5	16	4	14		39	60%	40%
Talbott Springs ES	7	20	4	17	1	49	60%	40%
Ilchester ES	5	23	8	17	2	55	60%	40%
West Friendship ES	5	8	1	8	1	23	59%	41%
Jeffers Hill ES	3	10	4	10		27	57%	43%
Hollifield Station ES	13	11	9	17	2	52	56%	44%
Phelps Luck ES	7	17	7	16	3	50	56%	44%
Bollman Bridge ES	6	14	9	13	3	45	56%	44%
Waterloo ES	10	18	12	22	1	63	55%	45%
Laurel Woods ES	4	13	6	13	1	37	55%	45%
Centennial Lane ES	7	17	3	17	3	47	55%	45%
Rockburn ES	6	15	8	17	1	47	54%	46%
Bellows Spring ES	2	21	11	16	4	54	53%	47%
Bryant Woods ES	6	11	4	15		36	53%	47%
Bushy Park ES	3	15	4	14	2	38	53%	47%
St. John's Lane ES	4	10	3	13		30	52%	48%
Longfellow ES	3	22	12	17	8	62	50%	50%
Guilford ES	7	8	3	14	2	34	48%	52%
Clarksville ES	3	14	5	17	3	42	46%	54%
Running Brook ES	5	11	1	18	1	36	46%	54%
Atholton ES	3	7	8	12		30	45%	55%
Elkridge ES	5	7	4	15		31	44%	56%
Veterans ES	3	21	16	30	3	73	42%	58%
Deep Run ES	4	24	16	39	2	85	41%	59%
Clemens Crossing ES	4	8	11	20		43	38%	63%
Gorman Crossing ES	2	13	8	23	2	48	38%	63%
Cradlerock ES	1	9	11	22	1	44	30%	70%
Hammond ES	4	8	2	22	6	42	30%	70%

2012-2013 HCEA Job Satisfaction Survey

School/Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
High	175	303	122	259	49	908	61%	39%
Glenelg HS	16	20	8	6	2	52	82%	18%
Wilde Lake HS	22	24	15	17	3	81	70%	30%
Marriotts Ridge HS	8	21	15	10	3	57	69%	31%
Oakland Mills HS	21	16	7	11	6	61	69%	31%
Atholton HS	11	28	8	17	2	66	67%	33%
Long Reach HS	15	32	11	22	4	84	64%	36%
Centennial HS	11	31	15	23	4	84	61%	39%
Howard HS	22	34	11	32	7	106	59%	41%
Hammond HS	13	27	5	28	1	74	58%	42%
Reservoir HS	11	32	9	31	6	89	54%	46%
River Hill HS	15	20	9	35	5	84	47%	53%
Mt. Hebron HS	10	18	9	27	6	70	46%	54%
Middle	228	257	73	207	29	794	67%	33%
Mount View MS	13	21	3	5		42	87%	13%
Hammond MS	23	7	1	4	1	36	86%	14%
Glenwood MS	23	8	5	4	2	42	84%	16%
Folly Quarter MS	10	20	3	7	1	41	79%	21%
Burleigh Manor MS	17	11	4	5	3	40	78%	22%
Ellicott Mills MS	13	14	3	8	1	39	75%	25%
Patuxent Valley MS	14	16		10	1	41	73%	27%
Oakland Mills MS	18	8	3	11		40	70%	30%
Clarksville MS	13	14	4	10	2	43	69%	31%
Wilde Lake MS	11	17	2	12	1	43	68%	32%
Elkridge Landing MS	7	16	2	9	2	36	68%	32%
Bonnie Branch MS	11	13	4	12		40	67%	33%
Lake Elkhorn MS	10	16	2	13	2	43	63%	37%
Patapsco MS	12	14	4	12	3	45	63%	37%
Murray Hill MS	8	11	5	14	2	40	54%	46%
Harper's Choice MS	9	16	9	20	2	56	53%	47%
Dunloggin MS	5	10	4	13	1	33	52%	48%
Lime Kiln MS	6	10	8	14	1	39	52%	48%
Mayfield Woods MS	5	15	7	24	4	55	42%	58%
Special	16	28	136	38	9	227	48%	52%
ARL	2	5	16	7	3	33	41%	59%
Ascend One	5	4	8	2		19	82%	18%
Building Services			3			3		
Cedar Lane	4	8	18	12	1	43	48%	52%
Central Office	3	1	62			66	100%	0%
Cluster Nurse		2	9			11	100%	0%
County Diagnostic Center			6	1		7	0%	100%
Health Services			3	1		4	0%	100%
Homewood Center	2	7	6	14	5	34	32%	68%
PPWS		1	2			3	100%	0%
Psychologist			3	1		4	0%	100%
Grand Total	653	1200	615	1114	150	3732	59%	41%

19) HCPSS professional development experiences are meaningful and worthwhile.

School/Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	121	947	65	490	176	1799	62%	38%
West Friendship ES		20		1	2	23	87%	13%
Stevens Forest ES	3	27	2	5	2	39	81%	19%
Manor Woods ES	7	32		4	6	49	80%	20%
Cradlerock ES	4	27	2	9	1	43	76%	24%
Longfellow ES	8	37	2	9	6	62	75%	25%
Guilford ES	5	19	1	8	1	34	73%	27%
Northfield ES	2	22		6	3	33	73%	27%
Phelps Luck ES	5	27	5	9	3	49	73%	27%
Laurel Woods ES	5	20	2	10		37	71%	29%
Waterloo ES	2	42	1	16	2	63	71%	29%
Hollifield Station ES	1	35	1	10	5	52	71%	29%
Worthington ES	1	24	2	9	2	38	69%	31%
Talbott Springs ES	4	30		12	3	49	69%	31%
Fulton ES	1	26	2	10	2	41	69%	31%
Hammond ES	1	26	2	10	2	41	69%	31%
Thunder Hill ES	4	23		10	2	39	69%	31%
Rockburn ES	1	30	3	11	3	48	69%	31%
Bollman Bridge ES	4	25	2	13	1	45	67%	33%
Running Brook ES	4	20		9	3	36	67%	33%
Jeffers Hill ES	2	15	1	7	2	27	65%	35%
Veterans ES	6	40	2	20	7	75	63%	37%
Dayton Oaks ES	3	28	2	9	10	52	62%	38%
Deep Run ES	6	43	4	28	3	84	61%	39%
Centennial Lane ES	1	27	2	15	3	48	61%	39%
Bryant Woods ES	3	18	1	11	3	36	60%	40%
Elkridge ES	1	17	2	9	3	32	60%	40%
Triadelphia Ridge ES		27	1	15	4	47	59%	41%
Gorman Crossing ES	1	26	1	16	4	48	57%	43%
Pointers Run ES	8	24	2	16	8	58	57%	43%
Swansfield ES	3	22	2	13	9	49	53%	47%
Clarksville ES	7	13	2	14	7	43	49%	51%
Lisbon ES		16		11	6	33	48%	52%
Bushy Park ES	2	16		15	5	38	47%	53%
Ilchester ES	4	20	3	16	11	54	47%	53%
Bellows Spring ES	4	20	1	21	7	53	46%	54%
St. John's Lane ES	2	11	1	13	3	30	45%	55%
Atholton ES	1	11	3	11	4	30	44%	56%
Forest Ridge ES	2	19	1	22	6	50	43%	57%
Waverly ES	1	15	4	18	12	50	35%	65%
Clemens Crossing ES	2	7	3	19	10	41	24%	76%

2012-2013 HCEA Job Satisfaction Survey

School/Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
High	26	285	73	310	217	911	37%	63%
Marriotts Ridge HS	4	21	7	15	11	58	49%	51%
Hammond HS	2	30	6	19	17	74	47%	53%
River Hill HS	2	36	4	27	17	86	46%	54%
Reservoir HS	4	33	2	37	13	89	43%	57%
Howard HS	2	37	9	38	20	106	40%	60%
Glenelg HS	1	17	5	13	16	52	38%	62%
Mt. Hebron HS	3	20	7	20	20	70	37%	63%
Wilde Lake HS	1	22	7	28	22	80	32%	68%
Atholton HS	1	17	6	22	20	66	30%	70%
Centennial HS	2	20	5	32	25	84	28%	72%
Long Reach HS	2	19	8	37	18	84	28%	72%
Oakland Mills HS	2	13	7	22	18	62	27%	73%
Middle	51	301	43	248	145	788	47%	53%
Bonnie Branch MS	1	25	1	9	3	39	68%	32%
Wilde Lake MS	6	21		13	3	43	63%	37%
Patapsco MS	5	21	3	8	8	45	62%	38%
Mayfield Woods MS	1	29	4	14	6	54	60%	40%
Murray Hill MS	2	21	1	9	7	40	59%	41%
Patuxent Valley MS	6	15	2	9	7	39	57%	43%
Ellicott Mills MS	3	15	3	11	7	39	50%	50%
Oakland Mills MS	5	15	1	11	9	41	50%	50%
Harper's Choice MS	2	24	3	15	12	56	49%	51%
Burleigh Manor MS	3	15		16	6	40	45%	55%
Folly Quarter MS	2	13	4	12	10	41	41%	59%
Lake Elkhorn MS	4	12	3	17	7	43	40%	60%
Mount View MS	2	13	2	16	8	41	38%	62%
Dunloggin MS	1	10	4	9	9	33	38%	62%
Glenwood MS	2	13	3	13	12	43	38%	63%
Clarksville MS	3	11	5	15	9	43	37%	63%
Hammond MS	1	10	1	18	5	35	32%	68%
Lime Kiln MS	1	10	2	17	8	38	31%	69%
Elkridge Landing MS	1	8	1	16	9	35	26%	74%
Special	26	108	27	48	18	227	67%	33%
ARL	3	14	3	10	3	33	57%	43%
Ascend One	1	9	1	5	2	18	59%	41%
Building Services	2			1		3	67%	33%
Cedar Lane	4	22	3	10	3	42	67%	33%
Central Office	9	24	19	12	3	67	69%	31%
Cluster Nurse	1	7		3		11	73%	27%
County Diagnostic Center	1	5		1		7	86%	14%
Health Services		3		1	1	5	60%	40%
Homewood Center	4	18	1	5	6	34	67%	33%
PPWS		3				3	100%	0%
Psychologist	1	3				4	100%	0%
Grand Total	224	1641	208	1096	556	3725	53%	47%

2012-2013 HCEA Job Satisfaction Survey

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

School/Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	358	648	65	596	139	1806	58%	42%
Thunder Hill ES	11	17	3	7	1	39	78%	22%
Worthington ES	12	16	1	5	4	38	76%	24%
Rockburn ES	9	25	2	10	2	48	74%	26%
Hollifield Station ES	15	21	3	11	3	53	72%	28%
Ilchester ES	14	24	1	12	4	55	70%	30%
Stevens Forest ES	8	19		7	5	39	69%	31%
Centennial Lane ES	10	22	1	13	2	48	68%	32%
Talbott Springs ES	15	17	1	11	4	48	68%	32%
Lisbon ES	9	14		8	3	34	68%	32%
Manor Woods ES	10	22	1	15	1	49	67%	33%
Waverly ES	15	15	3	13	2	48	67%	33%
St. John's Lane ES	7	12	1	9	1	30	66%	34%
Clemens Crossing ES	16	12		13	2	43	65%	35%
Fulton ES	12	14		9	6	41	63%	37%
Elkridge ES	6	14		11	1	32	63%	38%
Swansfield ES	15	15	1	16	2	49	63%	38%
Forest Ridge ES	10	22		17	3	52	62%	38%
Triadelphia Ridge ES	11	17	1	17	1	47	61%	39%
Guilford ES	8	11	2	10	3	34	59%	41%
Bryant Woods ES	9	11	2	10	4	36	59%	41%
Bellows Spring ES	8	20	5	15	5	53	58%	42%
West Friendship ES	5	8		8	2	23	57%	43%
Bushy Park ES	5	15	2	15	1	38	56%	44%
Northfield ES	4	13	2	9	5	33	55%	45%
Dayton Oaks ES	8	20	1	17	7	53	54%	46%
Atholton ES	1	14	2	10	3	30	54%	46%
Deep Run ES	15	29	3	35	4	86	53%	47%
Waterloo ES	8	24	2	23	6	63	52%	48%
Phelps Luck ES	6	17	4	18	4	49	51%	49%
Gorman Crossing ES	12	12	1	21	2	48	51%	49%
Bollman Bridge ES	8	14	1	20	2	45	50%	50%
Veterans ES	9	25	5	31	5	75	49%	51%
Longfellow ES	12	16	4	22	8	62	48%	52%
Pointers Run ES	9	17	2	20	9	57	47%	53%
Cradlerock ES	4	16	1	19	4	44	47%	53%
Jeffers Hill ES	7	5		14	1	27	44%	56%
Running Brook ES	4	11	1	16	4	36	43%	57%
Clarksville ES	8	9	1	21	4	43	40%	60%
Laurel Woods ES	1	12	3	15	6	37	38%	62%
Hammond ES	2	11	2	23	3	41	33%	67%

2012-2013 HCEA Job Satisfaction Survey

School/Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
High	187	298	46	303	76	910	56%	44%
River Hill HS	30	33	1	14	6	84	76%	24%
Marriotts Ridge HS	17	19	5	11	7	59	67%	33%
Atholton HS	10	27	4	20	4	65	61%	39%
Howard HS	20	41	5	30	10	106	60%	40%
Long Reach HS	15	33	5	23	9	85	60%	40%
Glenelg HS	11	17	3	14	7	52	57%	43%
Mt. Hebron HS	9	28	5	25	4	71	56%	44%
Wilde Lake HS	21	18	7	31	4	81	53%	47%
Oakland Mills HS	15	15	2	23	6	61	51%	49%
Centennial HS	15	23	2	38	5	83	47%	53%
Reservoir HS	11	27	3	38	10	89	44%	56%
Hammond HS	13	17	4	36	4	74	43%	57%
Middle	290	262	34	165	47	798	72%	28%
Hammond MS	22	11	1	2		36	94%	6%
Mount View MS	22	11	2	6	1	42	83%	18%
Wilde Lake MS	14	20	1	6	2	43	81%	19%
Bonnie Branch MS	17	14	1	7	1	40	79%	21%
Lake Elkhorn MS	17	17	1	7	2	44	79%	21%
Oakland Mills MS	16	16		6	3	41	78%	22%
Patuxent Valley MS	17	15		8	1	41	78%	22%
Elkridge Landing MS	15	12		5	3	35	77%	23%
Burleigh Manor MS	12	17	2	5	4	40	76%	24%
Clarksville MS	18	12	3	8	2	43	75%	25%
Folly Quarter MS	19	10	3	8	2	42	74%	26%
Ellicott Mills MS	16	12	2	7	3	40	74%	26%
Glenwood MS	16	13	2	7	5	43	71%	29%
Lime Kiln MS	16	7	5	10	1	39	68%	32%
Mayfield Woods MS	13	20	3	17	2	55	63%	37%
Murray Hill MS	10	13	1	11	5	40	59%	41%
Dunloggin MS	7	10	4	9	3	33	59%	41%
Patapsco MS	10	15	1	16	3	45	57%	43%
Harper's Choice MS	13	17	2	20	4	56	56%	44%
Special	21	57	23	96	31	228	38%	62%
ARL	5	13	4	9	2	33	62%	38%
Ascend One	3	3	1	7	5	19	33%	67%
Building Services				2	1	3	0%	100%
Cedar Lane	4	14	5	16	3	42	49%	51%
Central Office	6	11	11	29	10	67	30%	70%
Cluster Nurse	1	4	1	4	1	11	50%	50%
County Diagnostic Center				6	1	7	0%	100%
Health Services		1		3	1	5	20%	80%
Homewood Center	1	10		16	7	34	32%	68%
PPWS		1	1	1		3	50%	50%
Psychologist	1			3		4	25%	75%
Grand Total	856	1265	168	1160	293	3742	59%	41%

2012-2013 HCEA Job Satisfaction Survey

21) I am paid fairly.

School/Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	60	666	1	645	425	1797	40%	60%
Bollman Bridge ES	2	24		14	5	45	58%	42%
Cradlerock ES	3	21		10	10	44	55%	45%
Laurel Woods ES	3	17		11	6	37	54%	46%
Atholton ES		16		5	9	30	53%	47%
Guilford ES	4	14		7	9	34	53%	47%
West Friendship ES	3	8		6	4	21	52%	48%
Thunder Hill ES	2	17		12	8	39	49%	51%
Bryant Woods ES	1	16		13	5	35	49%	51%
Triadelphia Ridge ES		21		14	9	44	48%	52%
Bushy Park ES	1	17		12	8	38	47%	53%
Stevens Forest ES	1	17		18	2	38	47%	53%
St. John's Lane ES	2	12		7	9	30	47%	53%
Clemens Crossing ES	2	18		16	7	43	47%	53%
Rockburn ES		22		15	11	48	46%	54%
Waverly ES		22		19	8	49	45%	55%
Pointers Run ES	4	22		19	13	58	45%	55%
Deep Run ES	3	34		29	19	85	44%	56%
Waterloo ES	2	25		21	15	63	43%	57%
Running Brook ES		15		14	7	36	42%	58%
Veterans ES	2	29		28	16	75	41%	59%
Worthington ES	1	14		9	13	37	41%	59%
Northfield ES	1	12		17	3	33	39%	61%
Hammond ES		16		15	10	41	39%	61%
Jeffers Hill ES	2	8		5	11	26	38%	62%
Manor Woods ES	2	17		17	14	50	38%	62%
Phelps Luck ES	1	18		20	11	50	38%	62%
Longfellow ES	5	18		26	13	62	37%	63%
Dayton Oaks ES	1	17		21	11	50	36%	64%
Hollifield Station ES		19		19	15	53	36%	64%
Bellows Spring ES	2	17		22	13	54	35%	65%
Ilchester ES	1	18		19	17	55	35%	65%
Elkridge ES	1	10		16	5	32	34%	66%
Fulton ES	1	13		15	12	41	34%	66%
Lisbon ES	1	10		11	11	33	33%	67%
Clarksville ES	2	11		20	10	43	30%	70%
Swansfield ES		14		16	19	49	29%	71%
Forest Ridge ES	2	12	1	22	14	51	28%	72%
Talbott Springs ES	1	13		24	12	50	28%	72%
Gorman Crossing ES		12		19	17	48	25%	75%
Centennial Lane ES	1	10		22	14	47	23%	77%

2012-2013 HCEA Job Satisfaction Survey

School/Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
High	27	332	3	313	232	907	40%	60%
Long Reach HS	4	36		33	10	83	48%	52%
River Hill HS	4	36	1	25	20	86	47%	53%
Wilde Lake HS	2	32	1	25	20	80	43%	57%
Reservoir HS	5	32		29	21	87	43%	57%
Glenelg HS		22		18	12	52	42%	58%
Mt. Hebron HS	2	27		21	19	69	42%	58%
Oakland Mills HS	2	23		18	19	62	40%	60%
Marriotts Ridge HS	3	20	1	24	11	59	40%	60%
Hammond HS	1	25		23	25	74	35%	65%
Atholton HS	1	21		23	22	67	33%	67%
Howard HS	2	32		40	30	104	33%	67%
Centennial HS	1	26		34	23	84	32%	68%
Middle	34	291	1	280	187	793	41%	59%
Lime Kiln MS	1	22		10	5	38	61%	39%
Patapsco MS	4	22		11	8	45	58%	42%
Harper's Choice MS	4	26		16	10	56	54%	46%
Dunloggin MS	3	13		9	8	33	48%	52%
Folly Quarter MS	1	18		14	9	42	45%	55%
Bonnie Branch MS	2	16		14	8	40	45%	55%
Wilde Lake MS		19		14	10	43	44%	56%
Patuxent Valley MS	4	14		16	7	41	44%	56%
Lake Elkhorn MS		19		17	8	44	43%	57%
Mayfield Woods MS	1	21		18	15	55	40%	60%
Murray Hill MS	2	14		12	12	40	40%	60%
Mount View MS	1	15		11	14	41	39%	61%
Glenwood MS	2	14		19	7	42	38%	62%
Hammond MS	4	9		11	11	35	37%	63%
Clarksville MS		15		13	15	43	35%	65%
Burleigh Manor MS	1	10		19	9	39	28%	72%
Oakland Mills MS	2	9	1	18	11	41	28%	73%
Ellicott Mills MS	1	8		20	10	39	23%	77%
Elkridge Landing MS	1	7		18	10	36	22%	78%
Special	21	113		65	29	228	59%	41%
ARL	2	15		12	4	33	52%	48%
Ascend One	3	7		5	4	19	53%	47%
Building Services	1			2		3	33%	67%
Cedar Lane	4	18		15	5	42	52%	48%
Central Office	7	42		12	6	67	73%	27%
Cluster Nurse		5		6		11	45%	55%
County Diagnostic Center	1	5			1	7	86%	14%
Health Services		2		2	1	5	40%	60%
Homewood Center	3	12		11	8	34	44%	56%
PPWS		3				3	100%	0%
Psychologist		4				4	100%	0%
Grand Total	142	1402	5	1303	873	3725	42%	58%

2012-2013 HCEA Job Satisfaction Survey

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

School/Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	156	1143	134	259	80	1772	79%	21%
Lisbon ES	7	26		1		34	97%	3%
Laurel Woods ES	5	25	5	2		37	94%	6%
Atholton ES	3	21	3	1	1	29	92%	8%
Bryant Woods ES	6	25	1	3		35	91%	9%
Pointers Run ES	6	43	3	5		57	91%	9%
Fulton ES	7	28	2	3	1	41	90%	10%
Manor Woods ES	8	31	4	5		48	89%	11%
Northfield ES	3	24	2	4		33	87%	13%
Stevens Forest ES	6	27	1	4	1	39	87%	13%
Bushy Park ES	3	26	2	5		36	85%	15%
Elkridge ES	2	21	5	4		32	85%	15%
St. John's Lane ES	2	21	2	4		29	85%	15%
Rockburn ES	4	35	2	6	1	48	85%	15%
Centennial Lane ES	3	29	8	4	2	46	84%	16%
Phelps Luck ES	5	27	10	3	3	48	84%	16%
Hammond ES	1	30	5	4	2	42	84%	16%
Cradlerock ES	3	32	1	7		43	83%	17%
Ilchester ES	6	34	4	6	2	52	83%	17%
Jeffers Hill ES	4	16	2	3	1	26	83%	17%
Longfellow ES	3	46	4	10		63	83%	17%
Bollman Bridge ES	3	29	5	7		44	82%	18%
Veterans ES	7	46	8	9	3	73	82%	18%
Dayton Oaks ES	3	37	2	6	4	52	80%	20%
Swansfield ES		33	6	8	1	48	79%	21%
Bellows Spring ES	4	32	6	7	3	52	78%	22%
Waverly ES	3	31	2	9	2	47	76%	24%
Worthington ES	2	24	2	4	5	37	74%	26%
Running Brook ES	1	24	2	6	3	36	74%	26%
Clemens Crossing ES	3	27	2	7	4	43	73%	27%
Triadelphia Ridge ES	1	29	3	8	3	44	73%	27%
Hollifield Station ES	4	31	2	10	3	50	73%	27%
West Friendship ES		15	2	3	3	23	71%	29%
Forest Ridge ES	5	27	5	10	3	50	71%	29%
Deep Run ES	11	46	5	17	7	86	70%	30%
Guilford ES	5	16	2	4	5	32	70%	30%
Waterloo ES	3	36	5	14	4	62	68%	32%
Talbott Springs ES	8	23	2	13	3	49	66%	34%
Clarksville ES	3	24	1	12	3	43	64%	36%
Gorman Crossing ES	1	26	5	10	5	47	64%	36%
Thunder Hill ES	2	20	1	11	2	36	63%	37%

2012-2013 HCEA Job Satisfaction Survey

School/Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
High	49	472	101	194	73	889	66%	34%
River Hill HS	2	51	12	11	7	83	75%	25%
Marriotts Ridge HS	3	35	6	11	2	57	75%	25%
Centennial HS	7	45	9	14	5	80	73%	27%
Reservoir HS	7	49	8	16	6	86	72%	28%
Mt. Hebron HS	5	38	11	11	6	71	72%	28%
Glenelg HS	2	27	10	9	3	51	71%	29%
Hammond HS	4	42	4	16	5	71	69%	31%
Long Reach HS	3	44	11	19	5	82	66%	34%
Howard HS	9	53	7	25	11	105	63%	37%
Wilde Lake HS	4	35	10	17	12	78	57%	43%
Atholton HS	1	31	9	18	7	66	56%	44%
Oakland Mills HS	2	22	4	27	4	59	44%	56%
Middle	51	398	101	154	70	774	67%	33%
Murray Hill MS	2	30	4	2	1	39	91%	9%
Harper's Choice MS	4	34	12	4	2	56	86%	14%
Patuxent Valley MS	2	27	4	5	2	40	81%	19%
Lime Kiln MS	4	18	7	5	2	36	76%	24%
Bonnie Branch MS	5	20	5	6	2	38	76%	24%
Burleigh Manor MS	3	22	6	7	1	39	76%	24%
Dunloggin MS	3	18	4	8		33	72%	28%
Ellicott Mills MS	1	21	7	4	5	38	71%	29%
Hammond MS	5	14	6	6	2	33	70%	30%
Wilde Lake MS	2	22	5	10	1	40	69%	31%
Patapsco MS	6	19	4	10	2	41	68%	32%
Mayfield Woods MS	3	28	9	11	4	55	67%	33%
Lake Elkhorn MS	3	23	4	8	5	43	67%	33%
Oakland Mills MS	2	23	3	6	7	41	66%	34%
Elkridge Landing MS		16	4	11	5	36	50%	50%
Folly Quarter MS	3	16	3	14	5	41	50%	50%
Glenwood MS	2	16	4	10	9	41	49%	51%
Clarksville MS		16	6	13	8	43	43%	57%
Mount View MS	1	15	4	14	7	41	43%	57%
Special	35	123	27	35	6	226	79%	21%
ARL	1	16	7	5	3	32	68%	32%
Ascend One	1	9	2	6		18	63%	38%
Building Services	2	1				3	100%	0%
Cedar Lane	7	23	9	4		43	88%	12%
Central Office	15	37	3	11		66	83%	17%
Cluster Nurse	2	5	2	1	1	11	78%	22%
County Diagnostic Center	2	4		1		7	86%	14%
Health Services		5				5	100%	0%
Homewood Center	5	20	4	4	1	34	83%	17%
PPWS		2		1		3	67%	33%
Psychologist		1		2	1	4	25%	75%
Grand Total	291	2136	363	642	229	3661	74%	26%

2012-2013 HCEA Job Satisfaction Survey

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

School/Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	89	1097	59	424	113	1782	69%	31%
Laurel Woods ES	5	24	3	5		37	85%	15%
Stevens Forest ES	4	28	1	4	2	39	84%	16%
Atholton ES	1	22	1	3	2	29	82%	18%
Rockburn ES	1	37	1	6	3	48	81%	19%
Northfield ES	2	23	2	6		33	81%	19%
Bryant Woods ES	3	24	1	5	2	35	79%	21%
Cradlerock ES	2	29	2	8	1	42	78%	23%
Manor Woods ES	5	32		9	2	48	77%	23%
Longfellow ES	3	43	2	12	2	62	77%	23%
Pointers Run ES	5	37	2	10	3	57	76%	24%
Dayton Oaks ES	2	36	1	10	2	51	76%	24%
Ilchester ES	3	36	1	11	2	53	75%	25%
Lisbon ES	2	22	1	6	2	33	75%	25%
Deep Run ES	6	55	4	17	4	86	74%	26%
Fulton ES	3	27		9	2	41	73%	27%
Veterans ES	4	48	2	15	5	74	72%	28%
Phelps Luck ES	1	30	4	10	2	47	72%	28%
Jeffers Hill ES	1	17	1	4	3	26	72%	28%
Bellows Spring ES	3	33	3	10	5	54	71%	29%
Elkridge ES	1	20	2	9		32	70%	30%
Hollifield Station ES	2	33	1	14	1	51	70%	30%
Clarksville ES	5	25		10	3	43	70%	30%
Centennial Lane ES	3	29	2	9	5	48	70%	30%
Guilford ES	3	19		8	2	32	69%	31%
Worthington ES	1	25		10	2	38	68%	32%
Running Brook ES	1	23		8	4	36	67%	33%
Waterloo ES	1	39	3	20		63	67%	33%
West Friendship ES		15		7	1	23	65%	35%
Hammond ES	2	24	2	7	7	42	65%	35%
St. John's Lane ES	1	16	2	8	2	29	63%	37%
Thunder Hill ES		23	1	12	2	38	62%	38%
Clemens Crossing ES		23	2	12	3	40	61%	39%
Bushy Park ES	3	19	1	13	2	38	59%	41%
Triadelphia Ridge ES		26	2	12	6	46	59%	41%
Forest Ridge ES	3	26	1	18	3	51	58%	42%
Bollman Bridge ES	1	23	2	14	4	44	57%	43%
Swansfield ES	1	26		15	7	49	55%	45%
Waverly ES	3	21	2	19	3	48	52%	48%
Talbott Springs ES	2	20		23	4	49	45%	55%
Gorman Crossing ES		19	4	16	8	47	44%	56%

2012-2013 HCEA Job Satisfaction Survey

School/Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
High	28	416	53	289	110	896	53%	47%
Long Reach HS	2	45	7	20	7	81	64%	36%
River Hill HS	2	44	6	28	4	84	59%	41%
Reservoir HS	4	43	5	27	8	87	57%	43%
Mt. Hebron HS	1	36	4	16	12	69	57%	43%
Glenelg HS	1	28	1	12	10	52	57%	43%
Marriotts Ridge HS	3	29	1	19	6	58	56%	44%
Howard HS	6	45	8	29	15	103	54%	46%
Hammond HS		38	3	27	6	74	54%	46%
Centennial HS	4	36	4	26	13	83	51%	49%
Wilde Lake HS	3	27	8	32	9	79	42%	58%
Atholton HS	1	24	2	24	14	65	40%	60%
Oakland Mills HS	1	21	4	29	6	61	39%	61%
Middle	25	317	41	232	165	780	46%	54%
Murray Hill MS	2	28	1	5	4	40	77%	23%
Patuxent Valley MS	1	26	1	8	5	41	68%	33%
Oakland Mills MS	2	21	4	10	4	41	62%	38%
Patapsco MS	4	21	2	13	3	43	61%	39%
Mayfield Woods MS	1	28	2	17	7	55	55%	45%
Harper's Choice MS	3	25	4	17	7	56	54%	46%
Lake Elkhorn MS		23		13	7	43	53%	47%
Dunloggin MS	1	15	3	8	6	33	53%	47%
Lime Kiln MS	2	15	2	9	9	37	49%	51%
Bonnie Branch MS	1	15	2	14	7	39	43%	57%
Glenwood MS	1	14	3	14	9	41	39%	61%
Ellicott Mills MS		14	4	14	8	40	39%	61%
Wilde Lake MS	2	12	3	14	8	39	39%	61%
Elkridge Landing MS	2	10	3	10	11	36	36%	64%
Burleigh Manor MS	1	12	1	13	12	39	34%	66%
Mount View MS	1	12	3	18	7	41	34%	66%
Folly Quarter MS		11	2	13	15	41	28%	72%
Hammond MS	1	8		10	13	32	28%	72%
Clarksville MS		7	1	12	23	43	17%	83%
Special	21	134	7	45	16	223	72%	28%
ARL	2	18	2	8	3	33	65%	35%
Ascend One		12		4	2	18	67%	33%
Building Services	1	2				3	100%	0%
Cedar Lane	8	27	2	3	2	42	88%	13%
Central Office	5	36		19	4	64	64%	36%
Cluster Nurse		9		2		11	82%	18%
County Diagnostic Center	2	4		1		7	86%	14%
Health Services		4			1	5	80%	20%
Homewood Center	3	20	3	5	2	33	77%	23%
PPWS		1		1	1	3	33%	67%
Psychologist		1		2	1	4	25%	75%
Grand Total	163	1964	160	990	404	3681	60%	40%

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

School/Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	423	1190	39	111	31	1794	92%	8%
Elkridge ES	7	24				31	100%	0%
Laurel Woods ES	8	29				37	100%	0%
Northfield ES	3	27	3			33	100%	0%
Triadelphia Ridge ES	12	34	1			47	100%	0%
Dayton Oaks ES	20	31		1		52	98%	2%
Forest Ridge ES	11	37	2	1		51	98%	2%
Bushy Park ES	11	26		1		38	97%	3%
Stevens Forest ES	14	23		1		38	97%	3%
Worthington ES	15	21	1	1		38	97%	3%
Waterloo ES	12	47	1	1	1	62	97%	3%
Deep Run ES	26	57	1	2	1	87	97%	3%
Gorman Crossing ES	8	35	3	2		48	96%	4%
Fulton ES	8	31		1	1	41	95%	5%
Running Brook ES	14	19		2		35	94%	6%
Talbott Springs ES	19	28		3		50	94%	6%
Manor Woods ES	14	32		2	1	49	94%	6%
Swansfield ES	6	39		2	1	48	94%	6%
Rockburn ES	11	33	1	2	1	48	94%	6%
Longfellow ES	8	49	1	3	1	62	93%	7%
Atholton ES	3	25		1	1	30	93%	7%
Centennial Lane ES	13	29	3	3		48	93%	7%
Hollifield Station ES	13	35		4		52	92%	8%
Bellows Spring ES	16	31	2	3	1	53	92%	8%
Bryant Woods ES	10	23		1	2	36	92%	8%
Thunder Hill ES	10	23		3		36	92%	8%
Guilford ES	9	22		3		34	91%	9%
Veterans ES	15	50	1	6	1	73	90%	10%
Pointers Run ES	14	35	2	4	2	57	89%	11%
Jeffers Hill ES	5	19		2	1	27	89%	11%
Lisbon ES	8	21	1	4		34	88%	12%
Hammond ES	5	31	1	4	1	42	88%	12%
Clemens Crossing ES	3	31	2	4	1	41	87%	13%
West Friendship ES	4	16		1	2	23	87%	13%
Bollman Bridge ES	10	29		4	2	45	87%	13%
St. John's Lane ES	9	17		2	2	30	87%	13%
Cradlerock ES	13	25		5	1	44	86%	14%
Ilchester ES	10	31	5	8		54	84%	16%
Phelps Luck ES	6	31	4	7	1	49	82%	18%
Clarksville ES	10	23	1	6	3	43	79%	21%
Waverly ES	10	21	3	11	3	48	69%	31%

2012-2013 HCEA Job Satisfaction Survey

School/Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
High	183	566	42	81	27	899	87%	13%
Reservoir HS	20	64	1	3	1	89	95%	5%
Glenelg HS	14	34	1	3		52	94%	6%
Wilde Lake HS	22	49	5	3	2	81	93%	7%
Hammond HS	21	45	2	4	2	74	92%	8%
Howard HS	23	67	5	5	5	105	90%	10%
Marriotts Ridge HS	11	35	3	6		55	88%	12%
Long Reach HS	15	51	6	9		81	88%	12%
Mt. Hebron HS	8	50	3	5	4	70	87%	13%
Centennial HS	16	49	4	10	4	83	82%	18%
River Hill HS	16	47	6	13	1	83	82%	18%
Atholton HS	8	39	3	11	3	64	77%	23%
Oakland Mills HS	9	36	3	9	5	62	76%	24%
Middle	162	478	27	91	21	779	85%	15%
Harper's Choice MS	17	34	2	3		56	94%	6%
Folly Quarter MS	13	24	1	3		41	93%	8%
Oakland Mills MS	6	30	2	3		41	92%	8%
Burleigh Manor MS	8	25	3	3		39	92%	8%
Ellicott Mills MS	7	25	3	2	1	38	91%	9%
Patuxent Valley MS	8	27	1	3	1	40	90%	10%
Bonnie Branch MS	14	20		5		39	87%	13%
Dunloggin MS	6	21	2	2	2	33	87%	13%
Mayfield Woods MS	6	39	1	6	1	53	87%	13%
Murray Hill MS	7	27		4	2	40	85%	15%
Wilde Lake MS	14	20	2	5	1	42	85%	15%
Clarksville MS	14	22		5	2	43	84%	16%
Lake Elkhorn MS	5	29	1	5	2	42	83%	17%
Elkridge Landing MS	9	19	1	5	2	36	80%	20%
Patapsco MS	7	25	3	6	2	43	80%	20%
Lime Kiln MS	4	24	2	8		38	78%	22%
Glenwood MS	5	26		7	2	40	78%	23%
Mount View MS	5	26	1	8	1	41	78%	23%
Hammond MS	7	15	2	8	2	34	69%	31%
Special	45	140	13	21	8	227	86%	14%
ARL	6	19	3	4	1	33	83%	17%
Ascend One	7	10	1		1	19	94%	6%
Building Services	1	2				3	100%	0%
Cedar Lane	9	30	2	1	1	43	95%	5%
Central Office	10	37	4	10	5	66	76%	24%
Cluster Nurse	2	7	1	1		11	90%	10%
County Diagnostic Center	2	5				7	100%	0%
Health Services	1	3		1		5	80%	20%
Homewood Center	7	22	2	2		33	94%	6%
PPWS		3				3	100%	0%
Psychologist		2		2		4	50%	50%
Grand Total	813	2374	121	304	87	3699	89%	11%

2012-2013 HCEA Job Satisfaction Survey

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

Row Labels	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	282	1120	99	238	59	1798	78%	17%
Guilford ES	9	15		7	3	34	71%	29%
Stevens Forest ES	11	19	2	5	2	39	77%	18%
Longfellow ES	14	30	7	10	2	63	70%	19%
Jeffers Hill ES	6	15		5		26	81%	19%
Dayton Oaks ES	9	25	6	10	2	52	65%	23%
Bushy Park ES	6	20	2	8		36	72%	22%
Atholton ES	4	16	2	7	1	30	67%	27%
Cradlerock ES	12	23	1	4	2	42	83%	14%
Running Brook ES	10	20	1	3	2	36	83%	14%
Lisbon ES	5	21	1	7		34	76%	21%
Clemens Crossing ES	3	23	7	10		43	60%	23%
Thunder Hill ES	8	25	1	5		39	85%	13%
Centennial Lane ES	9	28	3	6	1	47	79%	15%
Ilchester ES	8	32	5	9	1	55	73%	18%
Talbott Springs ES	9	31		8	2	50	80%	20%
Manor Woods ES	8	30	1	8	2	49	78%	20%
Worthington ES	7	23	2	5	1	38	79%	16%
Veterans ES	11	46	2	13	3	75	76%	21%
Pointers Run ES	11	37	3	7		58	83%	12%
Hollifield Station ES	10	34	1	6	1	52	85%	13%
Bellows Spring ES	12	34	1	4	2	53	87%	11%
West Friendship ES	3	15		4	1	23	78%	22%
Laurel Woods ES	7	23	4	3		37	81%	8%
Waterloo ES	7	40	6	10		63	75%	16%
Rockburn ES	7	28	3	6	3	47	74%	19%
Bryant Woods ES	6	23	2	4	1	36	81%	14%
Clarksville ES	7	29	1	5	1	43	84%	14%
Northfield ES	4	23	2	4		33	82%	12%
Fulton ES	3	29	1	7	1	41	78%	20%
Hammond ES	7	28	1	3	3	42	83%	14%
Triadelphia Ridge ES	4	31	5	6	1	47	74%	15%
Deep Run ES	11	60	4	8	2	85	84%	12%
Forest Ridge ES	6	34	4	5	3	52	77%	15%
St. John's Lane ES	1	20	3	5	1	30	70%	20%
Swansfield ES	4	30	4	6	5	49	69%	22%
Phelps Luck ES	7	34	4	2	1	48	85%	6%
Gorman Crossing ES	4	36	1	5	1	47	85%	13%
Waverly ES	5	33	4	4	4	50	76%	16%
Bollman Bridge ES	6	30	2	2	4	44	82%	14%
Elkridge ES	1	27		2		30	93%	7%

2012-2013 HCEA Job Satisfaction Survey

Row Labels	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
High	124	501	61	158	60	904	69%	24%
Oakland Mills HS	4	25	8	17	7	61	48%	39%
Atholton HS	5	37	1	18	4	65	65%	34%
Howard HS	15	57	7	20	7	106	68%	25%
Reservoir HS	18	52	5	11	2	88	80%	15%
Mt. Hebron HS	11	37	7	11	4	70	69%	21%
River Hill HS	14	47	7	13	5	86	71%	21%
Long Reach HS	11	47	6	15	4	83	70%	23%
Hammond HS	11	40		13	9	73	70%	30%
Wilde Lake HS	12	44	6	12	6	80	70%	23%
Marriotts Ridge HS	7	35	4	9	2	57	74%	19%
Centennial HS	10	45	7	13	9	84	65%	26%
Glenelg HS	6	35	3	6	1	51	80%	14%
Middle	102	448	55	133	50	788	70%	23%
Folly Quarter MS	7	21	3	10	1	42	67%	26%
Patapsco MS	13	23	4	4	1	45	80%	11%
Hammond MS	5	17	1	8	3	34	65%	32%
Glenwood MS	3	21	5	11	1	41	59%	29%
Clarksville MS	5	19	5	9	4	42	57%	31%
Wilde Lake MS	6	24	3	9	1	43	70%	23%
Burleigh Manor MS	5	22	3	8	2	40	68%	25%
Murray Hill MS	8	21	3	5	4	41	71%	22%
Harper's Choice MS	11	35	1	6	3	56	82%	16%
Oakland Mills MS	3	24	4	8	2	41	66%	24%
Elkridge Landing MS	4	21	2	6	3	36	69%	25%
Lime Kiln MS	5	22	3	5	2	37	73%	19%
Bonnie Branch MS	5	24	2	6	3	40	73%	23%
Dunloggin MS	4	19	5	4	1	33	70%	15%
Ellicott Mills MS	2	23	2	8	3	38	66%	29%
Lake Elkhorn MS	4	26	2	7	3	42	71%	24%
Mount View MS	4	26	3	6	2	41	73%	20%
Mayfield Woods MS	5	32	3	8	7	55	67%	27%
Patuxent Valley MS	3	28	1	5	4	41	76%	22%
Special	37	110	41	26	14	228	64%	18%
ARL	3	18	4	7	1	33	64%	24%
Ascend One	5	9	1		4	19	74%	21%
Building Services	1	2				3	100%	0%
Cedar Lane	8	26	4	3	2	43	79%	12%
Central Office	10	24	21	10	2	67	51%	18%
Cluster Nurse		3	6	1	1	11	27%	18%
County Diagnostic Center	2	4		1		7	86%	14%
Health Services			3	1		4	0%	25%
Homewood Center	7	21		2	4	34	82%	18%
PPWS		2		1		3	67%	33%
Psychologist	1	1	2			4	50%	0%
Grand Total	545	2179	256	555	183	3718	73%	20%

2012-2013 HCEA Job Satisfaction Survey

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

School/Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	321	1157	7	258	55	1798	83%	17%
Pointers Run ES	14	41		3		58	95%	5%
Cradlerock ES	12	29		3		44	93%	7%
Hammond ES	9	30		3		42	93%	7%
Laurel Woods ES	13	21		3		37	92%	8%
Bollman Bridge ES	8	31	1	3	1	44	91%	9%
Northfield ES	7	22		3		32	91%	9%
Dayton Oaks ES	10	36		4	2	52	88%	12%
Talbott Springs ES	9	35		6		50	88%	12%
Swansfield ES	7	36		4	2	49	88%	12%
Atholton ES	4	22		3	1	30	87%	13%
Phelps Luck ES	9	33		5	2	49	86%	14%
Waterloo ES	9	45		7	2	63	86%	14%
Fulton ES	5	30		4	2	41	85%	15%
Longfellow ES	15	37		8	1	61	85%	15%
Hollifield Station ES	10	35		7	1	53	85%	15%
Lisbon ES	6	22		4	1	33	85%	15%
Stevens Forest ES	13	20		6		39	85%	15%
Bushy Park ES	7	25		6		38	84%	16%
Worthington ES	6	26		5	1	38	84%	16%
Forest Ridge ES	6	36	1	4	4	51	84%	16%
Manor Woods ES	13	28		8		49	84%	16%
Ilchester ES	7	37	1	5	4	54	83%	17%
Bryant Woods ES	6	23	1	4	2	36	83%	17%
Centennial Lane ES	11	27		8		46	83%	17%
West Friendship ES	4	15		3	1	23	83%	17%
Running Brook ES	10	19		6	1	36	81%	19%
St. John's Lane ES	2	21		6		29	79%	21%
Bellows Spring ES	6	36		9	2	53	79%	21%
Thunder Hill ES	7	23	1	5	3	39	79%	21%
Gorman Crossing ES	3	34		8	2	47	79%	21%
Triadelphia Ridge ES	8	28	1	9	1	47	78%	22%
Deep Run ES	9	58	1	17	2	87	78%	22%
Veterans ES	13	44		15	2	74	77%	23%
Waverly ES	5	32		11	1	49	76%	24%
Elkridge ES	5	18		6	2	31	74%	26%
Clemens Crossing ES	5	26		10	2	43	72%	28%
Clarksville ES	10	20		9	3	42	71%	29%
Rockburn ES	4	29		12	3	48	69%	31%
Guilford ES	9	14		9	2	34	68%	32%
Jeffers Hill ES	5	13		7	2	27	67%	33%

2012-2013 HCEA Job Satisfaction Survey

School/Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
High	120	570	9	167	42	908	77%	23%
Marriotts Ridge HS	4	47	1	6	1	59	88%	12%
Glenelg HS	7	35		6	4	52	81%	19%
River Hill HS	14	53	1	12	5	85	80%	20%
Reservoir HS	22	48	1	18		89	80%	20%
Mt. Hebron HS	6	50		10	5	71	79%	21%
Wilde Lake HS	13	46	3	14	3	79	78%	22%
Atholton HS	5	47		13	2	67	78%	22%
Long Reach HS	8	54		14	4	80	78%	23%
Howard HS	17	65		19	5	106	77%	23%
Hammond HS	9	44		18	3	74	72%	28%
Centennial HS	8	47	3	20	6	84	68%	32%
Oakland Mills HS	7	34		17	4	62	66%	34%
Middle	106	459	7	172	50	794	72%	28%
Burleigh Manor MS	8	24		6	2	40	80%	20%
Lime Kiln MS	3	28		5	3	39	79%	21%
Glenwood MS	6	27		8	1	42	79%	21%
Dunloggin MS	5	19	2	6	1	33	77%	23%
Mayfield Woods MS	2	39		10	2	53	77%	23%
Bonnie Branch MS	10	20	1	6	3	40	77%	23%
Patapsco MS	13	21		10	1	45	76%	24%
Folly Quarter MS	7	23	1	9	2	42	73%	27%
Murray Hill MS	6	23		9	2	40	73%	28%
Harper's Choice MS	6	33	1	10	5	55	72%	28%
Wilde Lake MS	5	25	1	8	4	43	71%	29%
Lake Elkhorn MS	4	26	1	12	1	44	70%	30%
Elkridge Landing MS	6	19		7	4	36	69%	31%
Oakland Mills MS	4	24		13		41	68%	32%
Hammond MS	6	18		7	5	36	67%	33%
Mount View MS	5	22		12	2	41	66%	34%
Clarksville MS	3	25		12	3	43	65%	35%
Ellicott Mills MS	5	21		11	3	40	65%	35%
Patuxent Valley MS	2	22		11	6	41	59%	41%
Special	43	130	2	40	11	226	77%	23%
ARL	6	17		10		33	70%	30%
Ascend One	6	7		3	3	19	68%	32%
Building Services		2				2	100%	0%
Cedar Lane	5	26	1	7	3	42	76%	24%
Central Office	11	41	1	12	2	67	79%	21%
Cluster Nurse		9		1	1	11	82%	18%
County Diagnostic Center	3	4				7	100%	0%
Health Services		3		2		5	60%	40%
Homewood Center	10	17		4	2	33	82%	18%
PPWS		2		1		3	67%	33%
Psychologist	2	2				4	100%	0%
Grand Total	590	2316	25	637	158	3726	79%	21%

2012-2013 HCEA Job Satisfaction Survey

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

School/Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	70	181	87	652	815	1805	15%	85%
Atholton ES			3	10	17	30	0%	100%
Dayton Oaks ES	1		4	16	31	52	2%	98%
Pointers Run ES		2	4	18	33	57	4%	96%
Bushy Park ES		2	1	17	18	38	5%	95%
Running Brook ES		2		12	22	36	6%	94%
Hammond ES		3	3	11	25	42	8%	92%
Stevens Forest ES		3	1	17	18	39	8%	92%
Longfellow ES	1	4	2	23	33	63	8%	92%
Triadelphia Ridge ES	1	3	1	15	27	47	9%	91%
Manor Woods ES		4	4	14	27	49	9%	91%
Elkridge ES	2	1	2	12	15	32	10%	90%
West Friendship ES	1	1	3	8	10	23	10%	90%
Phelps Luck ES		5	2	15	28	50	10%	90%
Swansfield ES	3	2	1	17	26	49	10%	90%
Jeffers Hill ES	1	2		16	8	27	11%	89%
Hollifield Station ES	1	5	2	23	22	53	12%	88%
Veterans ES	2	6	9	26	32	75	12%	88%
Lisbon ES	1	3	1	15	13	33	13%	88%
Waterloo ES	2	6	2	28	25	63	13%	87%
Northfield ES		4	3	10	16	33	13%	87%
Forest Ridge ES	3	4		15	30	52	13%	87%
Bollman Bridge ES	2	4	1	17	21	45	14%	86%
Guilford ES	1	3	4	11	14	33	14%	86%
Laurel Woods ES	1	4	3	9	20	37	15%	85%
Fulton ES	3	3	2	13	20	41	15%	85%
Thunder Hill ES		6	2	17	14	39	16%	84%
St. John's Lane ES		5		15	10	30	17%	83%
Talbott Springs ES	3	5	3	19	19	49	17%	83%
Rockburn ES	1	7	3	17	20	48	18%	82%
Gorman Crossing ES	3	6	1	19	19	48	19%	81%
Clemens Crossing ES	4	4	1	21	12	42	20%	80%
Bellows Spring ES	3	7	2	19	22	53	20%	80%
Bryant Woods ES	2	5	2	12	15	36	21%	79%
Worthington ES	4	3	3	18	9	37	21%	79%
Clarksville ES	4	5	2	18	14	43	22%	78%
Cradlerock ES	3	7	2	10	22	44	24%	76%
Deep Run ES	4	16	2	33	31	86	24%	76%
Centennial Lane ES	5	7	3	18	15	48	27%	73%
Ilchester ES	5	10	2	16	21	54	29%	71%
Waverly ES	3	12	1	12	21	49	31%	69%

2012-2013 HCEA Job Satisfaction Survey

School/Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
High	34	81	60	315	421	911	14%	86%
Howard HS	2	5	10	40	49	106	7%	93%
Mt. Hebron HS	1	4	5	24	37	71	8%	92%
Marriotts Ridge HS	3	1	6	15	33	58	8%	92%
Atholton HS	3	3	3	23	35	67	9%	91%
Hammond HS	3	5	9	24	33	74	12%	88%
Oakland Mills HS	4	4	3	19	32	62	14%	86%
Glenelg HS	2	5	4	16	25	52	15%	85%
Reservoir HS	2	11	3	27	46	89	15%	85%
Wilde Lake HS	1	11	4	37	27	80	16%	84%
River Hill HS	3	11	2	30	39	85	17%	83%
Centennial HS	4	11	5	33	29	82	19%	81%
Long Reach HS	6	10	6	27	36	85	20%	80%
Middle	18	90	42	288	357	795	14%	86%
Murray Hill MS		2	1	21	16	40	5%	95%
Elkridge Landing MS		2	2	14	18	36	6%	94%
Hammond MS	1	1	4	13	17	36	6%	94%
Mount View MS	1	2	1	16	21	41	8%	93%
Folly Quarter MS	1	2	5	10	24	42	8%	92%
Ellicott Mills MS	2	2	1	18	17	40	10%	90%
Lake Elkhorn MS		4	4	13	22	43	10%	90%
Glenwood MS	1	4	1	15	22	43	12%	88%
Oakland Mills MS		5	1	19	16	41	13%	88%
Patapsco MS		6	1	13	25	45	14%	86%
Burleigh Manor MS		6	1	8	24	39	16%	84%
Patuxent Valley MS	2	4	3	20	12	41	16%	84%
Mayfield Woods MS	2	7	2	20	24	55	17%	83%
Harper's Choice MS	5	5	3	16	27	56	19%	81%
Bonnie Branch MS		7	3	18	11	39	19%	81%
Lime Kiln MS	2	6	2	16	13	39	22%	78%
Clarksville MS		9	2	11	21	43	22%	78%
Dunloggin MS	1	6	3	8	15	33	23%	77%
Wilde Lake MS		10	2	19	12	43	24%	76%
Special	12	20	11	63	120	226	15%	85%
ARL		4	1	12	15	32	13%	87%
Ascend One			2	3	14	19	0%	100%
Building Services					3	3	0%	100%
Cedar Lane	5	6	5	6	21	43	29%	71%
Central Office	3	5	2	18	38	66	13%	88%
Cluster Nurse	2	1		3	5	11	27%	73%
County Diagnostic Center				2	5	7	0%	100%
Health Services		1		4		5	20%	80%
Homewood Center	1	3	1	11	17	33	13%	88%
PPWS	1			1	1	3	33%	67%
Psychologist				3	1	4	0%	100%
Grand Total	134	372	200	1318	1713	3737	14%	86%

2012-2013 HCEA Job Satisfaction Survey

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

School/Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	39	82	103	668	917	1809	7%	93%
Atholton ES			4	11	15	30	0%	100%
Dayton Oaks ES			4	14	35	53	0%	100%
Hammond ES			3	17	22	42	0%	100%
Phelps Luck ES			2	12	36	50	0%	100%
Pointers Run ES		1	4	14	38	57	2%	98%
Ilchester ES		1	3	23	28	55	2%	98%
Rockburn ES		1	3	17	27	48	2%	98%
Triadelphia Ridge ES	1		2	16	28	47	2%	98%
Bollman Bridge ES		1	3	14	27	45	2%	98%
Bushy Park ES	1		1	13	23	38	3%	97%
Cradlerock ES		1	7	11	24	43	3%	97%
Running Brook ES		1		12	23	36	3%	97%
Longfellow ES		2	2	24	34	62	3%	97%
Northfield ES		1	3	13	16	33	3%	97%
Gorman Crossing ES	1	1	1	23	21	47	4%	96%
Talbott Springs ES	2		4	19	25	50	4%	96%
Clarksville ES	1	1	2	19	20	43	5%	95%
Waterloo ES		3	3	26	30	62	5%	95%
Hollifield Station ES	1	2	2	24	24	53	6%	94%
Laurel Woods ES		2	4	11	20	37	6%	94%
Deep Run ES		5	4	39	38	86	6%	94%
Waverly ES		3	2	18	27	50	6%	94%
Centennial Lane ES		3	3	20	22	48	7%	93%
Elkridge ES	1	1	2	16	12	32	7%	93%
Guilford ES	1	1	4	10	18	34	7%	93%
Veterans ES	2	3	8	27	35	75	7%	93%
Bellows Spring ES	1	3	3	18	28	53	8%	92%
Forest Ridge ES	1	4		11	36	52	10%	90%
West Friendship ES	1	1	3	6	12	23	10%	90%
Swansfield ES	2	3	1	20	23	49	10%	90%
Thunder Hill ES	2	2	1	17	17	39	11%	89%
Fulton ES	2	2	4	19	14	41	11%	89%
Stevens Forest ES	2	2	2	16	17	39	11%	89%
Jeffers Hill ES	1	2		14	10	27	11%	89%
Lisbon ES	2	2	1	14	15	34	12%	88%
Manor Woods ES		6	3	13	28	50	13%	87%
Bryant Woods ES	4	1	2	14	15	36	15%	85%
Clemens Crossing ES	3	6	1	20	13	43	21%	79%
St. John's Lane ES	1	8		11	9	29	31%	69%
Worthington ES	6	6	2	12	12	38	33%	67%

2012-2013 HCEA Job Satisfaction Survey

School/Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
High	30	62	55	338	425	910	11%	89%
Atholton HS		2	2	24	39	67	3%	97%
Reservoir HS	1	4	4	32	47	88	6%	94%
Mt. Hebron HS		5	5	20	41	71	8%	92%
Marriotts Ridge HS		5	6	16	32	59	9%	91%
Wilde Lake HS	3	4	6	37	28	78	10%	90%
Hammond HS	4	3	5	32	29	73	10%	90%
Glenelg HS	1	4	4	19	24	52	10%	90%
Centennial HS	5	4	5	33	36	83	12%	88%
Oakland Mills HS	1	6	2	25	28	62	12%	88%
Howard HS	5	9	7	43	42	106	14%	86%
River Hill HS	4	8	3	33	38	86	14%	86%
Long Reach HS	6	8	6	24	41	85	18%	82%
Middle	22	66	38	310	359	795	12%	88%
Glenwood MS		1	1	15	26	43	2%	98%
Wilde Lake MS		1	2	25	15	43	2%	98%
Folly Quarter MS	1		4	11	26	42	3%	97%
Elkridge Landing MS		1	2	14	19	36	3%	97%
Mount View MS		2	1	19	20	42	5%	95%
Burleigh Manor MS		3	1	7	29	40	8%	92%
Ellicott Mills MS	2	2	1	21	14	40	10%	90%
Patuxent Valley MS	1	3	3	20	14	41	11%	89%
Lime Kiln MS	2	2	3	18	14	39	11%	89%
Patapsco MS	2	3	2	10	26	43	12%	88%
Lake Elkhorn MS		5	3	15	20	43	13%	88%
Bonnie Branch MS	1	4	3	18	14	40	14%	86%
Clarksville MS		6	1	13	23	43	14%	86%
Mayfield Woods MS	3	5	2	22	23	55	15%	85%
Murray Hill MS	3	4	1	21	12	41	18%	83%
Hammond MS		6	3	9	17	35	19%	81%
Dunloggin MS		6	2	11	13	32	20%	80%
Oakland Mills MS	2	6	1	18	14	41	20%	80%
Harper's Choice MS	5	6	2	23	20	56	20%	80%
Special	9	11	16	69	122	227	9%	91%
ARL		1	3	13	15	32	3%	97%
Ascend One	2	1	1	4	11	19	17%	83%
Building Services					3	3	0%	100%
Cedar Lane		2	6	8	26	42	6%	94%
Central Office	1	4	2	23	37	67	8%	92%
Cluster Nurse	2	1		4	4	11	27%	73%
County Diagnostic Center				2	5	7	0%	100%
Health Services	1	1		3		5	40%	60%
Homewood Center	1	1	4	11	17	34	7%	93%
PPWS	2				1	3	67%	33%
Psychologist				1	3	4	0%	100%
Grand Total	100	221	212	1385	1823	3741	9%	91%

2012-2013 HCEA Job Satisfaction Survey

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

School/Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	96	306	86	712	608	1808	23%	77%
Stevens Forest ES		3	2	17	17	39	8%	92%
Bollman Bridge ES		4	1	20	20	45	9%	91%
Forest Ridge ES	1	4	1	23	23	52	10%	90%
Atholton ES		3	2	12	13	30	11%	89%
Waverly ES	1	6	1	22	20	50	14%	86%
Rockburn ES	1	6	2	20	19	48	15%	85%
Thunder Hill ES		6	1	18	13	38	16%	84%
Longfellow ES		10	3	25	25	63	17%	83%
Clarksville ES	2	5	2	18	16	43	17%	83%
Northfield ES	1	4	3	12	12	32	17%	83%
Deep Run ES	2	13	3	39	28	85	18%	82%
Jeffers Hill ES	1	4		14	8	27	19%	81%
Swansfield ES	1	8	1	22	17	49	19%	81%
Cradlerock ES	3	4	7	13	17	44	19%	81%
Phelps Luck ES	2	7	2	17	21	49	19%	81%
Guilford ES	2	4	4	10	14	34	20%	80%
Hammond ES	3	5	2	16	16	42	20%	80%
Talbott Springs ES		9	4	18	18	49	20%	80%
Triadelphia Ridge ES		9	3	22	13	47	20%	80%
Bryant Woods ES	3	4	2	17	10	36	21%	79%
Manor Woods ES		10	2	20	18	50	21%	79%
Veterans ES	5	10	5	28	27	75	21%	79%
Bushy Park ES	1	7	1	16	13	38	22%	78%
Ilchester ES	4	8	2	23	18	55	23%	77%
Hollifield Station ES	2	10	2	22	17	53	24%	76%
Pointers Run ES	3	10	4	15	25	57	25%	75%
Waterloo ES	5	10	2	28	18	63	25%	75%
St. John's Lane ES		7	1	12	9	29	25%	75%
Bellows Spring ES	4	10	2	21	17	54	27%	73%
Gorman Crossing ES	6	8	1	22	11	48	30%	70%
Elkridge ES	2	8	3	11	8	32	34%	66%
Lisbon ES	2	10		13	9	34	35%	65%
Centennial Lane ES	8	8	3	19	10	48	36%	64%
Dayton Oaks ES		18	3	17	15	53	36%	64%
Running Brook ES	9	4		11	12	36	36%	64%
Fulton ES	3	12	3	12	11	41	39%	61%
Laurel Woods ES	1	13	1	11	10	36	40%	60%
Clemens Crossing ES	6	11	1	16	9	43	40%	60%
West Friendship ES	5	4	2	7	5	23	43%	57%
Worthington ES	7	10	2	13	6	38	47%	53%

2012-2013 HCEA Job Satisfaction Survey

School/Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
High	84	209	48	333	239	913	34%	66%
Centennial HS	2	16	7	35	24	84	23%	77%
Oakland Mills HS	5	11	3	29	14	62	27%	73%
Howard HS	6	22	5	44	28	105	28%	72%
Long Reach HS	7	16	5	31	26	85	29%	71%
Hammond HS	6	17	3	29	19	74	32%	68%
Marriotts Ridge HS	4	14	8	18	14	58	36%	64%
Wilde Lake HS	7	21	4	34	15	81	36%	64%
Mt. Hebron HS	12	14	1	24	20	71	37%	63%
River Hill HS	13	18	2	32	20	85	37%	63%
Glenelg HS	8	10	5	15	14	52	38%	62%
Reservoir HS	8	26	2	26	27	89	39%	61%
Atholton HS	6	24	3	16	18	67	47%	53%
Middle	60	193	39	310	196	798	33%	67%
Burleigh Manor MS		5	1	18	16	40	13%	87%
Oakland Mills MS	2	6	3	19	11	41	21%	79%
Ellicott Mills MS	3	7	1	23	6	40	26%	74%
Hammond MS	2	7	1	13	13	36	26%	74%
Murray Hill MS	2	9	2	19	9	41	28%	72%
Lime Kiln MS	4	7	2	20	6	39	30%	70%
Folly Quarter MS	3	9	2	15	13	42	30%	70%
Patapsco MS	3	10	2	13	17	45	30%	70%
Patuxent Valley MS	2	10	2	21	5	40	32%	68%
Clarksville MS	4	9	2	15	12	42	33%	68%
Glenwood MS	1	12	3	17	10	43	33%	68%
Dunloggin MS	5	6	1	10	11	33	34%	66%
Harper's Choice MS	4	14	4	22	12	56	35%	65%
Elkridge Landing MS	3	10	1	13	9	36	37%	63%
Lake Elkhorn MS	6	9	4	13	12	44	38%	63%
Mayfield Woods MS	3	18	4	17	13	55	41%	59%
Bonnie Branch MS	4	12	2	17	5	40	42%	58%
Mount View MS	4	16		15	7	42	48%	52%
Wilde Lake MS	5	17	2	10	9	43	54%	46%
Special	8	31	67	52	69	227	24%	76%
ARL	1	5	5	7	14	32	22%	78%
Ascend One	1	3	5	3	7	19	29%	71%
Building Services			3			3	#DIV/0!	#DIV/0!
Cedar Lane	2	5	8	11	16	42	21%	79%
Central Office	1	4	41	9	12	67	19%	81%
Cluster Nurse		4		4	3	11	36%	64%
County Diagnostic Center		2		3	2	7	29%	71%
Health Services		2		3		5	40%	60%
Homewood Center	2	4	5	9	14	34	21%	79%
PPWS	1	1			1	3	67%	33%
Psychologist		1		3		4	25%	75%
Grand Total	248	739	240	1407	1112	3746	28%	72%

2012-2013 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.	542	1996	771	445	5	3759
	14.44%	53.17%	20.54%	11.85%		
2. There is an atmosphere of open communication and trust in my school/worksite.	544	1909	877	408	8	3746
	14.55%	51.07%	23.46%	10.91%		
3. I personally feel successful in my work.	1161	2153	339	97	5	3755
	30.96%	57.41%	9.04%	2.59%		
4. I feel involved in decision-making at my school/worksite.	494	1593	1106	455	102	3750
	13.54%	43.67%	30.32%	12.47%		
5. I want to be involved in decision-making at my school/worksite.	959	2298	300	60	120	3737
	26.51%	63.53%	8.29%	1.66%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	719	1730	839	429	28	3745
	19.34%	46.54%	22.57%	11.54%		
7. In my school/worksite, I am treated as a professional.	1189	1964	407	175	5	3740
	31.83%	52.58%	10.90%	4.69%		
8. There is good teamwork among staff in my school/worksite.	934	1988	600	210	12	3744
	25.03%	53.27%	16.08%	5.63%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	690	1969	530	220	315	3724
	20.24%	57.76%	15.55%	6.45%		
10. My working environment (i.e. safety, cleanliness, is conducive to success.	1149	1986	419	188	7	3749
	30.71%	53.07%	11.20%	5.02%		
11. My work performance is evaluated fairly.	1005	2213	328	125	62	3733
	27.38%	60.28%	8.93%	3.41%		
12. I am provided adequate time during the workday to plan, prepare for and do my job	497	1512	923	712	104	3748
	13.64%	41.49%	25.33%	19.54%		
13. I am provided adequate work and storage space to prepare for and do my job.	997	2055	485	178	33	3748
	26.84%	55.32%	13.06%	4.79%		
14. My administrators/supervisors respect the negotiated contracts.	1206	2091	272	92	72	3733
	32.94%	57.12%	7.43%	2.51%		

2012-2013 HCEA Job Satisfaction Survey

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total
15. My planning time is respected by my school administrations/supervisors.	891	1736	405	129	577	3738
	28.19%	54.92%	12.81%	4.08%		
16. In my school, administrators/supervisors support me in enforcing discipline.	832	1764	501	280	360	3737
	24.64%	52.24%	14.84%	8.29%		
17. In my school, student misbehavior interferes with learning.	595	1160	1153	498	327	3733
	17.47%	34.06%	33.85%	14.62%		
18. Too much instructional time is spent administering assessments.	653	1200	1114	150	615	3732
	20.95%	38.50%	35.74%	4.81%		
19. HCPSS professional development experiences are meaningful and worthwhile.	224	1641	1096	556	208	3725
	6.37%	46.66%	31.16%	15.81%		
20. Increased workload has contributed to a decline in my morale.	856	1265	1160	293	168	3742
	23.95%	35.39%	32.46%	8.20%		
21. I am paid fairly	141	1402	1304	873	5	3725
	3.79%	37.69%	35.05%	23.47%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	291	2136	642	229	363	3661
	8.82%	64.77%	19.47%	6.94%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	163	1964	990	404	160	3681
	4.63%	55.78%	28.12%	11.47%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	813	2374	304	87	121	3699
	22.72%	66.35%	8.50%	2.43%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	545	2179	555	183	256	3718
	15.74%	62.94%	16.03%	5.29%		
26. In my position, I receive appropriate and adequate support and training.	590	2316	637	158	25	3726
	15.94%	62.58%	17.21%	4.27%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	134	372	1318	1713	200	3737
	3.79%	10.52%	37.26%	48.43%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	100	221	1385	1823	212	3741
	2.83%	6.26%	39.25%	51.66%		
29. In the last 12 months, I have experienced harassing behavior from parents.	248	739	1407	1112	240	3746
	7.07%	21.08%	40.13%	31.72%		

2012-2013 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.	50	153	46	33		282
	17.73%	54.26%	16.31%	11.70%		
2. There is an atmosphere of open communication and trust in my school/worksite.	37	161	62	22		282
	13.12%	57.09%	21.99%	7.80%		
3. I personally feel successful in my work.	70	170	33	8		281
	24.91%	60.50%	11.74%	2.85%		
4. I feel involved in decision-making at my school/worksite.	36	120	77	42	7	282
	13.09%	43.64%	28.00%	15.27%		
5. I want to be involved in decision-making at my school/worksite.	63	180	21	6	11	281
	23.33%	66.67%	7.78%	2.22%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	37	146	66	30	2	281
	13.26%	52.33%	23.66%	10.75%		
7. In my school/worksite, I am treated as a professional.	93	158	19	11		281
	33.10%	56.23%	6.76%	3.91%		
8. There is good teamwork among staff in my school/worksite.	81	150	39	11		281
	28.83%	53.38%	13.88%	3.91%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	53	165	34	12	16	280
	20.08%	62.50%	12.88%	4.55%		
10. My working environment (i.e. safety, cleanliness, is conducive to success.	95	145	26	13	3	282
	34.05%	51.97%	9.32%	4.66%		
11. My work performance is evaluated fairly.	83	167	23	8	1	282
	29.54%	59.43%	8.19%	2.85%		
12. I am provided adequate time during the workday to plan, prepare for and do my job	30	110	94	47	1	282
	10.68%	39.15%	33.45%	16.73%		
13. I am provided adequate work and storage space to prepare for and do my job.	72	153	48	8	1	282
	25.62%	54.45%	17.08%	2.85%		
14. My administrators/supervisors respect the negotiated contracts.	95	156	20	3	7	281
	34.67%	56.93%	7.30%	1.09%		

2012-2013 HCEA Job Satisfaction Survey

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total
15. My planning time is respected by my school administrations/supervisors.	69	157	45	10		281
	24.56%	55.87%	16.01%	3.56%		
16. In my school, administrators/supervisors support me in enforcing discipline.	82	122	42	31	4	281
	29.60%	44.04%	15.16%	11.19%		
17. In my school, student misbehavior interferes with learning.	70	97	84	22	8	281
	25.64%	35.53%	30.77%	8.06%		
18. Too much instructional time is spent administering assessments.	35	73	137	15	21	281
	13.46%	28.08%	52.69%	5.77%		
19. HCPSS professional development experiences are meaningful and worthwhile.	26	134	83	32	3	278
	9.45%	48.73%	30.18%	11.64%		
20. Increased workload has contributed to a decline in my morale.	46	91	102	19	23	281
	17.83%	35.27%	39.53%	7.36%		
21. I am paid fairly	15	105	106	54		280
	5.36%	37.50%	37.86%	19.29%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	29	158	48	12	29	276
	11.74%	63.97%	19.43%	4.86%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	18	155	61	24	20	278
	6.98%	60.08%	23.64%	9.30%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	63	180	17	4	15	279
	23.86%	68.18%	6.44%	1.52%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	57	190	21	6	7	281
	20.80%	69.34%	7.66%	2.19%		
26. In my position, I receive appropriate and adequate support and training.	45	177	46	9	1	278
	16.25%	63.90%	16.61%	3.25%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	5	19	90	148	20	282
	1.91%	7.25%	34.35%	56.49%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	4	14	83	158	22	281
	1.54%	5.41%	32.05%	61.00%		
29. In the last 12 months, I have experienced harassing behavior from parents.	15	40	112	97	18	282
	5.68%	15.15%	42.42%	36.74%		

2012-2013 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.	86	358	132	81	1	658
	13.09%	54.49%	20.09%	12.33%		
2. There is an atmosphere of open communication and trust in my school/worksite.	94	323	160	73	1	651
	14.46%	49.69%	24.62%	11.23%		
3. I personally feel successful in my work.	193	379	64	20	1	657
	29.42%	57.77%	9.76%	3.05%		
4. I feel involved in decision-making at my school/worksite.	85	286	201	74	10	656
	13.16%	44.27%	31.11%	11.46%		
5. I want to be involved in decision-making at my school/worksite.	174	409	50	7	15	655
	27.19%	63.91%	7.81%	1.09%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	110	306	151	87	1	655
	16.82%	46.79%	23.09%	13.30%		
7. In my school/worksite, I am treated as a professional.	206	347	73	30		656
	31.40%	52.90%	11.13%	4.57%		
8. There is good teamwork among staff in my school/worksite.	156	349	108	42	2	657
	23.82%	53.28%	16.49%	6.41%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	135	358	90	41	25	649
	21.63%	57.37%	14.42%	6.57%		
10. My working environment (i.e. safety, cleanliness. is conducive to success.	200	332	82	41		655
	30.53%	50.69%	12.52%	6.26%		
11. My work performance is evaluated fairly.	174	397	58	25	5	659
	26.61%	60.70%	8.87%	3.82%		
12. I am provided adequate time during the workday to plan, prepare for and do my job	76	236	187	156		655
	11.60%	36.03%	28.55%	23.82%		
13. I am provided adequate work and storage space to prepare for and do my job.	176	361	87	30	1	655
	26.91%	55.20%	13.30%	4.59%		
14. My administrators/supervisors respect the negotiated contracts.	226	370	46	12	3	657
	34.56%	56.57%	7.03%	1.83%		

2012-2013 HCEA Job Satisfaction Survey

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total
15. My planning time is respected by my school administrations/supervisors.	198	349	84	23	2	656
	30.28%	53.36%	12.84%	3.52%		
16. In my school, administrators/supervisors support me in enforcing discipline.	166	308	102	61	15	652
	26.06%	48.35%	16.01%	9.58%		
17. In my school, student misbehavior interferes with learning.	117	209	219	92	21	658
	18.37%	32.81%	34.38%	14.44%		
18. Too much instructional time is spent administering assessments.	104	216	262	28	42	652
	17.05%	35.41%	42.95%	4.59%		
19. HCPSS professional development experiences are meaningful and worthwhile.	29	275	220	121	7	652
	4.50%	42.64%	34.11%	18.76%		
20. Increased workload has contributed to a decline in my morale.	185	233	204	27	8	657
	28.51%	35.90%	31.43%	4.16%		
21. I am paid fairly	16	212	247	179		654
	2.45%	32.42%	37.77%	27.37%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	40	376	122	41	70	649
	6.91%	64.94%	21.07%	7.08%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	17	337	172	84	37	647
	2.79%	55.25%	28.20%	13.77%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	145	425	45	13	22	650
	23.09%	67.68%	7.17%	2.07%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	108	406	95	28	13	650
	16.95%	63.74%	14.91%	4.40%		
26. In my position, I receive appropriate and adequate support and training.	84	430	115	24		653
	12.86%	65.85%	17.61%	3.68%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	31	73	231	297	26	658
	4.91%	11.55%	36.55%	46.99%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	16	37	250	323	30	656
	2.56%	5.91%	39.94%	51.60%		
29. In the last 12 months, I have experienced harassing behavior from parents.	57	174	249	161	16	657
	8.89%	27.15%	38.85%	25.12%		

2012-2013 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.	209	840	374	224		1647
	12.69%	51.00%	22.71%	13.60%		
2. There is an atmosphere of open communication and trust in my school/worksite.	236	819	396	189	2	1642
	14.39%	49.94%	24.15%	11.52%		
3. I personally feel successful in my work.	498	945	155	48		1646
	30.26%	57.41%	9.42%	2.92%		
4. I feel involved in decision-making at my school/worksite.	199	700	486	213	44	1642
	12.45%	43.80%	30.41%	13.33%		
5. I want to be involved in decision-making at my school/worksite.	461	993	131	31	22	1638
	28.53%	61.45%	8.11%	1.92%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	350	702	372	206	10	1640
	21.47%	43.07%	22.82%	12.64%		
7. In my school/worksite, I am treated as a professional.	540	829	173	92	3	1637
	33.05%	50.73%	10.59%	5.63%		
8. There is good teamwork among staff in my school/worksite.	419	865	272	79	5	1640
	25.63%	52.91%	16.64%	4.83%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	342	903	226	95	70	1636
	21.84%	57.66%	14.43%	6.07%		
10. My working environment (i.e. safety, cleanliness. is conducive to success.	502	863	186	92	1	1644
	30.55%	52.53%	11.32%	5.60%		
11. My work performance is evaluated fairly.	423	1014	130	54	13	1634
	26.10%	62.55%	8.02%	3.33%		
12. I am provided adequate time during the workday to plan, prepare for and do my job	202	590	436	411	4	1643
	12.32%	36.00%	26.60%	25.08%		
13. I am provided adequate work and storage space to prepare for and do my job.	434	894	220	92	2	1642
	26.46%	54.51%	13.41%	5.61%		
14. My administrators/supervisors respect the negotiated contracts.	546	921	112	51	9	1639
	33.50%	56.50%	6.87%	3.13%		

2012-2013 HCEA Job Satisfaction Survey

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total
15. My planning time is respected by my school administrations/supervisors.	451	905	196	68	19	1639
	27.84%	55.86%	12.10%	4.20%		
16. In my school, administrators/supervisors support me in enforcing discipline.	350	858	241	129	61	1639
	22.18%	54.37%	15.27%	8.17%		
17. In my school, student misbehavior interferes with learning.	244	503	550	281	56	1634
	15.46%	31.88%	34.85%	17.81%		
18. Too much instructional time is spent administering assessments.	380	601	485	69	107	1642
	24.76%	39.15%	31.60%	4.50%		
19. HCPSS professional development experiences are meaningful and worthwhile.	82	706	509	304	35	1636
	5.12%	44.10%	31.79%	18.99%		
20. Increased workload has contributed to a decline in my morale.	507	627	381	101	27	1643
	31.37%	38.80%	23.58%	6.25%		
21. I am paid fairly	56	651	567	360	2	1636
	3.43%	39.84%	34.70%	22.03%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	102	856	331	137	175	1601
	7.15%	60.03%	23.21%	9.61%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	51	759	518	239	52	1619
	3.25%	48.44%	33.06%	15.25%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	400	984	158	39	37	1618
	25.30%	62.24%	9.99%	2.47%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	226	956	297	97	52	1628
	14.34%	60.66%	18.85%	6.15%		
26. In my position, I receive appropriate and adequate support and training.	250	1016	288	74	8	1636
	15.36%	62.41%	17.69%	4.55%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	60	173	577	742	89	1641
	3.87%	11.15%	37.18%	47.81%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	59	111	598	783	89	1640
	3.80%	7.16%	38.56%	50.48%		
29. In the last 12 months, I have experienced harassing behavior from parents.	133	351	615	477	64	1640
	8.44%	22.27%	39.02%	30.27%		

2012-2013 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.	208	709	201	102	1	1221
	17.05%	58.11%	16.48%	8.36%		
2. There is an atmosphere of open communication and trust in my school/worksite.	212	649	254	102		1217
	17.42%	53.33%	20.87%	8.38%		
3. I personally feel successful in my work.	384	721	92	23		1220
	31.48%	59.10%	7.54%	1.89%		
4. I feel involved in decision-making at my school/worksite.	161	566	340	125	24	1216
	13.51%	47.48%	28.52%	10.49%		
5. I want to be involved in decision-making at my school/worksite.	357	749	73	16	19	1214
	29.87%	62.68%	6.11%	1.34%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	262	589	230	131	4	1216
	21.62%	48.60%	18.98%	10.81%		
7. In my school/worksite, I am treated as a professional.	452	626	90	47	1	1216
	37.20%	51.52%	7.41%	3.87%		
8. There is good teamwork among staff in my school/worksite.	340	648	174	53	2	1217
	27.98%	53.33%	14.32%	4.36%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	258	678	147	50	78	1211
	22.77%	59.84%	12.97%	4.41%		
10. My working environment (i.e. safety, cleanliness. is conducive to success.	378	626	151	62	2	1219
	31.06%	51.44%	12.41%	5.09%		
11. My work performance is evaluated fairly.	381	726	66	33	8	1214
	31.59%	60.20%	5.47%	2.74%		
12. I am provided adequate time during the workday to plan, prepare for and do my job	144	502	337	235		1218
	11.82%	41.22%	27.67%	19.29%		
13. I am provided adequate work and storage space to prepare for and do my job.	287	691	174	65	2	1219
	23.58%	56.78%	14.30%	5.34%		
14. My administrators/supervisors respect the negotiated contracts.	468	657	56	27	7	1215
	38.74%	54.39%	4.64%	2.24%		

2012-2013 HCEA Job Satisfaction Survey

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total
15. My planning time is respected by my school administrations/supervisors.	359	659	150	44	4	1216
	29.62%	54.37%	12.38%	3.63%		
16. In my school, administrators/supervisors support me in enforcing discipline.	331	616	137	86	43	1213
	28.29%	52.65%	11.71%	7.35%		
17. In my school, student misbehavior interferes with learning.	164	411	438	161	42	1216
	13.97%	35.01%	37.31%	13.71%		
18. Too much instructional time is spent administering assessments.	170	427	470	45	102	1214
	15.29%	38.40%	42.27%	4.05%		
19. HCPSS professional development experiences are meaningful and worthwhile.	73	655	339	136	8	1211
	6.07%	54.45%	28.18%	11.31%		
20. Increased workload has contributed to a decline in my morale.	287	473	362	68	29	1219
	24.12%	39.75%	30.42%	5.71%		
21. I am paid fairly	37	462	439	275		1213
	3.05%	38.09%	36.19%	22.67%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	96	750	194	59	98	1197
	8.74%	68.24%	17.65%	5.37%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	51	718	302	92	38	1201
	4.39%	61.74%	25.97%	7.91%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	311	780	71	21	24	1207
	26.29%	65.93%	6.00%	1.78%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	208	764	163	45	30	1210
	17.63%	64.75%	13.81%	3.81%		
26. In my position, I receive appropriate and adequate support and training.	212	799	167	32	1	1211
	17.52%	66.03%	13.80%	2.64%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	49	127	424	564	54	1218
	4.21%	10.91%	36.43%	48.45%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	30	63	429	632	65	1219
	2.60%	5.46%	37.18%	54.77%		
29. In the last 12 months, I have experienced harassing behavior from parents.	75	224	473	398	48	1218
	6.41%	19.15%	40.43%	34.02%		

2012-2013 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.	30	222	188	161		601
	4.99%	36.94%	31.28%	26.79%		
2. There is an atmosphere of open communication and trust in my school/worksite.	57	258	177	105	1	598
	9.55%	43.22%	29.65%	17.59%		
3. I personally feel successful in my work.	130	347	87	35		599
	21.70%	57.93%	14.52%	5.84%		
4. I feel involved in decision-making at my school/worksite.	69	220	182	116	12	599
	11.75%	37.48%	31.01%	19.76%		
5. I want to be involved in decision-making at my school/worksite.	160	364	47	12	15	598
	27.44%	62.44%	8.06%	2.06%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	101	233	154	103	6	597
	17.09%	39.42%	26.06%	17.43%		
7. In my school/worksite, I am treated as a professional.	156	302	92	48	1	599
	26.09%	50.50%	15.38%	8.03%		
8. There is good teamwork among staff in my school/worksite.	128	319	110	40	2	599
	21.44%	53.43%	18.43%	6.70%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	90	334	112	48	13	597
	15.41%	57.19%	19.18%	8.22%		
10. My working environment (i.e. safety, cleanliness, is conducive to success.	198	305	56	40	1	600
	33.06%	50.92%	9.35%	6.68%		
11. My work performance is evaluated fairly.	119	379	68	28	3	597
	20.03%	63.80%	11.45%	4.71%		
12. I am provided adequate time during the workday to plan, prepare for and do my job	51	146	163	237		597
	8.54%	24.46%	27.30%	39.70%		
13. I am provided adequate work and storage space to prepare for and do my job.	174	307	85	32	1	599
	29.10%	51.34%	14.21%	5.35%		
14. My administrators/supervisors respect the negotiated contracts.	156	348	65	22	7	598
	26.40%	58.88%	11.00%	3.72%		

2012-2013 HCEA Job Satisfaction Survey

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total
15. My planning time is respected by my school administrations/supervisors.	132	330	100	36	2	600
	22.07%	55.18%	16.72%	6.02%		
16. In my school, administrators/supervisors support me in enforcing discipline.	109	278	119	83	8	597
	18.51%	47.20%	20.20%	14.09%		
17. In my school, student misbehavior interferes with learning.	159	161	158	104	14	596
	27.32%	27.66%	27.15%	17.87%		
18. Too much instructional time is spent administering assessments.	192	198	165	23	19	597
	33.22%	34.26%	28.55%	3.98%		
19. HCPSS professional development experiences are meaningful and worthwhile.	39	217	207	122	8	593
	6.67%	37.09%	35.38%	20.85%		
20. Increased workload has contributed to a decline in my morale.	265	214	80	35	6	600
	44.61%	36.03%	13.47%	5.89%		
21. I am paid fairly	25	222	212	137	1	597
	4.19%	37.25%	35.57%	22.99%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	35	273	131	60	83	582
	7.01%	54.71%	26.25%	12.02%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	15	205	191	151	28	590
	2.67%	36.48%	33.99%	26.87%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	135	342	76	14	19	586
	23.81%	60.32%	13.40%	2.47%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	80	340	108	41	21	590
	14.06%	59.75%	18.98%	7.21%		
26. In my position, I receive appropriate and adequate support and training.	80	339	133	42	3	597
	13.47%	57.07%	22.39%	7.07%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	14	71	213	268	31	597
	2.47%	12.54%	37.63%	47.35%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	18	53	221	273	31	596
	3.19%	9.38%	39.12%	48.32%		
29. In the last 12 months, I have experienced harassing behavior from parents.	54	161	227	136	21	599
	9.34%	27.85%	39.27%	23.53%		

2012-2013 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.	97	395	154	72		718
	13.51%	55.01%	21.45%	10.03%		
2. There is an atmosphere of open communication and trust in my school/worksite.	88	373	178	72	2	713
	12.38%	52.46%	25.04%	10.13%		
3. I personally feel successful in my work.	231	401	67	18	1	718
	32.22%	55.93%	9.34%	2.51%		
4. I feel involved in decision-making at my school/worksite.	76	300	232	87	24	719
	10.94%	43.17%	33.38%	12.52%		
5. I want to be involved in decision-making at my school/worksite.	162	446	78	15	14	715
	23.11%	63.62%	11.13%	2.14%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	122	310	196	85	3	716
	17.11%	43.48%	27.49%	11.92%		
7. In my school/worksite, I am treated as a professional.	211	385	80	36		712
	29.63%	54.07%	11.24%	5.06%		
8. There is good teamwork among staff in my school/worksite.	170	378	125	39	3	715
	23.88%	53.09%	17.56%	5.48%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	174	397	83	46	10	710
	24.86%	56.71%	11.86%	6.57%		
10. My working environment (i.e. safety, cleanliness, is conducive to success.	209	380	82	43	1	715
	29.27%	53.22%	11.48%	6.02%		
11. My work performance is evaluated fairly.	166	446	73	26	7	718
	23.35%	62.73%	10.27%	3.66%		
12. I am provided adequate time during the workday to plan, prepare for and do my job	102	269	207	135	5	718
	14.31%	37.73%	29.03%	18.93%		
13. I am provided adequate work and storage space to prepare for and do my job.	202	387	91	33	1	714
	28.33%	54.28%	12.76%	4.63%		
14. My administrators/supervisors respect the negotiated contracts.	226	415	56	17	4	718
	31.65%	58.12%	7.84%	2.38%		

2012-2013 HCEA Job Satisfaction Survey

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total
15. My planning time is respected by my school administrations/supervisors.	216	404	72	19	4	715
	30.38%	56.82%	10.13%	2.67%		
16. In my school, administrators/supervisors support me in enforcing discipline.	151	382	126	52	5	716
	21.24%	53.73%	17.72%	7.31%		
17. In my school, student misbehavior interferes with learning.	94	232	251	129	8	714
	13.31%	32.86%	35.55%	18.27%		
18. Too much instructional time is spent administering assessments.	149	260	230	42	36	717
	21.88%	38.18%	33.77%	6.17%		
19. HCPSS professional development experiences are meaningful and worthwhile.	19	212	263	195	28	717
	2.76%	30.77%	38.17%	28.30%		
20. Increased workload has contributed to a decline in my morale.	179	250	224	40	22	715
	25.83%	36.08%	32.32%	5.77%		
21. I am paid fairly	19	262	255	176	1	713
	2.67%	36.80%	35.81%	24.72%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	28	351	164	70	87	700
	4.57%	57.26%	26.75%	11.42%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	13	306	247	100	41	707
	1.95%	45.95%	37.09%	15.02%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	151	440	68	20	29	708
	22.24%	64.80%	10.01%	2.95%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	93	416	140	43	20	712
	13.44%	60.12%	20.23%	6.21%		
26. In my position, I receive appropriate and adequate support and training.	77	460	140	30	5	712
	10.89%	65.06%	19.80%	4.24%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	28	64	248	332	47	719
	4.17%	9.52%	36.90%	49.40%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	29	46	268	330	43	716
	4.31%	6.84%	39.82%	49.03%		
29. In the last 12 months, I have experienced harassing behavior from parents.	73	174	267	181	21	716
	10.50%	25.04%	38.42%	26.04%		

2012-2013 HCEA Job Satisfaction Survey

Level	Elementary					
HCEA Member	(All)					
Profession	Para					
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.	80	239	86	36	1	442
	18.14%	54.20%	19.50%	8.16%		
2. There is an atmosphere of open communication and trust in my school/worksite.	62	227	111	42		442
	14.03%	51.36%	25.11%	9.50%		
3. I personally feel successful in my work.	150	247	35	8	1	441
	34.09%	56.14%	7.95%	1.82%		
4. I feel involved in decision-making at my school/worksite.	67	201	117	41	15	441
	15.73%	47.18%	27.46%	9.62%		
5. I want to be involved in decision-making at my school/worksite.	76	281	45	7	28	437
	18.58%	68.70%	11.00%	1.71%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	69	229	96	41	5	440
	15.86%	52.64%	22.07%	9.43%		
7. In my school/worksite, I am treated as a professional.	111	250	63	16		440
	25.23%	56.82%	14.32%	3.64%		
8. There is good teamwork among staff in my school/worksite.	91	234	84	27	2	438
	20.87%	53.67%	19.27%	6.19%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	52	240	84	36	28	440
	12.62%	58.25%	20.39%	8.74%		
10. My working environment (i.e. safety, cleanliness, is conducive to success.	119	253	54	16		442
	26.92%	57.24%	12.22%	3.62%		
11. My work performance is evaluated fairly.	108	255	47	10	17	437
	25.71%	60.71%	11.19%	2.38%		
12. I am provided adequate time during the workday to plan, prepare for and do my job	66	233	78	31	33	441
	16.18%	57.11%	19.12%	7.60%		
13. I am provided adequate work and storage space to prepare for and do my job.	90	262	55	23	12	442
	20.93%	60.93%	12.79%	5.35%		
14. My administrators/supervisors respect the negotiated contracts.	105	270	38	9	13	435
	24.88%	63.98%	9.00%	2.13%		

2012-2013 HCEA Job Satisfaction Survey

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total
15. My planning time is respected by my school administrations/supervisors.	52	138	41	9	197	437
	21.67%	57.50%	17.08%	3.75%		
16. In my school, administrators/supervisors support me in enforcing discipline.	94	216	62	26	43	441
	23.62%	54.27%	15.58%	6.53%		
17. In my school, student misbehavior interferes with learning.	79	142	145	34	42	442
	19.75%	35.50%	36.25%	8.50%		
18. Too much instructional time is spent administering assessments.	44	145	111	15	123	438
	13.97%	46.03%	35.24%	4.76%		
19. HCPSS professional development experiences are meaningful and worthwhile.	26	215	123	35	40	439
	6.52%	53.88%	30.83%	8.77%		
20. Increased workload has contributed to a decline in my morale.	44	121	187	53	30	435
	10.86%	29.88%	46.17%	13.09%		
21. I am paid fairly	13	136	158	127	1	435
	3.00%	31.34%	36.41%	29.26%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	48	298	42	15	25	428
	11.91%	73.95%	10.42%	3.72%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	28	282	90	17	15	432
	6.71%	67.63%	21.58%	4.08%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	76	311	31	7	12	437
	17.88%	73.18%	7.29%	1.65%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	53	272	56	12	45	438
	13.49%	69.21%	14.25%	3.05%		
26. In my position, I receive appropriate and adequate support and training.	57	279	77	20	3	436
	13.16%	64.43%	17.78%	4.62%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	17	45	173	179	23	437
	4.11%	10.87%	41.79%	43.24%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	6	14	186	205	28	439
	1.46%	3.41%	45.26%	49.88%		
29. In the last 12 months, I have experienced harassing behavior from parents.	16	49	174	170	29	438
	3.91%	11.98%	42.54%	41.56%		

2012-2013 HCEA Job Satisfaction Survey

Level	Elementary					
HCEA Member	(All)					
Profession	Other					
Years in Education	(All)					
Years with HCPSS	(All)					
Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total
Question						
1. Overall, morale at my school/worksite is good.	31	89	25	7		152
	20.39%	58.55%	16.45%	4.61%		
2. There is an atmosphere of open communication and trust in my school/worksite.	34	87	21	11		153
	22.22%	56.86%	13.73%	7.19%		
3. I personally feel successful in my work.	54	85	9	5		153
	35.29%	55.56%	5.88%	3.27%		
4. I feel involved in decision-making at my school/worksite.	26	70	37	12	8	153
	17.93%	48.28%	25.52%	8.28%		
5. I want to be involved in decision-making at my school/worksite.	44	95	6	1	5	151
	30.14%	65.07%	4.11%	0.68%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	44	72	26	9	2	153
	29.14%	47.68%	17.22%	5.96%		
7. In my school/worksite, I am treated as a professional.	67	73	7	4		151
	44.37%	48.34%	4.64%	2.65%		
8. There is good teamwork among staff in my school/worksite.	48	83	12	10		153
	31.37%	54.25%	7.84%	6.54%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	37	76	11	7	20	151
	28.24%	58.02%	8.40%	5.34%		
10. My working environment (i.e. safety, cleanliness, is conducive to success.	62	77	8	3	1	151
	41.33%	51.33%	5.33%	2.00%		
11. My work performance is evaluated fairly.	46	90	7	3	4	150
	31.51%	61.64%	4.79%	2.05%		
12. I am provided adequate time during the workday to plan, prepare for and do my job	29	68	30	18	6	151
	20.00%	46.90%	20.69%	12.41%		
13. I am provided adequate work and storage space to prepare for and do my job.	47	80	16	9		152
	30.92%	52.63%	10.53%	5.92%		
14. My administrators/supervisors respect the negotiated contracts.	64	75	2	1	8	150
	45.07%	52.82%	1.41%	0.70%		

2012-2013 HCEA Job Satisfaction Survey

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total
15. My planning time is respected by my school administrations/supervisors.	50	59	5	1	35	150
	43.48%	51.30%	4.35%	0.87%		
16. In my school, administrators/supervisors support me in enforcing discipline.	45	60	5	1	39	150
	40.54%	54.05%	4.50%	0.90%		
17. In my school, student misbehavior interferes with learning.	9	46	44	21	31	151
	7.50%	38.33%	36.67%	17.50%		
18. Too much instructional time is spent administering assessments.	20	40	29	3	59	151
	21.74%	43.48%	31.52%	3.26%		
19. HCPSS professional development experiences are meaningful and worthwhile.	22	77	28	5	17	149
	16.67%	58.33%	21.21%	3.79%		
20. Increased workload has contributed to a decline in my morale.	27	54	47	18	6	152
	18.49%	36.99%	32.19%	12.33%		
21. I am paid fairly	9	68	49	23		149
	6.04%	45.64%	32.89%	15.44%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	12	95	23	6	11	147
	8.82%	69.85%	16.91%	4.41%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	10	97	32	4	6	149
	6.99%	67.83%	22.38%	2.80%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	36	99	9	3	3	150
	24.49%	67.35%	6.12%	2.04%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	21	84	19	2	24	150
	16.67%	66.67%	15.08%	1.59%		
26. In my position, I receive appropriate and adequate support and training.	52	79	14	3	3	151
	35.14%	53.38%	9.46%	2.03%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	4	9	55	72	10	150
	2.86%	6.43%	39.29%	51.43%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3	5	53	80	10	151
	2.13%	3.55%	37.59%	56.74%		
29. In the last 12 months, I have experienced harassing behavior from parents.	5	33	65	40	9	152
	3.50%	23.08%	45.45%	27.97%		

2012-2013 HCEA Job Satisfaction Survey

Level	Middle					
HCEA Member	(All)					
Profession	Other					
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.	6	34	20	9		69
	8.70%	49.28%	28.99%	13.04%		
2. There is an atmosphere of open communication and trust in my school/worksite.	3	37	21	7	1	69
	4.41%	54.41%	30.88%	10.29%		
3. I personally feel successful in my work.	19	37	11	2		69
	27.54%	53.62%	15.94%	2.90%		
4. I feel involved in decision-making at my school/worksite.	9	20	26	11	3	69
	13.64%	30.30%	39.39%	16.67%		
5. I want to be involved in decision-making at my school/worksite.	19	39	6		4	68
	29.69%	60.94%	9.38%	0.00%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	10	34	18	6	1	69
	14.71%	50.00%	26.47%	8.82%		
7. In my school/worksite, I am treated as a professional.	20	35	12	2		69
	28.99%	50.72%	17.39%	2.90%		
8. There is good teamwork among staff in my school/worksite.	8	43	14	3		68
	11.76%	63.24%	20.59%	4.41%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	9	30	12	4	12	67
	16.36%	54.55%	21.82%	7.27%		
10. My working environment (i.e. safety, cleanliness. is conducive to success.	27	33	7	2		69
	39.13%	47.83%	10.14%	2.90%		
11. My work performance is evaluated fairly.	23	36	4	4	2	69
	34.33%	53.73%	5.97%	5.97%		
12. I am provided adequate time during the workday to plan, prepare for and do my job	11	32	11	7	8	69
	18.03%	52.46%	18.03%	11.48%		
13. I am provided adequate work and storage space to prepare for and do my job.	26	30	9	1	3	69
	39.39%	45.45%	13.64%	1.52%		
14. My administrators/supervisors respect the negotiated contracts.	20	37	7	2	2	68
	30.30%	56.06%	10.61%	3.03%		

2012-2013 HCEA Job Satisfaction Survey

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total
15. My planning time is respected by my school administrations/supervisors.	11	22	3	4	29	69
	27.50%	55.00%	7.50%	10.00%		
16. In my school, administrators/supervisors support me in enforcing discipline.	15	30	3	1	20	69
	30.61%	61.22%	6.12%	2.04%		
17. In my school, student misbehavior interferes with learning.	4	25	19	10	8	66
	6.90%	43.10%	32.76%	17.24%		
18. Too much instructional time is spent administering assessments.	16	16	11	4	21	68
	34.04%	34.04%	23.40%	8.51%		
19. HCPSS professional development experiences are meaningful and worthwhile.	6	32	11	8	11	68
	10.53%	56.14%	19.30%	14.04%		
20. Increased workload has contributed to a decline in my morale.	11	21	23	6	8	69
	18.03%	34.43%	37.70%	9.84%		
21. I am paid fairly	4	28	22	14		68
	5.88%	41.18%	32.35%	20.59%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	6	45	7	2	5	65
	10.00%	75.00%	11.67%	3.33%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	43	14	2	4	65
	3.28%	70.49%	22.95%	3.28%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	13	44	6	2	2	67
	20.00%	67.69%	9.23%	3.08%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	39	8	5	12	69
	8.77%	68.42%	14.04%	8.77%		
26. In my position, I receive appropriate and adequate support and training.	15	38	10	5	1	69
	22.06%	55.88%	14.71%	7.35%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	6	28	29	4	69
	3.08%	9.23%	43.08%	44.62%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	4	33	30	1	69
	1.47%	5.88%	48.53%	44.12%		
29. In the last 12 months, I have experienced harassing behavior from parents.	2	19	30	15	3	69
	3.03%	28.79%	45.45%	22.73%		

2012-2013 HCEA Job Satisfaction Survey

Level	High					
HCEA Member	(All)					
Profession	Other MSDE					
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.	18	55	14	6	1	94
	19.35%	59.14%	15.05%	6.45%		
2. There is an atmosphere of open communication and trust in my school/worksite.	18	47	19	8	1	93
	19.57%	51.09%	20.65%	8.70%		
3. I personally feel successful in my work.	35	53	6			94
	37.23%	56.38%	6.38%	0.00%		
4. I feel involved in decision-making at my school/worksite.	13	30	40	8	3	94
	14.29%	32.97%	43.96%	8.79%		
5. I want to be involved in decision-making at my school/worksite.	24	55	4	3	8	94
	27.91%	63.95%	4.65%	3.49%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	20	47	22	5		94
	21.28%	50.00%	23.40%	5.32%		
7. In my school/worksite, I am treated as a professional.	34	48	10	2		94
	36.17%	51.06%	10.64%	2.13%		
8. There is good teamwork among staff in my school/worksite.	34	40	12	8		94
	36.17%	42.55%	12.77%	8.51%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	17	28	10	3	31	89
	29.31%	48.28%	17.24%	5.17%		
10. My working environment (i.e. safety, cleanliness, is conducive to success.	27	47	12	7		93
	29.03%	50.54%	12.90%	7.53%		
11. My work performance is evaluated fairly.	28	47	11	2	4	92
	31.82%	53.41%	12.50%	2.27%		
12. I am provided adequate time during the workday to plan, prepare for and do my job	11	53	10	9	11	94
	13.25%	63.86%	12.05%	10.84%		
13. I am provided adequate work and storage space to prepare for and do my job.	25	58	8	3		94
	26.60%	61.70%	8.51%	3.19%		
14. My administrators/supervisors respect the negotiated contracts.	25	53	5	2	7	92
	29.41%	62.35%	5.88%	2.35%		

2012-2013 HCEA Job Satisfaction Survey

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total
15. My planning time is respected by my school administrations/supervisors.	15	25	4	2	48	94
	32.61%	54.35%	8.70%	4.35%		
16. In my school, administrators/supervisors support me in enforcing discipline.	18	33	8	2	32	93
	29.51%	54.10%	13.11%	3.28%		
17. In my school, student misbehavior interferes with learning.	9	26	25	11	22	93
	12.68%	36.62%	35.21%	15.49%		
18. Too much instructional time is spent administering assessments.	17	24	8	2	40	91
	33.33%	47.06%	15.69%	3.92%		
19. HCPSS professional development experiences are meaningful and worthwhile.	3	42	18	10	20	93
	4.11%	57.53%	24.66%	13.70%		
20. Increased workload has contributed to a decline in my morale.	9	35	29	11	9	93
	10.71%	41.67%	34.52%	13.10%		
21. I am paid fairly	5	43	26	18	1	93
	5.43%	46.74%	28.26%	19.57%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	4	54	18	3	10	89
	5.06%	68.35%	22.78%	3.80%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	4	46	27	6	5	88
	4.82%	55.42%	32.53%	7.23%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	15	59	8	5	3	90
	17.24%	67.82%	9.20%	5.75%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	13	44	9	6	18	90
	18.06%	61.11%	12.50%	8.33%		
26. In my position, I receive appropriate and adequate support and training.	27	50	12	3	2	94
	29.35%	54.35%	13.04%	3.26%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	4	12	32	40	3	91
	4.55%	13.64%	36.36%	45.45%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	12	31	44	6	94
	1.14%	13.64%	35.23%	50.00%		
29. In the last 12 months, I have experienced harassing behavior from parents.	9	25	26	24	10	94
	10.71%	29.76%	30.95%	28.57%		

2012-2013 HCEA Job Satisfaction Survey

Level	Middle					
HCEA Member	(All)					
Profession	Para					
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.	15	66	27	22		130
	11.54%	50.77%	20.77%	16.92%		
2. There is an atmosphere of open communication and trust in my school/worksite.	17	58	36	19		130
	13.08%	44.62%	27.69%	14.62%		
3. I personally feel successful in my work.	32	84	12		2	130
	25.00%	65.63%	9.38%	0.00%		
4. I feel involved in decision-making at my school/worksite.	12	47	47	22	1	129
	9.38%	36.72%	36.72%	17.19%		
5. I want to be involved in decision-making at my school/worksite.	13	90	17	1	8	129
	10.74%	74.38%	14.05%	0.83%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	17	59	34	16	3	129
	13.49%	46.83%	26.98%	12.70%		
7. In my school/worksite, I am treated as a professional.	31	69	23	6		129
	24.03%	53.49%	17.83%	4.65%		
8. There is good teamwork among staff in my school/worksite.	19	81	18	10		128
	14.84%	63.28%	14.06%	7.81%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	13	64	28	10	13	128
	11.30%	55.65%	24.35%	8.70%		
10. My working environment (i.e. safety, cleanliness, is conducive to success.	34	82	10	4		130
	26.15%	63.08%	7.69%	3.08%		
11. My work performance is evaluated fairly.	32	71	18	4	4	129
	25.60%	56.80%	14.40%	3.20%		
12. I am provided adequate time during the workday to plan, prepare for and do my job	13	55	34	16	12	130
	11.02%	46.61%	28.81%	13.56%		
13. I am provided adequate work and storage space to prepare for and do my job.	25	84	13	4	2	128
	19.84%	66.67%	10.32%	3.17%		
14. My administrators/supervisors respect the negotiated contracts.	33	70	19	4	4	130
	26.19%	55.56%	15.08%	3.17%		

2012-2013 HCEA Job Satisfaction Survey

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total
15. My planning time is respected by my school administrations/supervisors.	11	33	14	9	63	130
	16.42%	49.25%	20.90%	13.43%		
16. In my school, administrators/supervisors support me in enforcing discipline.	22	52	22	19	15	130
	19.13%	45.22%	19.13%	16.52%		
17. In my school, student misbehavior interferes with learning.	30	42	31	13	12	128
	25.86%	36.21%	26.72%	11.21%		
18. Too much instructional time is spent administering assessments.	20	43	31	2	33	129
	20.83%	44.79%	32.29%	2.08%		
19. HCPSS professional development experiences are meaningful and worthwhile.	6	52	30	15	24	127
	5.83%	50.49%	29.13%	14.56%		
20. Increased workload has contributed to a decline in my morale.	14	27	62	6	20	129
	12.84%	24.77%	56.88%	5.50%		
21. I am paid fairly	5	41	46	36		128
	3.91%	32.03%	35.94%	28.13%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	10	80	16	8	13	127
	8.77%	70.18%	14.04%	7.02%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	8	69	27	12	9	125
	6.90%	59.48%	23.28%	10.34%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	14	92	9	5	6	126
	11.67%	76.67%	7.50%	4.17%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	17	69	17	4	22	129
	15.89%	64.49%	15.89%	3.74%		
26. In my position, I receive appropriate and adequate support and training.	11	82	29	3	3	128
	8.80%	65.60%	23.20%	2.40%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	13	47	60	7	129
	1.64%	10.66%	38.52%	49.18%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3	9	56	56	6	130
	2.42%	7.26%	45.16%	45.16%		
29. In the last 12 months, I have experienced harassing behavior from parents.	4	13	53	45	15	130
	3.48%	11.30%	46.09%	39.13%		

2012-2013 HCEA Job Satisfaction Survey

Level	High					
HCEA Member	(All)					
Profession	Para					
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.	20	90	17	8	1	136
	14.81%	66.67%	12.59%	5.93%		
2. There is an atmosphere of open communication and trust in my school/worksite.	19	76	24	15	1	135
	14.18%	56.72%	17.91%	11.19%		
3. I personally feel successful in my work.	49	75	7	4	1	136
	36.30%	55.56%	5.19%	2.96%		
4. I feel involved in decision-making at my school/worksite.	17	48	47	20	4	136
	12.88%	36.36%	35.61%	15.15%		
5. I want to be involved in decision-making at my school/worksite.	27	82	12	4	10	135
	21.60%	65.60%	9.60%	3.20%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	22	69	30	12	2	135
	16.54%	51.88%	22.56%	9.02%		
7. In my school/worksite, I am treated as a professional.	33	83	12	6	1	135
	24.63%	61.94%	8.96%	4.48%		
8. There is good teamwork among staff in my school/worksite.	27	77	21	9	2	136
	20.15%	57.46%	15.67%	6.72%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	12	63	19	9	32	135
	11.65%	61.17%	18.45%	8.74%		
10. My working environment (i.e. safety, cleanliness, is conducive to success.	37	77	16	4	1	135
	27.61%	57.46%	11.94%	2.99%		
11. My work performance is evaluated fairly.	34	67	21	7	5	134
	26.36%	51.94%	16.28%	5.43%		
12. I am provided adequate time during the workday to plan, prepare for and do my job	31	59	23	10	12	135
	25.20%	47.97%	18.70%	8.13%		
13. I am provided adequate work and storage space to prepare for and do my job.	47	59	18	5	6	135
	36.43%	45.74%	13.95%	3.88%		
14. My administrators/supervisors respect the negotiated contracts.	32	73	10	6	13	134
	26.45%	60.33%	8.26%	4.96%		

2012-2013 HCEA Job Satisfaction Survey

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total
15. My planning time is respected by my school administrations/supervisors.	11	23	8	2	89	133
	25.00%	52.27%	18.18%	4.55%		
16. In my school, administrators/supervisors support me in enforcing discipline.	19	58	11	8	38	134
	19.79%	60.42%	11.46%	8.33%		
17. In my school, student misbehavior interferes with learning.	14	48	29	12	31	134
	13.59%	46.60%	28.16%	11.65%		
18. Too much instructional time is spent administering assessments.	11	24	28	8	62	133
	15.49%	33.80%	39.44%	11.27%		
19. HCPSS professional development experiences are meaningful and worthwhile.	7	45	39	15	28	134
	6.60%	42.45%	36.79%	14.15%		
20. Increased workload has contributed to a decline in my morale.	4	26	59	27	19	135
	3.45%	22.41%	50.86%	23.28%		
21. I am paid fairly	5	42	44	42	1	134
	3.76%	31.58%	33.08%	31.58%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	18	83	17	3	11	132
	14.88%	68.60%	14.05%	2.48%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	13	82	23	7	9	134
	10.40%	65.60%	18.40%	5.60%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	23	86	9	3	13	134
	19.01%	71.07%	7.44%	2.48%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	21	59	16	12	27	135
	19.44%	54.63%	14.81%	11.11%		
26. In my position, I receive appropriate and adequate support and training.	22	77	25	9	2	135
	16.54%	57.89%	18.80%	6.77%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	2	9	47	64	11	133
	1.64%	7.38%	38.52%	52.46%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.		5	52	66	9	132
	0.00%	4.07%	42.28%	53.66%		
29. In the last 12 months, I have experienced harassing behavior from parents.	3	15	47	48	22	135
	2.65%	13.27%	41.59%	42.48%		

2012-2013 HCEA Job Satisfaction Survey

Level	High					
HCEA Member	(All)					
Profession	Other MSDE					
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.	18	55	14	6	1	94
	19.35%	59.14%	15.05%	6.45%		
2. There is an atmosphere of open communication and trust in my school/worksite.	18	47	19	8	1	93
	19.57%	51.09%	20.65%	8.70%		
3. I personally feel successful in my work.	35	53	6			94
	37.23%	56.38%	6.38%	0.00%		
4. I feel involved in decision-making at my school/worksite.	13	30	40	8	3	94
	14.29%	32.97%	43.96%	8.79%		
5. I want to be involved in decision-making at my school/worksite.	24	55	4	3	8	94
	27.91%	63.95%	4.65%	3.49%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	20	47	22	5		94
	21.28%	50.00%	23.40%	5.32%		
7. In my school/worksite, I am treated as a professional.	34	48	10	2		94
	36.17%	51.06%	10.64%	2.13%		
8. There is good teamwork among staff in my school/worksite.	34	40	12	8		94
	36.17%	42.55%	12.77%	8.51%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	17	28	10	3	31	89
	29.31%	48.28%	17.24%	5.17%		
10. My working environment (i.e. safety, cleanliness, is conducive to success.	27	47	12	7		93
	29.03%	50.54%	12.90%	7.53%		
11. My work performance is evaluated fairly.	28	47	11	2	4	92
	31.82%	53.41%	12.50%	2.27%		
12. I am provided adequate time during the workday to plan, prepare for and do my job	11	53	10	9	11	94
	13.25%	63.86%	12.05%	10.84%		
13. I am provided adequate work and storage space to prepare for and do my job.	25	58	8	3		94
	26.60%	61.70%	8.51%	3.19%		
14. My administrators/supervisors respect the negotiated contracts.	25	53	5	2	7	92
	29.41%	62.35%	5.88%	2.35%		

2012-2013 HCEA Job Satisfaction Survey

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total
15. My planning time is respected by my school administrations/supervisors.	15	25	4	2	48	94
	32.61%	54.35%	8.70%	4.35%		
16. In my school, administrators/supervisors support me in enforcing discipline.	18	33	8	2	32	93
	29.51%	54.10%	13.11%	3.28%		
17. In my school, student misbehavior interferes with learning.	9	26	25	11	22	93
	12.68%	36.62%	35.21%	15.49%		
18. Too much instructional time is spent administering assessments.	17	24	8	2	40	91
	33.33%	47.06%	15.69%	3.92%		
19. HCPSS professional development experiences are meaningful and worthwhile.	3	42	18	10	20	93
	4.11%	57.53%	24.66%	13.70%		
20. Increased workload has contributed to a decline in my morale.	9	35	29	11	9	93
	10.71%	41.67%	34.52%	13.10%		
21. I am paid fairly	5	43	26	18	1	93
	5.43%	46.74%	28.26%	19.57%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	4	54	18	3	10	89
	5.06%	68.35%	22.78%	3.80%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	4	46	27	6	5	88
	4.82%	55.42%	32.53%	7.23%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	15	59	8	5	3	90
	17.24%	67.82%	9.20%	5.75%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	13	44	9	6	18	90
	18.06%	61.11%	12.50%	8.33%		
26. In my position, I receive appropriate and adequate support and training.	27	50	12	3	2	94
	29.35%	54.35%	13.04%	3.26%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	4	12	32	40	3	91
	4.55%	13.64%	36.36%	45.45%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	12	31	44	6	94
	1.14%	13.64%	35.23%	50.00%		
29. In the last 12 months, I have experienced harassing behavior from parents.	9	25	26	24	10	94
	10.71%	29.76%	30.95%	28.57%		

2012-2013 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.	429	1618	649	388	3	3087
	13.91%	52.46%	21.04%	12.58%		
2. There is an atmosphere of open communication and trust in my school/worksite.	424	1551	752	344	7	3078
	13.81%	50.50%	24.49%	11.20%		
3. I personally feel successful in my work.	930	1764	295	94	3	3086
	30.17%	57.22%	9.57%	3.05%		
4. I feel involved in decision-making at my school/worksite.	399	1310	916	376	80	3081
	13.30%	43.65%	30.52%	12.53%		
5. I want to be involved in decision-making at my school/worksite.	800	1895	232	52	88	3067
	26.85%	63.61%	7.79%	1.75%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	579	1393	701	374	27	3074
	19.00%	45.72%	23.01%	12.27%		
7. In my school/worksite, I am treated as a professional.	962	1602	346	157	4	3071
	31.37%	52.23%	11.28%	5.12%		
8. There is good teamwork among staff in my school/worksite.	760	1636	497	173	9	3075
	24.79%	53.36%	16.21%	5.64%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	573	1620	442	188	235	3058
	20.30%	57.39%	15.66%	6.66%		
10. My working environment (i.e. safety, cleanliness. is conducive to success.	952	1607	353	163	6	3081
	30.96%	52.26%	11.48%	5.30%		
11. My work performance is evaluated fairly.	813	1821	276	103	53	3066
	26.98%	60.44%	9.16%	3.42%		
12. I am provided adequate time during the workday to plan, prepare for and do my job	383	1178	792	653	72	3078
	12.74%	39.19%	26.35%	21.72%		
13. I am provided adequate work and storage space to prepare for and do my job.	805	1673	418	160	22	3078
	26.34%	54.74%	13.68%	5.24%		
14. My administrators/supervisors respect the negotiated contracts.	987	1727	230	86	42	3072
	32.57%	57.00%	7.59%	2.84%		

2012-2013 HCEA Job Satisfaction Survey

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total
15. My planning time is respected by my school administrations/supervisors.	749	1509	341	117	355	3071
	27.58%	55.56%	12.56%	4.31%		
16. In my school, administrators/supervisors support me in enforcing discipline.	693	1474	436	246	219	3068
	24.32%	51.74%	15.30%	8.63%		
17. In my school, student misbehavior interferes with learning.	528	990	937	413	200	3068
	18.41%	34.52%	32.67%	14.40%		
18. Too much instructional time is spent administering assessments.	577	1039	933	124	395	3068
	21.59%	38.87%	34.90%	4.64%		
19. HCPSS professional development experiences are meaningful and worthwhile.	186	1371	922	471	109	3059
	6.31%	46.47%	31.25%	15.97%		
20. Increased workload has contributed to a decline in my morale.	774	1062	908	217	113	3074
	26.14%	35.87%	30.67%	7.33%		
21. I am paid fairly	113	1123	1074	745	5	3060
	3.70%	36.76%	35.16%	24.39%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	228	1700	557	209	310	3004
	8.46%	63.10%	20.68%	7.76%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	124	1558	856	355	130	3023
	4.29%	53.85%	29.59%	12.27%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	758	1944	231	53	55	3041
	25.39%	65.10%	7.74%	1.77%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	458	1809	468	150	168	3053
	15.88%	62.70%	16.22%	5.20%		
26. In my position, I receive appropriate and adequate support and training.	484	1879	536	143	18	3060
	15.91%	61.77%	17.62%	4.70%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	114	316	1076	1407	161	3074
	3.91%	10.85%	36.94%	48.30%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	90	196	1130	1483	174	3073
	3.10%	6.76%	38.98%	51.16%		
29. In the last 12 months, I have experienced harassing behavior from parents.	214	646	1149	898	169	3076
	7.36%	22.22%	39.53%	30.89%		

2012-2013 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.	113	378	122	57	2	672
	16.87%	56.42%	18.21%	8.51%		
2. There is an atmosphere of open communication and trust in my school/worksite.	120	358	125	64	1	668
	17.99%	53.67%	18.74%	9.60%		
3. I personally feel successful in my work.	231	389	44	3	2	669
	34.63%	58.32%	6.60%	0.45%		
4. I feel involved in decision-making at my school/worksite.	95	283	190	79	22	669
	14.68%	43.74%	29.37%	12.21%		
5. I want to be involved in decision-making at my school/worksite.	159	403	68	8	32	670
	24.92%	63.17%	10.66%	1.25%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	140	337	138	55	1	671
	20.90%	50.30%	20.60%	8.21%		
7. In my school/worksite, I am treated as a professional.	227	362	61	18	1	669
	33.98%	54.19%	9.13%	2.69%		
8. There is good teamwork among staff in my school/worksite.	174	352	103	37	3	669
	26.13%	52.85%	15.47%	5.56%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	117	349	88	32	80	666
	19.97%	59.56%	15.02%	5.46%		
10. My working environment (i.e. safety, cleanliness, is conducive to success.	197	379	66	25	1	668
	29.54%	56.82%	9.90%	3.75%		
11. My work performance is evaluated fairly.	192	392	52	22	9	667
	29.18%	59.57%	7.90%	3.34%		
12. I am provided adequate time during the workday to plan, prepare for and do my job	114	334	131	59	32	670
	17.87%	52.35%	20.53%	9.25%		
13. I am provided adequate work and storage space to prepare for and do my job.	192	382	67	18	11	670
	29.14%	57.97%	10.17%	2.73%		
14. My administrators/supervisors respect the negotiated contracts.	219	364	42	6	30	661
	34.71%	57.69%	6.66%	0.95%		

2012-2013 HCEA Job Satisfaction Survey

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total
15. My planning time is respected by my school administrations/supervisors.	142	227	64	12	222	667
	31.91%	51.01%	14.38%	2.70%		
16. In my school, administrators/supervisors support me in enforcing discipline.	139	290	65	34	141	669
	26.33%	54.92%	12.31%	6.44%		
17. In my school, student misbehavior interferes with learning.	67	170	216	85	127	665
	12.45%	31.60%	40.15%	15.80%		
18. Too much instructional time is spent administering assessments.	76	161	181	26	220	664
	17.12%	36.26%	40.77%	5.86%		
19. HCPSS professional development experiences are meaningful and worthwhile.	38	270	174	85	99	666
	6.70%	47.62%	30.69%	14.99%		
20. Increased workload has contributed to a decline in my morale.	82	203	252	76	55	668
	13.38%	33.12%	41.11%	12.40%		
21. I am paid fairly	28	279	230	128		665
	4.21%	41.95%	34.59%	19.25%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	63	436	85	20	53	657
	10.43%	72.19%	14.07%	3.31%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	39	406	134	49	30	658
	6.21%	64.65%	21.34%	7.80%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	55	430	73	34	66	658
	9.29%	72.64%	12.33%	5.74%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	87	370	87	33	88	665
	15.08%	64.12%	15.08%	5.72%		
26. In my position, I receive appropriate and adequate support and training.	106	437	101	15	7	666
	16.08%	66.31%	15.33%	2.28%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	20	56	242	306	39	663
	3.21%	8.97%	38.78%	49.04%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	10	25	255	340	38	668
	1.59%	3.97%	40.48%	53.97%		
29. In the last 12 months, I have experienced harassing behavior from parents.	34	93	258	214	71	670
	5.68%	15.53%	43.07%	35.73%		

2012-2013 HCEA Job Satisfaction Survey

Level	(All)					
HCEA Member	Yes					
Profession	Para					
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.	89	274	89	53	1	506
	17.62%	54.26%	17.62%	10.50%		
2. There is an atmosphere of open communication and trust in my school/worksite.	69	247	125	63	2	506
	13.69%	49.01%	24.80%	12.50%		
3. I personally feel successful in my work.	168	278	45	13	2	506
	33.33%	55.16%	8.93%	2.58%		
4. I feel involved in decision-making at my school/worksite.	76	219	139	54	16	504
	15.57%	44.88%	28.48%	11.07%		
5. I want to be involved in decision-making at my school/worksite.	96	314	49	11	30	500
	20.43%	66.81%	10.43%	2.34%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	86	241	108	58	10	503
	17.44%	48.88%	21.91%	11.76%		
7. In my school/worksite, I am treated as a professional.	127	273	78	24	1	503
	25.30%	54.38%	15.54%	4.78%		
8. There is good teamwork among staff in my school/worksite.	105	278	81	36	2	502
	21.00%	55.60%	16.20%	7.20%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	58	245	93	44	63	503
	13.18%	55.68%	21.14%	10.00%		
10. My working environment (i.e. safety, cleanliness, is conducive to success.	142	289	55	19	1	506
	28.12%	57.23%	10.89%	3.76%		
11. My work performance is evaluated fairly.	131	261	64	22	23	501
	27.41%	54.60%	13.39%	4.60%		
12. I am provided adequate time during the workday to plan, prepare for and do my job	81	229	101	50	43	504
	17.57%	49.67%	21.91%	10.85%		
13. I am provided adequate work and storage space to prepare for and do my job.	116	276	70	27	14	503
	23.72%	56.44%	14.31%	5.52%		
14. My administrators/supervisors respect the negotiated contracts.	136	281	55	18	12	502
	27.76%	57.35%	11.22%	3.67%		

2012-2013 HCEA Job Satisfaction Survey

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total
15. My planning time is respected by my school administrations/supervisors.	60	137	48	18	237	500
	22.81%	52.09%	18.25%	6.84%		
16. In my school, administrators/supervisors support me in enforcing discipline.	106	221	69	43	65	504
	24.15%	50.34%	15.72%	9.79%		
17. In my school, student misbehavior interferes with learning.	102	167	126	43	64	502
	23.29%	38.13%	28.77%	9.82%		
18. Too much instructional time is spent administering assessments.	54	157	125	20	144	500
	15.17%	44.10%	35.11%	5.62%		
19. HCPSS professional development experiences are meaningful and worthwhile.	34	229	145	55	37	500
	7.34%	49.46%	31.32%	11.88%		
20. Increased workload has contributed to a decline in my morale.	52	119	219	64	45	499
	11.45%	26.21%	48.24%	14.10%		
21. I am paid fairly	21	149	171	154	2	497
	4.24%	30.10%	34.55%	31.11%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	64	308	58	20	41	491
	14.22%	68.44%	12.89%	4.44%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	41	297	106	25	25	494
	8.74%	63.33%	22.60%	5.33%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	109	342	31	6	10	498
	22.34%	70.08%	6.35%	1.23%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	77	275	64	21	64	501
	17.62%	62.93%	14.65%	4.81%		
26. In my position, I receive appropriate and adequate support and training.	70	292	96	32	6	496
	14.29%	59.59%	19.59%	6.53%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	19	52	175	221	33	500
	4.07%	11.13%	37.47%	47.32%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	7	25	195	234	39	500
	1.52%	5.42%	42.30%	50.76%		
29. In the last 12 months, I have experienced harassing behavior from parents.	14	47	187	190	63	501
	3.20%	10.73%	42.69%	43.38%		

2012-2013 HCEA Job Satisfaction Survey

Level	(All)					
HCEA Member	No					
Profession	Para					
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.	34	155	55	19	1	264
	12.93%	58.94%	20.91%	7.22%		
2. There is an atmosphere of open communication and trust in my school/worksite.	35	151	54	23		263
	13.31%	57.41%	20.53%	8.75%		
3. I personally feel successful in my work.	84	165	12		2	263
	32.18%	63.22%	4.60%	0.00%		
4. I feel involved in decision-making at my school/worksite.	33	107	84	31	8	263
	12.94%	41.96%	32.94%	12.16%		
5. I want to be involved in decision-making at my school/worksite.	37	173	30	1	22	263
	15.35%	71.78%	12.45%	0.41%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	34	148	62	18	1	263
	12.98%	56.49%	23.66%	6.87%		
7. In my school/worksite, I am treated as a professional.	64	162	30	6	1	263
	24.43%	61.83%	11.45%	2.29%		
8. There is good teamwork among staff in my school/worksite.	46	149	50	15	2	262
	17.69%	57.31%	19.23%	5.77%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	24	143	43	13	39	262
	10.76%	64.13%	19.28%	5.83%		
10. My working environment (i.e. safety, cleanliness. is conducive to success.	60	162	32	9		263
	22.81%	61.60%	12.17%	3.42%		
11. My work performance is evaluated fairly.	62	163	25	4	7	261
	24.41%	64.17%	9.84%	1.57%		
12. I am provided adequate time during the workday to plan, prepare for and do my job	40	154	39	7	24	264
	16.67%	64.17%	16.25%	2.92%		
13. I am provided adequate work and storage space to prepare for and do my job.	63	167	19	5	10	264
	24.80%	65.75%	7.48%	1.97%		
14. My administrators/supervisors respect the negotiated contracts.	56	164	17	1	21	259
	23.53%	68.91%	7.14%	0.42%		

2012-2013 HCEA Job Satisfaction Survey

Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total
15. My planning time is respected by my school administrations/supervisors.	22	66	16	2	156	262
	20.75%	62.26%	15.09%	1.89%		
16. In my school, administrators/supervisors support me in enforcing discipline.	34	120	28	11	70	263
	17.62%	62.18%	14.51%	5.70%		
17. In my school, student misbehavior interferes with learning.	31	71	82	17	62	263
	15.42%	35.32%	40.80%	8.46%		
18. Too much instructional time is spent administering assessments.	23	65	49	9	115	261
	15.75%	44.52%	33.56%	6.16%		
19. HCPSS professional development experiences are meaningful and worthwhile.	9	105	67	15	66	262
	4.59%	53.57%	34.18%	7.65%		
20. Increased workload has contributed to a decline in my morale.	13	66	117	32	33	261
	5.70%	28.95%	51.32%	14.04%		
21. I am paid fairly	7	104	89	61		261
	2.68%	39.85%	34.10%	23.37%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	20	196	21	6	14	257
	8.23%	80.66%	8.64%	2.47%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	13	180	41	12	11	257
	5.28%	73.17%	16.67%	4.88%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	18	188	21	10	23	260
	7.59%	79.32%	8.86%	4.22%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	23	153	32	10	45	263
	10.55%	70.18%	14.68%	4.59%		
26. In my position, I receive appropriate and adequate support and training.	31	187	40	3	2	263
	11.88%	71.65%	15.33%	1.15%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	5	21	106	115	13	260
	2.02%	8.50%	42.91%	46.56%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	4	9	117	122	11	263
	1.59%	3.57%	46.43%	48.41%		
29. In the last 12 months, I have experienced harassing behavior from parents.	9	31	101	90	33	264
	3.90%	13.42%	43.72%	38.96%		