

OVERVIEW

The HCEA Job Satisfaction Survey is a long-standing service provided to the Association's members and the Howard County community annually since the early 1990's. Over 3900 HCPSS employees participated in 2015-16, well over half the 6800 eligible employees (53.3%). The survey is conducted by an independent firm and runs from mid-January to late February. In order for employees to have detailed information in the voluntary transfer process, results are released prior to April 1st. In the interest of openness and transparency, raw numerical survey data for the past four years will be available as downloadable Excel files at www.hceanea.org.

SUPERINTENDENT/BOARD LEADERSHIP

Confidence in the HCPSS Superintendent and Board of Education are the lowest ever measured in this survey. Educator confidence in the Superintendent is 24.3%, down from 41.6% in 2015 and 74% three years ago. Confidence in the Howard County Board of Education is 26.6%.

CONFIDENCE IN HCEA

The vast majority of educators (89.9%) are confident in the leadership exhibited by the Howard County Education Association. Notably, non-union members have high levels of confidence (79%, up from 76%) in the Association.

MORALE

Agreement with the statement "Overall, morale in my school/work site is good" was 66.9%, consistent with 66% in the previous year. Only 37.9% of educators said they are paid fairly (down from 44%). A slim majority of respondents say their HCPSS professional development experiences are meaningful and worthwhile (52%)

Respondents (86%) feel successful in their work. Like last year, 91% of respondents agree administrators respect their negotiated contracts. They believe their environment is conducive to success (81%) and are treated as professionals (83%) at their schools/work sites.

Most respondents agree the Howard County Public School System (HCPSS) offers the possibility of opportunities for advancement (69.8%) and provides appropriate support and training (75%). Most respondents (75.7%) agree administrators/ supervisors support them in enforcing discipline and their planning time is respected by administrators/supervisors (82%). There is good teamwork among school-based staff (80.8%), and educators' non-instructional duties are equitably assigned (74.5%).

EDUCATION “REFORM” and STANDARDIZED TESTING

Almost all (83.7%) of the surveyed educators say there is too much instructional time spent on administering assessments (up from 69% two years ago), and only 49% say they have adequate time during the workday to plan, prepare, and do the job. Not surprisingly, workload is contributing to a decline in morale (68.4%). There is a steep decline in the perception that educators’ work is evaluated fairly (66%, down from 88% only three years ago).

2015-2016 HCEA Job Satisfaction Survey

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

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Elementary	243	976	348	178		1745	69.9%	30.1%
Hammond ES	15	14				29	100.0%	0.0%
Atholton ES	19	11	1			31	96.8%	3.2%
Bellows Spring ES	11	46	1	1		59	96.6%	3.4%
Waterloo ES	13	38	3			54	94.4%	5.6%
Manor Woods ES	10	30	2	1		43	93.0%	7.0%
Running Brook ES	18	19	2	1		40	92.5%	7.5%
Triadelphia Ridge ES	7	28	2	1		38	92.1%	7.9%
Bushy Park ES	2	28	3			33	90.9%	9.1%
Cradlerock ES	5	29	4			38	89.5%	10.5%
Laurel Woods ES	6	26	4	1		37	86.5%	13.5%
Guilford ES	5	24	3	2		34	85.3%	14.7%
Clarksville ES	3	20	3	1		27	85.2%	14.8%
Veterans ES	12	31	5	3		51	84.3%	15.7%
Dayton Oaks ES	16	37	9	2		64	82.8%	17.2%
Bollman Bridge ES	3	32	7	1		43	81.4%	18.6%
Clemens Crossing ES	4	31	5	3		43	81.4%	18.6%
Stevens Forest ES	6	26	7	1		40	80.0%	20.0%
Ducketts Lane ES	8	26	8	1		43	79.1%	20.9%
Talbott Springs ES	4	28	7	2		41	78.0%	22.0%
Phelps Luck ES	5	33	10	2		50	76.0%	24.0%
West Friendship ES	3	10	4	1		18	72.2%	27.8%
Fulton ES	3	22	6	4		35	71.4%	28.6%
Hollifield Station ES	6	27	9	5		47	70.2%	29.8%
Worthington ES	1	23	8	3		35	68.6%	31.4%
Lisbon ES	2	23	10	2		37	67.6%	32.4%
Ilchester ES	2	25	6	8		41	65.9%	34.1%
Deep Run ES	7	28	13	7		55	63.6%	36.4%
Gorman Crossing ES	4	24	11	5		44	63.6%	36.4%
Rockburn ES	4	25	12	5		46	63.0%	37.0%
Jeffers Hill ES	1	17	8	3		29	62.1%	37.9%
Waverly ES	6	26	12	9		53	60.4%	39.6%
Longfellow ES	4	23	13	6		46	58.7%	41.3%
Pointers Run ES	3	27	16	7		53	56.6%	43.4%
St. John's Lane ES	2	21	10	10		43	53.5%	46.5%
Thunder Hill ES	6	12	13	4		35	51.4%	48.6%
Swansfield ES	5	23	24	9		61	45.9%	54.1%
Bryant Woods ES	5	11	18	3		37	43.2%	56.8%
Centennial Lane ES	1	13	12	12		38	36.8%	63.2%
Forest Ridge ES		12	14	7		33	36.4%	63.6%
Northfield ES	4	12	11	24		51	31.4%	68.6%
Elkridge ES	2	15	32	21		70	24.3%	75.7%

2015-2016 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	107	424	181	77		789	67.3%	32.7%
Clarksville MS	20	19	1			40	97.5%	2.5%
Bonnie Branch MS	4	33		1		38	97.4%	2.6%
Mayfield Woods MS	7	30	1			38	97.4%	2.6%
Burleigh Manor MS	6	27	3			36	91.7%	8.3%
Glenwood MS	10	21	3			34	91.2%	8.8%
Lime Kiln MS	11	25	2	2		40	90.0%	10.0%
Mount View MS	16	35	6	1		58	87.9%	12.1%
Wilde Lake MS	1	33	11	1		46	73.9%	26.1%
Elkridge Landing MS		22	7	1		30	73.3%	26.7%
Hammond MS	4	23	7	3		37	73.0%	27.0%
Dunloggin MS	3	18	7	4		32	65.6%	34.4%
Folly Quarter MS	6	18	12	1		37	64.9%	35.1%
Murray Hill MS	1	24	13	2		40	62.5%	37.5%
Patapsco MS	8	17	9	13		47	53.2%	46.8%
Oakland Mills MS	2	19	16	4		41	51.2%	48.8%
Ellicott Mills MS	5	18	18	6		47	48.9%	51.1%
Thomas Viaduct MS	1	15	17	5		38	42.1%	57.9%
Lake Elkhorn MS	2	13	14	10		39	38.5%	61.5%
Patuxent Valley MS		10	13	11		34	29.4%	70.6%
Harper's Choice MS		4	21	12		37	10.8%	89.2%
High	96	429	219	135	1	880	59.7%	40.3%
Howard HS	18	59	7		1	85	91.7%	8.3%
Hammond HS	25	47	6	1		79	91.1%	8.9%
Centennial HS	21	43	8	6		78	82.1%	17.9%
Reservoir HS	5	56	20	4		85	71.8%	28.2%
Marriotts Ridge HS	7	43	22	7		79	63.3%	36.7%
Atholton HS	3	36	20	5		64	60.9%	39.1%
Wilde Lake HS	2	42	23	15		82	53.7%	46.3%
Mt. Hebron HS	10	34	26	13		83	53.0%	47.0%
Glenelg HS	1	17	13	5		36	50.0%	50.0%
Long Reach HS	3	23	26	15		67	38.8%	61.2%
Oakland Mills HS	1	18	23	19		61	31.1%	68.9%
River Hill HS		11	25	45		81	13.6%	86.4%
Special	28	109	37	15	2	191	72.5%	27.5%
County Diagnostic Center	6	14	2			22	90.9%	9.1%
Homewood Center	5	20	5			30	83.3%	16.7%
ARL	4	12	5			21	76.2%	23.8%
Cedar Lane	4	22	9	3		38	68.4%	31.6%
Central Office	8	27	9	9	1	54	66.0%	34.0%
Ascend One	1	14	7	3	1	26	60.0%	40.0%
Grand Total	474	1938	785	405	3	3605	67.0%	33.0%

2015-2016 HCEA Job Satisfaction Survey

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

Work Site	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Elementary	256	920	395	174	2	1747	67.4%	32.6%
Running Brook ES	20	19	1			40	97.5%	2.5%
Atholton ES	16	13	2			31	93.5%	6.5%
Hammond ES	17	10	2			29	93.1%	6.9%
Triadelphia Ridge ES	10	25	3			38	92.1%	7.9%
Bellows Spring ES	10	43	3	3		59	89.8%	10.2%
Waterloo ES	12	36	5	1		54	88.9%	11.1%
Manor Woods ES	10	28	4	1		43	88.4%	11.6%
Veterans ES	10	35	5	1		51	88.2%	11.8%
Bushy Park ES	5	24	4			33	87.9%	12.1%
Bollman Bridge ES	2	35	5	1		43	86.0%	14.0%
Guilford ES	10	19	3	2		34	85.3%	14.7%
Laurel Woods ES	2	29	4	2		37	83.8%	16.2%
Dayton Oaks ES	17	35	11	1		64	81.3%	18.8%
Phelps Luck ES	6	34	9	1		50	80.0%	20.0%
Clemens Crossing ES	7	27	6	3		43	79.1%	20.9%
Cradlerock ES	7	23	8			38	78.9%	21.1%
Clarksville ES	3	18	3	3		27	77.8%	22.2%
Fulton ES	5	21	7	2		35	74.3%	25.7%
Ilchester ES	6	24	5	6		41	73.2%	26.8%
Rockburn ES	4	29	7	6		46	71.7%	28.3%
Stevens Forest ES	7	21	11	1		40	70.0%	30.0%
Worthington ES	1	23	8	3		35	68.6%	31.4%
Ducketts Lane ES	5	24	9	5		43	67.4%	32.6%
Hollifield Station ES	7	24	14	2		47	66.0%	34.0%
Waverly ES	5	28	14	5	1	53	63.5%	36.5%
Talbott Springs ES	5	21	14	1		41	63.4%	36.6%
Pointers Run ES	5	28	18	2		53	62.3%	37.7%
Lisbon ES	2	21	12	2		37	62.2%	37.8%
West Friendship ES	3	8	4	3		18	61.1%	38.9%
Longfellow ES	4	24	14	4	1	47	60.9%	39.1%
Gorman Crossing ES	4	21	13	6		44	56.8%	43.2%
Deep Run ES	7	21	17	10		55	50.9%	49.1%
Centennial Lane ES	1	18	12	7		38	50.0%	50.0%
Thunder Hill ES	4	13	13	5		35	48.6%	51.4%
St. John's Lane ES	3	17	14	9		43	46.5%	53.5%
Jeffers Hill ES	1	12	12	4		29	44.8%	55.2%
Swansfield ES	6	21	23	11		61	44.3%	55.7%
Bryant Woods ES	2	10	18	7		37	32.4%	67.6%
Forest Ridge ES	1	10	15	8		34	32.4%	67.6%
Northfield ES	2	12	14	23		51	27.5%	72.5%
Elkridge ES	2	16	29	23		70	25.7%	74.3%

2015-2016 HCEA Job Satisfaction Survey

Work Site	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	124	397	195	70	3	789	66.3%	33.7%
Mayfield Woods MS	11	26			1	38	100.0%	0.0%
Bonnie Branch MS	5	31	2			38	94.7%	5.3%
Clarksville MS	18	19	2	1		40	92.5%	7.5%
Burleigh Manor MS	12	21	3			36	91.7%	8.3%
Mount View MS	18	30	8	2		58	82.8%	17.2%
Lime Kiln MS	12	21	6	1		40	82.5%	17.5%
Glenwood MS	10	17	7			34	79.4%	20.6%
Folly Quarter MS	8	21	7	1		37	78.4%	21.6%
Elkridge Landing MS	3	21	6	1		31	77.4%	22.6%
Murray Hill MS	3	26	9	1	1	40	74.4%	25.6%
Wilde Lake MS	3	24	16	3		46	58.7%	41.3%
Dunloggin MS	3	15	8	5		31	58.1%	41.9%
Oakland Mills MS	2	21	15	2	1	41	57.5%	42.5%
Hammond MS	2	18	12	5		37	54.1%	45.9%
Ellicott Mills MS	5	19	15	8		47	51.1%	48.9%
Patapsco MS	4	20	14	9		47	51.1%	48.9%
Lake Elkhorn MS	2	15	14	8		39	43.6%	56.4%
Thomas Viaduct MS	2	14	13	9		38	42.1%	57.9%
Patuxent Valley MS		11	18	5		34	32.4%	67.6%
Harper's Choice MS	1	7	20	9		37	21.6%	78.4%
High	110	414	222	133	2	881	59.6%	40.4%
Hammond HS	29	42	7	1		79	89.9%	10.1%
Howard HS	19	55	9	2	1	86	87.1%	12.9%
Centennial HS	25	38	8	6	1	78	81.8%	18.2%
Mt. Hebron HS	7	46	19	11		83	63.9%	36.1%
Reservoir HS	5	49	20	11		85	63.5%	36.5%
Marriotts Ridge HS	8	41	22	7		78	62.8%	37.2%
Atholton HS	2	35	21	7		65	56.9%	43.1%
Wilde Lake HS	5	37	24	16		82	51.2%	48.8%
Long Reach HS	3	27	23	14		67	44.8%	55.2%
Glenelg HS	4	12	15	5		36	44.4%	55.6%
Oakland Mills HS	1	21	22	17		61	36.1%	63.9%
River Hill HS	2	11	32	36		81	16.0%	84.0%
Special	36	93	46	15		190	67.9%	32.1%
Homewood Center	4	22	3	1		30	86.7%	13.3%
County Diagnostic Center	9	9	4			22	81.8%	18.2%
ARL	5	11	4			20	80.0%	20.0%
Central Office	10	25	10	9		54	64.8%	35.2%
Ascend One	3	11	10	2		26	53.8%	46.2%
Cedar Lane	5	15	15	3		38	52.6%	47.4%
Grand Total	526	1824	858	392	7	3607	65.3%	34.7%

2015-2016 HCEA Job Satisfaction Survey

3) I personally feel successful in my work.

Work Site	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Elementary	414	1059	218	52	2	1745	84.5%	15.5%
Clemens Crossing ES	14	27	3			44	93.2%	6.8%
Jeffers Hill ES	5	22	2			29	93.1%	6.9%
Talbott Springs ES	11	27	3			41	92.7%	7.3%
Clarksville ES	8	17	2			27	92.6%	7.4%
Veterans ES	12	35	3	1		51	92.2%	7.8%
Triadelphia Ridge ES	7	28	2	1		38	92.1%	7.9%
Lisbon ES	9	25	2	1		37	91.9%	8.1%
Bellows Spring ES	17	37	5			59	91.5%	8.5%
Hollifield Station ES	15	28	3	1		47	91.5%	8.5%
Thunder Hill ES	12	20	3			35	91.4%	8.6%
Worthington ES	6	26	2	1		35	91.4%	8.6%
Bollman Bridge ES	7	32	4			43	90.7%	9.3%
Ducketts Lane ES	6	33	4			43	90.7%	9.3%
Manor Woods ES	12	27	3	1		43	90.7%	9.3%
Bushy Park ES	7	22	2	1		32	90.6%	9.4%
Atholton ES	13	14	3			30	90.0%	10.0%
Stevens Forest ES	13	23	4			40	90.0%	10.0%
Hammond ES	14	12	3			29	89.7%	10.3%
Longfellow ES	10	32	5			47	89.4%	10.6%
Dayton Oaks ES	19	38	6	1		64	89.1%	10.9%
Waterloo ES	14	34	4	2		54	88.9%	11.1%
Gorman Crossing ES	14	24	5			43	88.4%	11.6%
Rockburn ES	9	31	6			46	87.0%	13.0%
Cradlerock ES	7	26	5			38	86.8%	13.2%
Laurel Woods ES	12	20	3	2		37	86.5%	13.5%
Fulton ES	7	23	4	1		35	85.7%	14.3%
Guilford ES	6	23	4	1		34	85.3%	14.7%
Ilchester ES	6	28	4	2		40	85.0%	15.0%
Running Brook ES	16	18	6			40	85.0%	15.0%
Deep Run ES	11	34	8	1	1	55	83.3%	16.7%
Waverly ES	18	25	8	2		53	81.1%	18.9%
Bryant Woods ES	9	21	6	1		37	81.1%	18.9%
Swansfield ES	14	34	7	6		61	78.7%	21.3%
West Friendship ES	4	10	3	1		18	77.8%	22.2%
Forest Ridge ES	4	22	6	2		34	76.5%	23.5%
Pointers Run ES	10	30	11	2		53	75.5%	24.5%
Northfield ES	13	26	9	4		52	75.0%	25.0%
Phelps Luck ES	6	29	12	2	1	50	71.4%	28.6%
St. John's Lane ES	9	21	8	5		43	69.8%	30.2%
Centennial Lane ES	3	21	12	2		38	63.2%	36.8%
Elkridge ES	5	34	23	8		70	55.7%	44.3%

2015-2016 HCEA Job Satisfaction Survey

Work Site	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	211	458	92	28	1	790	84.8%	15.2%
Clarksville MS	19	20	1			40	97.5%	2.5%
Lime Kiln MS	22	17	1			40	97.5%	2.5%
Glenwood MS	15	17	2			34	94.1%	5.9%
Mount View MS	27	26	3	2		58	91.4%	8.6%
Bonnie Branch MS	6	28	3	1		38	89.5%	10.5%
Burleigh Manor MS	13	19	3	1		36	88.9%	11.1%
Murray Hill MS	14	21	5			40	87.5%	12.5%
Elkridge Landing MS	4	23	4			31	87.1%	12.9%
Wilde Lake MS	3	37	6			46	87.0%	13.0%
Folly Quarter MS	11	21	4	1		37	86.5%	13.5%
Mayfield Woods MS	11	21	6			38	84.2%	15.8%
Hammond MS	8	22	5	2		37	81.1%	18.9%
Harper's Choice MS	6	24	5	2		37	81.1%	18.9%
Ellicott Mills MS	13	25	6	3		47	80.9%	19.1%
Patapsco MS	10	28	7	2		47	80.9%	19.1%
Oakland Mills MS	7	25	7	1	1	41	80.0%	20.0%
Patuxent Valley MS	3	24	4	3		34	79.4%	20.6%
Lake Elkhorn MS	6	24	6	3		39	76.9%	23.1%
Dunloggin MS	9	15	5	3		32	75.0%	25.0%
Thomas Viaduct MS	4	21	9	4		38	65.8%	34.2%
High	246	517	84	32		879	86.8%	13.2%
Howard HS	29	54	3			86	96.5%	3.5%
Centennial HS	39	36	2	1		78	96.2%	3.8%
River Hill HS	31	44	4	1		80	93.8%	6.3%
Glenelg HS	10	22	3	1		36	88.9%	11.1%
Marriotts Ridge HS	22	48	9			79	88.6%	11.4%
Long Reach HS	15	44	5	3		67	88.1%	11.9%
Atholton HS	18	38	5	4		65	86.2%	13.8%
Reservoir HS	23	48	12	2		85	83.5%	16.5%
Hammond HS	21	43	12	1		77	83.1%	16.9%
Wilde Lake HS	15	52	6	9		82	81.7%	18.3%
Oakland Mills HS	10	38	7	6		61	78.7%	21.3%
Mt. Hebron HS	13	50	16	4		83	75.9%	24.1%
Special	54	108	20	8	1	191	85.3%	14.7%
ARL	8	13				21	100.0%	0.0%
Ascend One	8	16	1	1		26	92.3%	7.7%
County Diagnostic Center	8	12	2			22	90.9%	9.1%
Cedar Lane	8	23	5	1	1	38	83.8%	16.2%
Homewood Center	6	18	5	1		30	80.0%	20.0%
Central Office	16	26	7	5		54	77.8%	22.2%
Grand Total	925	2142	414	120	4	3605	85.2%	14.8%

2015-2016 HCEA Job Satisfaction Survey

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

Work Site	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Elementary	223	776	497	208	39	1743	58.6%	41.4%
Atholton ES	5	22	4			31	87.1%	12.9%
Hammond ES	12	13	3	1		29	86.2%	13.8%
Triadelphia Ridge ES	7	23	5	1	1	37	83.3%	16.7%
Manor Woods ES	10	23	9		1	43	78.6%	21.4%
Bushy Park ES	9	16	5	2	1	33	78.1%	21.9%
Guilford ES	7	19	6	2		34	76.5%	23.5%
Running Brook ES	13	16	8	1	2	40	76.3%	23.7%
Cradlerock ES	6	21	10	1		38	71.1%	28.9%
Clemens Crossing ES	4	27	13			44	70.5%	29.5%
Waterloo ES	6	31	11	5		53	69.8%	30.2%
Bellows Spring ES	7	32	12	5	3	59	69.6%	30.4%
Veterans ES	6	27	14	2	2	51	67.3%	32.7%
Laurel Woods ES	8	16	7	5	1	37	66.7%	33.3%
West Friendship ES	3	9	1	5		18	66.7%	33.3%
Rockburn ES	8	22	11	5		46	65.2%	34.8%
Dayton Oaks ES	13	26	18	3	3	63	65.0%	35.0%
Fulton ES	6	16	7	5		34	64.7%	35.3%
Worthington ES	3	19	8	4	1	35	64.7%	35.3%
Clarksville ES	4	11	7	2	3	27	62.5%	37.5%
Stevens Forest ES	6	19	11	4		40	62.5%	37.5%
Swansfield ES	5	30	14	10	2	61	59.3%	40.7%
Talbott Springs ES	6	18	15	2		41	58.5%	41.5%
Hollifield Station ES	5	21	14	6	1	47	56.5%	43.5%
Ducketts Lane ES	2	22	11	8		43	55.8%	44.2%
Centennial Lane ES	1	19	11	5	1	37	55.6%	44.4%
Bollman Bridge ES	1	21	13	5	3	43	55.0%	45.0%
Waverly ES	7	20	17	6	3	53	54.0%	46.0%
Ilchester ES	5	16	12	7	1	41	52.5%	47.5%
Phelps Luck ES	2	23	19	4	2	50	52.1%	47.9%
Jeffers Hill ES	2	13	10	4		29	51.7%	48.3%
Thunder Hill ES	6	12	12	5		35	51.4%	48.6%
Deep Run ES	7	19	17	10	2	55	49.1%	50.9%
Pointers Run ES	4	21	20	7	1	53	48.1%	51.9%
Gorman Crossing ES	7	14	17	6		44	47.7%	52.3%
Longfellow ES	3	18	18	7	1	47	45.7%	54.3%
Lisbon ES	3	13	17	3	1	37	44.4%	55.6%
St. John's Lane ES	4	14	14	10	1	43	42.9%	57.1%
Bryant Woods ES	2	13	16	5	1	37	41.7%	58.3%
Northfield ES	3	15	17	15	1	51	36.0%	64.0%
Forest Ridge ES	1	11	13	9		34	35.3%	64.7%
Elkridge ES	4	15	30	21		70	27.1%	72.9%

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Work Site	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	117	319	240	90	22	788	56.9%	43.1%
Clarksville MS	11	21	7	1		40	80.0%	20.0%
Mayfield Woods MS	7	21	5	3	2	38	77.8%	22.2%
Glenwood MS	8	16	4	3	3	34	77.4%	22.6%
Mount View MS	20	22	10	4	2	58	75.0%	25.0%
Lime Kiln MS	10	18	7	3	2	40	73.7%	26.3%
Bonnie Branch MS	4	20	9	3	2	38	66.7%	33.3%
Burleigh Manor MS	6	17	11	1	1	36	65.7%	34.3%
Folly Quarter MS	5	19	11	2		37	64.9%	35.1%
Elkridge Landing MS	4	13	10	2	1	30	58.6%	41.4%
Dunloggin MS	3	15	9	5		32	56.3%	43.8%
Hammond MS	4	15	13	4	1	37	52.8%	47.2%
Wilde Lake MS	2	22	20	2		46	52.2%	47.8%
Murray Hill MS	5	15	17	3		40	50.0%	50.0%
Oakland Mills MS	6	13	15	4	3	41	50.0%	50.0%
Ellicott Mills MS	4	18	14	10	1	47	47.8%	52.2%
Patapsco MS	8	12	16	9	1	46	44.4%	55.6%
Lake Elkhorn MS	4	12	15	8		39	41.0%	59.0%
Harper's Choice MS	1	13	16	6	1	37	38.9%	61.1%
Thomas Viaduct MS	4	9	12	12	1	38	35.1%	64.9%
Patuxent Valley MS	1	8	19	5	1	34	27.3%	72.7%
High	90	335	274	155	20	874	49.8%	50.2%
Hammond HS	15	41	14	7	1	78	72.7%	27.3%
Howard HS	17	40	20	2	6	85	72.2%	27.8%
Marriotts Ridge HS	7	42	21	6	2	78	64.5%	35.5%
Centennial HS	18	30	18	9	3	78	64.0%	36.0%
Wilde Lake HS	4	34	22	20	2	82	47.5%	52.5%
Long Reach HS	5	25	23	13	1	67	45.5%	54.5%
Glenelg HS	3	12	17	3	1	36	42.9%	57.1%
Oakland Mills HS	2	22	23	14		61	39.3%	60.7%
Mt. Hebron HS	7	24	32	17		80	38.8%	61.3%
Atholton HS	2	22	24	15	2	65	38.1%	61.9%
Reservoir HS	6	24	28	24	1	83	36.6%	63.4%
River Hill HS	4	19	32	25	1	81	28.8%	71.3%
Special	34	89	44	19	4	190	66.1%	33.9%
ARL	3	14	4			21	81.0%	19.0%
County Diagnostic Center	4	13	4	1		22	77.3%	22.7%
Cedar Lane	7	18	6	5	1	37	69.4%	30.6%
Homewood Center	7	12	9	2		30	63.3%	36.7%
Central Office	9	21	12	9	3	54	58.8%	41.2%
Ascend One	4	11	9	2		26	57.7%	42.3%
Grand Total	464	1519	1055	472	85	3595	56.5%	43.5%

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

Work Site	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Elementary	497	1050	122	15	46	1730	91.9%	8.1%
Hammond ES	13	14			1	28	100.0%	0.0%
West Friendship ES	10	8				18	100.0%	0.0%
Dayton Oaks ES	22	38	1		3	64	98.4%	1.6%
Waverly ES	18	33	1		1	53	98.1%	1.9%
Talbott Springs ES	10	28	1		1	40	97.4%	2.6%
Centennial Lane ES	9	24	1		2	36	97.1%	2.9%
Jeffers Hill ES	4	24	1			29	96.6%	3.4%
Northfield ES	15	31	2		4	52	95.8%	4.2%
St. John's Lane ES	13	27	2		1	43	95.2%	4.8%
Stevens Forest ES	18	17	2		3	40	94.6%	5.4%
Triadelphia Ridge ES	12	23	2			37	94.6%	5.4%
Laurel Woods ES	17	17	1	1	1	37	94.4%	5.6%
Elkridge ES	29	36	3	1	1	70	94.2%	5.8%
Forest Ridge ES	11	21	2			34	94.1%	5.9%
Phelps Luck ES	13	33	3		1	50	93.9%	6.1%
Bushy Park ES	9	21	2		1	33	93.8%	6.3%
Rockburn ES	13	30	2	1		46	93.5%	6.5%
Atholton ES	6	22	2			30	93.3%	6.7%
Gorman Crossing ES	10	30	3			43	93.0%	7.0%
Bollman Bridge ES	10	28	3		2	43	92.7%	7.3%
Waterloo ES	11	37	4		1	53	92.3%	7.7%
Running Brook ES	14	21	3		1	39	92.1%	7.9%
Veterans ES	12	33	4		2	51	91.8%	8.2%
Cradlerock ES	6	27	3		2	38	91.7%	8.3%
Swansfield ES	15	38	4	1	2	60	91.4%	8.6%
Fulton ES	9	22	3			34	91.2%	8.8%
Clemens Crossing ES	7	33	3	1		44	90.9%	9.1%
Guilford ES	13	16	3			32	90.6%	9.4%
Worthington ES	9	20	3		2	34	90.6%	9.4%
Ducketts Lane ES	8	30	3	1	1	43	90.5%	9.5%
Manor Woods ES	13	24	4		1	42	90.2%	9.8%
Longfellow ES	17	24	5		1	47	89.1%	10.9%
Deep Run ES	20	27	4	2	2	55	88.7%	11.3%
Hollifield Station ES	13	26	3	2	2	46	88.6%	11.4%
Clarksville ES	8	14	2	1	2	27	88.0%	12.0%
Ilchester ES	10	24	5		1	40	87.2%	12.8%
Pointers Run ES	12	33	6	1	1	53	86.5%	13.5%
Bellows Spring ES	14	37	6	2		59	86.4%	13.6%
Bryant Woods ES	6	23	5		3	37	85.3%	14.7%
Thunder Hill ES	13	15	6			34	82.4%	17.6%
Lisbon ES	5	21	9	1		36	72.2%	27.8%

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Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	197	483	69	9	29	787	89.7%	10.3%
Harper's Choice MS	5	31			1	37	100.0%	0.0%
Oakland Mills MS	8	27			5	40	100.0%	0.0%
Clarksville MS	11	28	1			40	97.5%	2.5%
Lime Kiln MS	10	27	1		2	40	97.4%	2.6%
Glenwood MS	16	15	1		2	34	96.9%	3.1%
Elkridge Landing MS	10	20	1			31	96.8%	3.2%
Ellicott Mills MS	15	30	2			47	95.7%	4.3%
Folly Quarter MS	10	24	3			37	91.9%	8.1%
Hammond MS	7	26	2	1	1	37	91.7%	8.3%
Mount View MS	25	23	3	2	5	58	90.6%	9.4%
Murray Hill MS	10	24	4		1	39	89.5%	10.5%
Lake Elkhorn MS	14	19	4		2	39	89.2%	10.8%
Thomas Viaduct MS	6	26	3	1	1	37	88.9%	11.1%
Dunloggin MS	7	21	4			32	87.5%	12.5%
Bonnie Branch MS	7	25	4	1	1	38	86.5%	13.5%
Patuxent Valley MS	5	23	5		1	34	84.8%	15.2%
Mayfield Woods MS	8	23	5	1	1	38	83.8%	16.2%
Burleigh Manor MS	7	20	6		3	36	81.8%	18.2%
Wilde Lake MS	4	31	9	1	1	46	77.8%	22.2%
Patapsco MS	12	20	11	2	2	47	71.1%	28.9%
High	199	534	99	17	27	876	86.3%	13.7%
Long Reach HS	13	50	4			67	94.0%	6.0%
Hammond HS	23	48	5		1	77	93.4%	6.6%
Mt. Hebron HS	18	54	7	2	2	83	88.9%	11.1%
Howard HS	25	46	8	1	6	86	88.8%	11.3%
Oakland Mills HS	8	45	6	2		61	86.9%	13.1%
Centennial HS	23	40	8	2	5	78	86.3%	13.7%
Marriotts Ridge HS	8	55	9	1	5	78	86.3%	13.7%
Atholton HS	17	37	8	1	2	65	85.7%	14.3%
Glenelg HS	9	21	5		1	36	85.7%	14.3%
Reservoir HS	21	50	12	1	1	85	84.5%	15.5%
Wilde Lake HS	16	47	12	3	2	80	80.8%	19.2%
River Hill HS	18	41	15	4	2	80	75.6%	24.4%
Special	57	112	11	2	7	189	92.9%	7.1%
County Diagnostic Center	6	15			1	22	100.0%	0.0%
Cedar Lane	14	22	1		1	38	97.3%	2.7%
Homewood Center	9	19	1			29	96.6%	3.4%
Ascend One	9	16	1			26	96.2%	3.8%
Central Office	13	31	3	2	5	54	89.8%	10.2%
ARL	6	9	5			20	75.0%	25.0%
Grand Total	950	2179	301	43	109	3582	90.1%	9.9%

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

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Elementary	317	823	380	208	11	1739	66.0%	34.0%
Running Brook ES	18	20	1	1		40	95.0%	5.0%
Waterloo ES	14	36	3	1		54	92.6%	7.4%
Manor Woods ES	13	26	3	1		43	90.7%	9.3%
Atholton ES	14	14	3			31	90.3%	9.7%
Cradlerock ES	7	26	3	1	1	38	89.2%	10.8%
Hammond ES	20	5	3	1		29	86.2%	13.8%
Bushy Park ES	4	24	3	2		33	84.8%	15.2%
Triadelphia Ridge ES	10	21	7			38	81.6%	18.4%
Bellows Spring ES	10	37	8	3		58	81.0%	19.0%
Veterans ES	9	32	8	2		51	80.4%	19.6%
Ilchester ES	10	22	4	4		40	80.0%	20.0%
Guilford ES	8	19	5	2		34	79.4%	20.6%
Bollman Bridge ES	5	29	5	4		43	79.1%	20.9%
Clemens Crossing ES	11	23	5	4	1	44	79.1%	20.9%
Laurel Woods ES	10	19	5	3		37	78.4%	21.6%
Dayton Oaks ES	15	34	12	3		64	76.6%	23.4%
Phelps Luck ES	7	30	11	2		50	74.0%	26.0%
Stevens Forest ES	8	20	9	2	1	40	71.8%	28.2%
Rockburn ES	10	23	6	7		46	71.7%	28.3%
Clarksville ES	3	16	7	1		27	70.4%	29.6%
Worthington ES	2	22	7	4		35	68.6%	31.4%
Deep Run ES	10	27	13	5		55	67.3%	32.7%
West Friendship ES	4	8	4	2		18	66.7%	33.3%
Centennial Lane ES	1	22	7	6		36	63.9%	36.1%
Fulton ES	6	16	8	5		35	62.9%	37.1%
Longfellow ES	7	21	14	5		47	59.6%	40.4%
Gorman Crossing ES	10	16	12	6		44	59.1%	40.9%
Ducketts Lane ES	6	19	10	8		43	58.1%	41.9%
Waverly ES	8	21	14	8	2	53	56.9%	43.1%
Pointers Run ES	5	25	19	4		53	56.6%	43.4%
Hollifield Station ES	12	14	16	5		47	55.3%	44.7%
Talbott Springs ES	6	16	12	6		40	55.0%	45.0%
Swansfield ES	7	25	18	10	1	61	53.3%	46.7%
Thunder Hill ES	4	13	10	8		35	48.6%	51.4%
Lisbon ES	3	13	13	7		36	44.4%	55.6%
Forest Ridge ES	2	10	12	7	2	33	38.7%	61.3%
Jeffers Hill ES	1	10	13	5		29	37.9%	62.1%
Elkridge ES	3	22	20	22	2	69	37.3%	62.7%
Northfield ES	5	13	11	21	1	51	36.0%	64.0%
Bryant Woods ES	5	6	19	7		37	29.7%	70.3%
St. John's Lane ES	4	8	17	13		42	28.6%	71.4%

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Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	150	372	179	82	5	788	66.7%	33.3%
Bonnie Branch MS	6	28	2	2		38	89.5%	10.5%
Burleigh Manor MS	11	21	4			36	88.9%	11.1%
Clarksville MS	15	20	2	3		40	87.5%	12.5%
Lime Kiln MS	10	23	4	1	1	39	86.8%	13.2%
Mayfield Woods MS	10	19	7	1	1	38	78.4%	21.6%
Folly Quarter MS	11	17	6	3		37	75.7%	24.3%
Ellicott Mills MS	9	26	8	4		47	74.5%	25.5%
Elkridge Landing MS	5	18	5	3		31	74.2%	25.8%
Wilde Lake MS	6	27	11	2		46	71.7%	28.3%
Mount View MS	21	20	12	5		58	70.7%	29.3%
Murray Hill MS	5	22	12	1		40	67.5%	32.5%
Glenwood MS	10	12	8	3	1	34	66.7%	33.3%
Patuxent Valley MS		20	8	6		34	58.8%	41.2%
Patapsco MS	5	22	11	9		47	57.4%	42.6%
Dunloggin MS	7	11	11	3		32	56.3%	43.8%
Oakland Mills MS	5	16	14	5	1	41	52.5%	47.5%
Harper's Choice MS	2	17	13	5		37	51.4%	48.6%
Hammond MS	5	13	12	6		36	50.0%	50.0%
Lake Elkhorn MS	6	11	13	9		39	43.6%	56.4%
Thomas Viaduct MS	1	9	16	11	1	38	27.0%	73.0%
High	138	387	198	147	10	880	60.3%	39.7%
Hammond HS	24	41	10	2	1	78	84.4%	15.6%
Howard HS	23	47	12	3	1	86	82.4%	17.6%
Centennial HS	21	38	11	7	1	78	76.6%	23.4%
Glenelg HS	5	18	7	6		36	63.9%	36.1%
Long Reach HS	7	33	19	8		67	59.7%	40.3%
Atholton HS	7	30	14	11	3	65	59.7%	40.3%
Wilde Lake HS	11	35	22	14		82	56.1%	43.9%
Oakland Mills HS	4	29	9	17	2	61	55.9%	44.1%
Reservoir HS	7	36	24	16	2	85	51.8%	48.2%
Marriotts Ridge HS	14	26	24	15		79	50.6%	49.4%
Mt. Hebron HS	11	30	26	15		82	50.0%	50.0%
River Hill HS	4	24	20	33		81	34.6%	65.4%
Special	48	85	41	15	1	190	70.4%	29.6%
Homewood Center	7	18	5			30	83.3%	16.7%
Cedar Lane	7	23	4	4		38	78.9%	21.1%
ARL	6	10	5			21	76.2%	23.8%
County Diagnostic Center	9	7	6			22	72.7%	27.3%
Central Office	14	17	14	7	1	53	59.6%	40.4%
Ascend One	5	10	7	4		26	57.7%	42.3%
Grand Total	653	1667	798	452	27	3597	65.0%	35.0%

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

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Elementary	516	951	182	88	2	1739	84.5%	15.5%
Atholton ES	20	11				31	100.0%	0.0%
Cradlerock ES	15	22			1	38	100.0%	0.0%
Running Brook ES	25	14	1			40	97.5%	2.5%
Bellows Spring ES	17	40	2			59	96.6%	3.4%
Waterloo ES	22	30		2		54	96.3%	3.7%
Bollman Bridge ES	13	28	1	1		43	95.3%	4.7%
Manor Woods ES	18	23	2			43	95.3%	4.7%
Veterans ES	21	26	2	1		50	94.0%	6.0%
Hammond ES	21	6	2			29	93.1%	6.9%
Phelps Luck ES	11	35	3	1		50	92.0%	8.0%
Laurel Woods ES	15	18	2	1		36	91.7%	8.3%
Rockburn ES	16	26	2	2		46	91.3%	8.7%
Ilchester ES	11	25	1	3		40	90.0%	10.0%
Stevens Forest ES	15	21	3	1		40	90.0%	10.0%
Triadelphia Ridge ES	14	20	4			38	89.5%	10.5%
Dayton Oaks ES	25	32	5	2		64	89.1%	10.9%
West Friendship ES	4	12	1	1		18	88.9%	11.1%
Fulton ES	11	20	3	1		35	88.6%	11.4%
Guilford ES	10	20	4			34	88.2%	11.8%
Bushy Park ES	10	19	1	3		33	87.9%	12.1%
Talbott Springs ES	11	23	4	1		39	87.2%	12.8%
Waverly ES	13	33	5	2		53	86.8%	13.2%
Clemens Crossing ES	14	23	5	1		43	86.0%	14.0%
Ducketts Lane ES	16	20	7			43	83.7%	16.3%
Deep Run ES	16	30	6	3		55	83.6%	16.4%
Jeffers Hill ES	4	20	4	1		29	82.8%	17.2%
Hollifield Station ES	14	24	5	3		46	82.6%	17.4%
Gorman Crossing ES	15	21	5	3		44	81.8%	18.2%
Worthington ES	6	22	3	4		35	80.0%	20.0%
St. John's Lane ES	12	22	5	4		43	79.1%	20.9%
Clarksville ES	5	16	5	1		27	77.8%	22.2%
Lisbon ES	4	24	7	1		36	77.8%	22.2%
Thunder Hill ES	7	20	6	2		35	77.1%	22.9%
Longfellow ES	10	26	6	5		47	76.6%	23.4%
Forest Ridge ES	6	19	7	1	1	34	75.8%	24.2%
Swansfield ES	9	36	8	8		61	73.8%	26.2%
Bryant Woods ES	8	19	10			37	73.0%	27.0%
Centennial Lane ES	3	24	4	7		38	71.1%	28.9%
Pointers Run ES	14	23	14	2		53	69.8%	30.2%
Elkridge ES	8	39	14	8		69	68.1%	31.9%
Northfield ES	7	19	13	12		51	51.0%	49.0%

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Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	245	414	93	33	1	786	83.9%	16.1%
Clarksville MS	24	15	1			40	97.5%	2.5%
Lime Kiln MS	18	20	2			40	95.0%	5.0%
Bonnie Branch MS	12	24	2			38	94.7%	5.3%
Mount View MS	28	26	2	1		57	94.7%	5.3%
Burleigh Manor MS	17	17	2			36	94.4%	5.6%
Murray Hill MS	9	26	3			38	92.1%	7.9%
Glenwood MS	15	16	3			34	91.2%	8.8%
Mayfield Woods MS	18	15	4			37	89.2%	10.8%
Wilde Lake MS	6	34	5	1		46	87.0%	13.0%
Folly Quarter MS	17	15	5			37	86.5%	13.5%
Dunloggin MS	9	18	1	4		32	84.4%	15.6%
Ellicott Mills MS	19	19	8	1		47	80.9%	19.1%
Elkridge Landing MS	9	16	6			31	80.6%	19.4%
Patuxent Valley MS	3	24	5	2		34	79.4%	20.6%
Harper's Choice MS	6	22	5	4		37	75.7%	24.3%
Oakland Mills MS	5	25	9	1	1	41	75.0%	25.0%
Lake Elkhorn MS	8	20	10	1		39	71.8%	28.2%
Thomas Viaduct MS	4	23	5	6		38	71.1%	28.9%
Patapsco MS	10	23	8	6		47	70.2%	29.8%
Hammond MS	8	16	7	6		37	64.9%	35.1%
High	235	443	127	73	1	879	77.2%	22.8%
Howard HS	31	46	8	1		86	89.5%	10.5%
Centennial HS	36	33	6	3		78	88.5%	11.5%
Hammond HS	41	27	10	1		79	86.1%	13.9%
Marriotts Ridge HS	26	42	9	2		79	86.1%	13.9%
Glenelg HS	9	19	6	2		36	77.8%	22.2%
Reservoir HS	19	47	15	4		85	77.6%	22.4%
Mt. Hebron HS	18	43	11	9	1	82	75.3%	24.7%
Wilde Lake HS	15	45	11	11		82	73.2%	26.8%
Atholton HS	14	33	13	5		65	72.3%	27.7%
Long Reach HS	11	37	13	6		67	71.6%	28.4%
Oakland Mills HS	7	35	9	10		61	68.9%	31.1%
River Hill HS	8	36	16	19		79	55.7%	44.3%
Special	67	96	14	13		190	85.8%	14.2%
County Diagnostic Center	10	10	2			22	90.9%	9.1%
Homewood Center	10	17		3		30	90.0%	10.0%
Ascend One	7	16	2	1		26	88.5%	11.5%
ARL	10	8	3			21	85.7%	14.3%
Cedar Lane	10	22	3	3		38	84.2%	15.8%
Central Office	20	23	4	6		53	81.1%	18.9%
Grand Total	1063	1904	416	207	4	3594	82.6%	17.4%

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

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Elementary	479	942	242	72	3	1738	81.9%	18.1%
Running Brook ES	26	13	1			40	97.5%	2.5%
Atholton ES	19	11	1			31	96.8%	3.2%
Clarksville ES	4	22		1		27	96.3%	3.7%
Waterloo ES	17	35	2			54	96.3%	3.7%
Hollifield Station ES	19	26	1	1		47	95.7%	4.3%
Phelps Luck ES	19	28	3			50	94.0%	6.0%
Bellows Spring ES	12	41	4	1		58	91.4%	8.6%
Ducketts Lane ES	21	18	3	1		43	90.7%	9.3%
Hammond ES	20	6	2	1		29	89.7%	10.3%
Triadelphia Ridge ES	19	15	3	1		38	89.5%	10.5%
Jeffers Hill ES	5	20	2	1		28	89.3%	10.7%
West Friendship ES	5	11	1	1		18	88.9%	11.1%
Manor Woods ES	15	23	5			43	88.4%	11.6%
Forest Ridge ES	7	23	4			34	88.2%	11.8%
Veterans ES	13	31	6			50	88.0%	12.0%
Centennial Lane ES	7	26	5			38	86.8%	13.2%
Lisbon ES	4	27	5			36	86.1%	13.9%
Dayton Oaks ES	24	31	9			64	85.9%	14.1%
Cradlerock ES	10	22	5	1		38	84.2%	15.8%
Laurel Woods ES	11	20	5	1		37	83.8%	16.2%
Bollman Bridge ES	9	26	6	1		42	83.3%	16.7%
Stevens Forest ES	15	18	7			40	82.5%	17.5%
Guilford ES	9	19	5	1		34	82.4%	17.6%
Rockburn ES	14	23	7	1		45	82.2%	17.8%
Clemens Crossing ES	14	22	6	2		44	81.8%	18.2%
Pointers Run ES	9	34	10			53	81.1%	18.9%
Bryant Woods ES	7	22	4	3		36	80.6%	19.4%
Waverly ES	14	28	5	6		53	79.2%	20.8%
Northfield ES	10	30	7	4	1	52	78.4%	21.6%
Talbott Springs ES	12	18	7	2		39	76.9%	23.1%
Deep Run ES	13	29	8	5		55	76.4%	23.6%
Bushy Park ES	5	20	8			33	75.8%	24.2%
St. John's Lane ES	8	23	9	3		43	72.1%	27.9%
Elkridge ES	16	34	15	5		70	71.4%	28.6%
Thunder Hill ES	8	17	9	1		35	71.4%	28.6%
Ilchester ES	3	26	5	7		41	70.7%	29.3%
Swansfield ES	11	30	11	7	2	61	69.5%	30.5%
Fulton ES	8	16	9	2		35	68.6%	31.4%
Worthington ES	2	21	7	5		35	65.7%	34.3%
Gorman Crossing ES	8	18	14	3		43	60.5%	39.5%
Longfellow ES	7	19	16	4		46	56.5%	43.5%

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Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	217	439	99	30		785	83.6%	16.4%
Clarksville MS	17	22		1		40	97.5%	2.5%
Mayfield Woods MS	18	18	1	1		38	94.7%	5.3%
Thomas Viaduct MS	13	23	1	1		38	94.7%	5.3%
Glenwood MS	12	20	2			34	94.1%	5.9%
Lime Kiln MS	16	20	3			39	92.3%	7.7%
Bonnie Branch MS	13	22	2	1		38	92.1%	7.9%
Oakland Mills MS	16	20	5			41	87.8%	12.2%
Folly Quarter MS	11	21	4	1		37	86.5%	13.5%
Hammond MS	12	19	3	2		36	86.1%	13.9%
Murray Hill MS	8	26	4	2		40	85.0%	15.0%
Mount View MS	24	25	7	2		58	84.5%	15.5%
Elkridge Landing MS	8	18	5			31	83.9%	16.1%
Patapsco MS	13	25	7	2		47	80.9%	19.1%
Burleigh Manor MS	6	23	7			36	80.6%	19.4%
Ellicott Mills MS	10	26	7	3		46	78.3%	21.7%
Lake Elkhorn MS	10	20	9			39	76.9%	23.1%
Wilde Lake MS	2	31	10	2		45	73.3%	26.7%
Dunloggin MS	4	19	5	4		32	71.9%	28.1%
Patuxent Valley MS	2	22	5	5		34	70.6%	29.4%
Harper's Choice MS	2	19	12	3		36	58.3%	41.7%
High	225	435	152	60	1	873	75.7%	24.3%
Hammond HS	40	33	6			79	92.4%	7.6%
Howard HS	34	41	9	2		86	87.2%	12.8%
Reservoir HS	18	49	12	4		83	80.7%	19.3%
Centennial HS	29	32	14	2		77	79.2%	20.8%
Mt. Hebron HS	21	44	14	4		83	78.3%	21.7%
Marriotts Ridge HS	21	40	10	7		78	78.2%	21.8%
River Hill HS	16	45	13	6		80	76.3%	23.8%
Wilde Lake HS	11	46	14	9		80	71.3%	28.8%
Atholton HS	12	32	16	4		64	68.8%	31.3%
Oakland Mills HS	7	33	14	6	1	61	66.7%	33.3%
Glenelg HS	5	17	11	3		36	61.1%	38.9%
Long Reach HS	11	23	19	13		66	51.5%	48.5%
Special	65	89	24	12		190	81.1%	18.9%
ARL	8	13				21	100.0%	0.0%
County Diagnostic Center	14	6	1	1		22	90.9%	9.1%
Homewood Center	9	18	2	1		30	90.0%	10.0%
Ascend One	8	12	6			26	76.9%	23.1%
Central Office	17	23	7	6		53	75.5%	24.5%
Cedar Lane	9	17	8	4		38	68.4%	31.6%
Grand Total	986	1905	517	174	4	3586	80.7%	19.3%

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

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Elementary	276	940	261	120	136	1733	76.1%	23.9%
Hammond ES	15	11	1	1		28	92.9%	7.1%
Clarksville ES	5	18	1	1	2	27	92.0%	8.0%
Lisbon ES	4	28	3		1	36	91.4%	8.6%
Waterloo ES	9	37	4	1	3	54	90.2%	9.8%
Veterans ES	3	40	3	2	3	51	89.6%	10.4%
Dayton Oaks ES	14	35	6		8	63	89.1%	10.9%
Atholton ES	12	12	3		4	31	88.9%	11.1%
Clemens Crossing ES	7	26	4	1	6	44	86.8%	13.2%
Running Brook ES	11	22	4	1	2	40	86.8%	13.2%
Hollifield Station ES	7	32	6	1	1	47	84.8%	15.2%
Bellows Spring ES	8	34	6	3	7	58	82.4%	17.6%
West Friendship ES	4	10	3		1	18	82.4%	17.6%
Cradlerock ES	7	20	5	1	5	38	81.8%	18.2%
Bushy Park ES	5	20	3	3	2	33	80.6%	19.4%
Manor Woods ES	12	20	7	1	3	43	80.0%	20.0%
Bollman Bridge ES	7	24	6	2	3	42	79.5%	20.5%
Stevens Forest ES	8	21	6	2	3	40	78.4%	21.6%
Triadelphia Ridge ES	9	16	6	1	5	37	78.1%	21.9%
Worthington ES	3	22	6	1	2	34	78.1%	21.9%
Phelps Luck ES	4	29	9	1	6	49	76.7%	23.3%
Fulton ES	5	18	4	3	5	35	76.7%	23.3%
Waverly ES	5	31	7	4	6	53	76.6%	23.4%
Talbott Springs ES	14	15	7	2	2	40	76.3%	23.7%
Ducketts Lane ES	11	19	4	6	1	41	75.0%	25.0%
Bryant Woods ES	1	25	6	3	2	37	74.3%	25.7%
Swansfield ES	10	33	9	6	3	61	74.1%	25.9%
Jeffers Hill ES	2	18	7		2	29	74.1%	25.9%
Pointers Run ES	4	33	11	2	3	53	74.0%	26.0%
Deep Run ES	13	23	10	3	5	54	73.5%	26.5%
Rockburn ES	7	22	8	5	4	46	69.0%	31.0%
Guilford ES	3	17	6	3	5	34	69.0%	31.0%
Forest Ridge ES	4	18	5	5	2	34	68.8%	31.3%
St. John's Lane ES	5	20	6	6	5	42	67.6%	32.4%
Ilchester ES	3	24	8	5		40	67.5%	32.5%
Centennial Lane ES	2	18	6	4	7	37	66.7%	33.3%
Laurel Woods ES	4	20	7	5	1	37	66.7%	33.3%
Thunder Hill ES	6	15	5	6	3	35	65.6%	34.4%
Longfellow ES	6	24	12	4		46	65.2%	34.8%
Elkridge ES	5	35	15	7	8	70	64.5%	35.5%
Gorman Crossing ES	6	18	12	6	2	44	57.1%	42.9%
Northfield ES	6	17	14	12	3	52	46.9%	53.1%

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Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	139	416	139	44	45	783	75.2%	24.8%
Clarksville MS	8	30	1		1	40	97.4%	2.6%
Lime Kiln MS	16	17	4		3	40	89.2%	10.8%
Mount View MS	21	25	4	2	5	57	88.5%	11.5%
Burleigh Manor MS	4	24	4	2	2	36	82.4%	17.6%
Glenwood MS	9	17	6		2	34	81.3%	18.8%
Patuxent Valley MS	2	24	7		1	34	78.8%	21.2%
Bonnie Branch MS	5	24	6	2	1	38	78.4%	21.6%
Ellicott Mills MS	9	25	7	3	3	47	77.3%	22.7%
Elkridge Landing MS	4	19	5	2	1	31	76.7%	23.3%
Hammond MS	9	17	7	1		34	76.5%	23.5%
Harper's Choice MS	4	23	7	2	1	37	75.0%	25.0%
Mayfield Woods MS	9	18	7	2	2	38	75.0%	25.0%
Wilde Lake MS	5	26	7	4	3	45	73.8%	26.2%
Patapsco MS	8	25	9	3	2	47	73.3%	26.7%
Dunloggin MS	8	12	8	1	3	32	69.0%	31.0%
Lake Elkhorn MS	4	20	8	3	3	38	68.6%	31.4%
Murray Hill MS	5	21	10	2	2	40	68.4%	31.6%
Thomas Viaduct MS	3	19	11	2	3	38	62.9%	37.1%
Oakland Mills MS	5	14	11	4	7	41	55.9%	44.1%
Folly Quarter MS	1	16	10	9		36	47.2%	52.8%
High	173	427	125	81	70	876	74.4%	25.6%
Centennial HS	34	30	4	3	7	78	90.1%	9.9%
River Hill HS	19	46	6	5	5	81	85.5%	14.5%
Marriotts Ridge HS	20	44	8	3	4	79	85.3%	14.7%
Atholton HS	11	39	8	3	3	64	82.0%	18.0%
Oakland Mills HS	4	34	6	4	12	60	79.2%	20.8%
Hammond HS	20	36	12	3	5	76	78.9%	21.1%
Glenelg HS	6	20	3	4	3	36	78.8%	21.2%
Howard HS	23	35	12	10	6	86	72.5%	27.5%
Reservoir HS	17	38	15	8	7	85	70.5%	29.5%
Long Reach HS	5	33	15	10	3	66	60.3%	39.7%
Wilde Lake HS	5	39	22	8	8	82	59.5%	40.5%
Mt. Hebron HS	9	33	14	20	7	83	55.3%	44.7%
Special	33	74	20	7	56	190	79.9%	20.1%
Ascend One	3	8	1		14	26	91.7%	8.3%
Cedar Lane	6	23	3	2	3	37	85.3%	14.7%
ARL	9	8	3		1	21	85.0%	15.0%
County Diagnostic Center	3	5	2		12	22	80.0%	20.0%
Homewood Center	4	18	5	2	1	30	75.9%	24.1%
Central Office	8	12	6	3	25	54	69.0%	31.0%
Grand Total	621	1857	545	252	307	3582	75.7%	24.3%

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

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Elementary	502	909	230	101	1	1743	81.0%	19.0%
Bushy Park ES	24	8		1		33	97.0%	3.0%
Dayton Oaks ES	29	32	3			64	95.3%	4.7%
Bellows Spring ES	21	35	1	2		59	94.9%	5.1%
Atholton ES	17	12	2			31	93.5%	6.5%
Hammond ES	14	13	2			29	93.1%	6.9%
Ilchester ES	19	19	1	2		41	92.7%	7.3%
Fulton ES	13	19	2	1		35	91.4%	8.6%
Clemens Crossing ES	15	25	3	1		44	90.9%	9.1%
Triadelphia Ridge ES	13	21	2	2		38	89.5%	10.5%
Laurel Woods ES	15	18	4			37	89.2%	10.8%
Lisbon ES	12	21	4			37	89.2%	10.8%
Rockburn ES	16	25	3	2		46	89.1%	10.9%
Clarksville ES	7	17	1	2		27	88.9%	11.1%
West Friendship ES	5	11	1	1		18	88.9%	11.1%
Worthington ES	6	25	3	1		35	88.6%	11.4%
Northfield ES	22	23	5	1		51	88.2%	11.8%
Waverly ES	15	31	5	2		53	86.8%	13.2%
Veterans ES	12	31	6	1		50	86.0%	14.0%
Guilford ES	12	17	3	2		34	85.3%	14.7%
Hollifield Station ES	17	23	4	3		47	85.1%	14.9%
Running Brook ES	20	14	5	1		40	85.0%	15.0%
Swansfield ES	10	41	6	3		60	85.0%	15.0%
Gorman Crossing ES	15	22	6	1		44	84.1%	15.9%
Ducketts Lane ES	15	21	7			43	83.7%	16.3%
Stevens Forest ES	12	21	7			40	82.5%	17.5%
Forest Ridge ES	6	21	4	2	1	34	81.8%	18.2%
Waterloo ES	7	37	6	4		54	81.5%	18.5%
Bollman Bridge ES	6	28	8	1		43	79.1%	20.9%
Cradlerock ES	6	23	6	3		38	76.3%	23.7%
Jeffers Hill ES	5	17	5	2		29	75.9%	24.1%
Longfellow ES	6	28	8	5		47	72.3%	27.7%
Pointers Run ES	10	28	9	6		53	71.7%	28.3%
Elkridge ES	14	36	14	6		70	71.4%	28.6%
Thunder Hill ES	16	9	9	1		35	71.4%	28.6%
Talbott Springs ES	10	17	6	5		38	71.1%	28.9%
Centennial Lane ES	5	21	9	3		38	68.4%	31.6%
Phelps Luck ES	6	28	10	6		50	68.0%	32.0%
St. John's Lane ES	8	20	11	4		43	65.1%	34.9%
Bryant Woods ES	7	16	10	4		37	62.2%	37.8%
Deep Run ES	6	22	14	13		55	50.9%	49.1%
Manor Woods ES	8	13	15	7		43	48.8%	51.2%

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Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	233	402	105	46	3	789	80.8%	19.2%
Clarksville MS	18	21		1		40	97.5%	2.5%
Folly Quarter MS	26	10	1			37	97.3%	2.7%
Ellicott Mills MS	16	29	1	1		47	95.7%	4.3%
Murray Hill MS	14	23	2	1		40	92.5%	7.5%
Burleigh Manor MS	9	23	1	2	1	36	91.4%	8.6%
Oakland Mills MS	13	23	2	2	1	41	90.0%	10.0%
Mayfield Woods MS	15	19	3	1		38	89.5%	10.5%
Lime Kiln MS	15	20	5			40	87.5%	12.5%
Thomas Viaduct MS	15	18	3	2		38	86.8%	13.2%
Dunloggin MS	10	17	3	2		32	84.4%	15.6%
Hammond MS	12	18	3	3	1	37	83.3%	16.7%
Bonnie Branch MS	9	22	3	4		38	81.6%	18.4%
Patapsco MS	14	24	8	1		47	80.9%	19.1%
Wilde Lake MS	6	29	10	1		46	76.1%	23.9%
Mount View MS	14	30	10	4		58	75.9%	24.1%
Elkridge Landing MS	6	16	7	2		31	71.0%	29.0%
Harper's Choice MS	9	17	10	1		37	70.3%	29.7%
Lake Elkhorn MS	4	22	8	5		39	66.7%	33.3%
Glenwood MS	7	9	10	8		34	47.1%	52.9%
Patuxent Valley MS	1	12	15	5		33	39.4%	60.6%
High	255	455	108	56	3	877	81.2%	18.8%
River Hill HS	48	29	3			80	96.3%	3.8%
Reservoir HS	31	46	4	4		85	90.6%	9.4%
Marriotts Ridge HS	27	42	7	2		78	88.5%	11.5%
Centennial HS	34	34	7	2		77	88.3%	11.7%
Howard HS	30	41	8	7		86	82.6%	17.4%
Atholton HS	16	35	6	6		63	81.0%	19.0%
Hammond HS	19	44	11	5		79	79.7%	20.3%
Wilde Lake HS	9	52	14	7		82	74.4%	25.6%
Glenelg HS	7	19	6	3	1	36	74.3%	25.7%
Mt. Hebron HS	16	44	17	5	1	83	73.2%	26.8%
Oakland Mills HS	3	39	11	7	1	61	70.0%	30.0%
Long Reach HS	15	30	14	8		67	67.2%	32.8%
Special	51	107	19	10	4	191	84.5%	15.5%
Cedar Lane	11	25	1		1	38	97.3%	2.7%
Homewood Center	9	19	1	1		30	93.3%	6.7%
Ascend One	6	16	3	1		26	84.6%	15.4%
Central Office	13	28	7	5	1	54	77.4%	22.6%
County Diagnostic Center	5	11	3	2	1	22	76.2%	23.8%
ARL	7	8	4	1	1	21	75.0%	25.0%
Grand Total	1041	1873	462	213	11	3600	81.2%	18.8%

2015-2016 HCEA Job Satisfaction Survey

11) My work performance is evaluated fairly.

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Elementary	389	962	258	110	17	1736	78.6%	21.4%
Talbott Springs ES	14	25	2			41	95.1%	4.9%
West Friendship ES	2	14	1			17	94.1%	5.9%
Waterloo ES	20	28	2	2		52	92.3%	7.7%
Manor Woods ES	13	25	2	2		42	90.5%	9.5%
Atholton ES	15	13	2	1		31	90.3%	9.7%
Bollman Bridge ES	7	30	3	1	1	42	90.2%	9.8%
Running Brook ES	19	17	1	3		40	90.0%	10.0%
Hammond ES	16	10	2	1		29	89.7%	10.3%
Laurel Woods ES	15	18	4			37	89.2%	10.8%
Cradlerock ES	12	20	4		2	38	88.9%	11.1%
Bellows Spring ES	13	38	4	4		59	86.4%	13.6%
Waverly ES	8	37	4	4		53	84.9%	15.1%
Rockburn ES	16	23	6	1		46	84.8%	15.2%
Stevens Forest ES	10	21	5	1	2	39	83.8%	16.2%
Phelps Luck ES	11	29	4	4	1	49	83.3%	16.7%
Jeffers Hill ES	6	18	4	1		29	82.8%	17.2%
Clarksville ES	5	17	3	2		27	81.5%	18.5%
Ducketts Lane ES	14	21	8			43	81.4%	18.6%
Deep Run ES	12	32	9	2		55	80.0%	20.0%
Ilchester ES	10	22	6	2	1	41	80.0%	20.0%
Worthington ES	4	24	4	3		35	80.0%	20.0%
Clemens Crossing ES	8	25	7	2	1	43	78.6%	21.4%
Veterans ES	12	28	9	2		51	78.4%	21.6%
Dayton Oaks ES	13	37	11	3		64	78.1%	21.9%
Guilford ES	6	20	5	3		34	76.5%	23.5%
Thunder Hill ES	7	19	6	2	1	35	76.5%	23.5%
Longfellow ES	10	25	8	3	1	47	76.1%	23.9%
Fulton ES	6	19	6	2	1	34	75.8%	24.2%
St. John's Lane ES	5	27	7	4		43	74.4%	25.6%
Centennial Lane ES	1	27	4	6		38	73.7%	26.3%
Triadelphia Ridge ES	7	21	6	4		38	73.7%	26.3%
Bryant Woods ES	7	19	8	3		37	70.3%	29.7%
Lisbon ES	3	23	6	5		37	70.3%	29.7%
Bushy Park ES	6	15	7	2		30	70.0%	30.0%
Gorman Crossing ES	14	16	8	5	1	44	69.8%	30.2%
Swansfield ES	7	33	13	6	2	61	67.8%	32.2%
Hollifield Station ES	5	26	14	2		47	66.0%	34.0%
Northfield ES	8	25	10	8	1	52	64.7%	35.3%
Pointers Run ES	11	23	16	3		53	64.2%	35.8%
Elkridge ES	10	34	17	8	1	70	63.8%	36.2%
Forest Ridge ES	1	18	10	3	1	33	59.4%	40.6%

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Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	167	423	122	71	4	787	75.4%	24.6%
Bonnie Branch MS	9	25	1	3		38	89.5%	10.5%
Murray Hill MS	11	26	3			40	92.5%	7.5%
Ellicott Mills MS	13	28	3	3		47	87.2%	12.8%
Harper's Choice MS	5	27	2	3		37	86.5%	13.5%
Clarksville MS	16	17	3	3		39	84.6%	15.4%
Dunloggin MS	6	20	3	3		32	81.3%	18.8%
Folly Quarter MS	7	23	5	2		37	81.1%	18.9%
Mount View MS	18	29	7	4		58	81.0%	19.0%
Lime Kiln MS	13	19	6	2		40	80.0%	20.0%
Mayfield Woods MS	8	21	7	2		38	76.3%	23.7%
Oakland Mills MS	8	21	7	2	2	40	76.3%	23.7%
Elkridge Landing MS	6	17	7	1		31	74.2%	25.8%
Wilde Lake MS	3	31	9	3		46	73.9%	26.1%
Lake Elkhorn MS	7	21	8	2		38	73.7%	26.3%
Patuxent Valley MS	5	19	7	3		34	70.6%	29.4%
Patapsco MS	10	21	8	7	1	47	67.4%	32.6%
Burleigh Manor MS	6	18	8	4		36	66.7%	33.3%
Glenwood MS	7	15	8	3	1	34	66.7%	33.3%
Hammond MS	6	13	6	12		37	51.4%	48.6%
Thomas Viaduct MS	3	12	14	9		38	39.5%	60.5%
High	173	477	129	85	11	875	75.2%	24.8%
Howard HS	22	51	6	2	5	86	90.1%	9.9%
Hammond HS	24	45	8	1	1	79	88.5%	11.5%
Centennial HS	29	35	5	8		77	83.1%	16.9%
Glenelg HS	7	22	5	1		35	82.9%	17.1%
Reservoir HS	20	49	12	4		85	81.2%	18.8%
River Hill HS	9	55	10	7		81	79.0%	21.0%
Marriotts Ridge HS	17	44	12	5		78	78.2%	21.8%
Wilde Lake HS	12	45	12	12		81	70.4%	29.6%
Long Reach HS	9	35	11	11	1	67	66.7%	33.3%
Mt. Hebron HS	7	44	21	7	2	81	64.6%	35.4%
Atholton HS	13	24	15	11	1	64	58.7%	41.3%
Oakland Mills HS	4	28	12	16	1	61	53.3%	46.7%
Special	47	92	29	12	9	189	77.2%	22.8%
Central Office	15	27	2	5	4	53	85.7%	14.3%
ARL	7	10	3			20	85.0%	15.0%
Homewood Center	8	17	5			30	83.3%	16.7%
Cedar Lane	7	22	3	3	3	38	82.9%	17.1%
County Diagnostic Center	5	7	6	2	2	22	60.0%	40.0%
Ascend One	5	9	10	2		26	53.8%	46.2%
Grand Total	776	1954	538	278	41	3587	77.0%	23.0%

2015-2016 HCEA Job Satisfaction Survey

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

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Elementary	163	669	493	387	31	1743	48.6%	51.4%
Laurel Woods ES	7	21	3	3	2	36	82.4%	17.6%
Jeffers Hill ES	4	17	7	1		29	72.4%	27.6%
Clarksville ES	3	16	4	4		27	70.4%	29.6%
Veterans ES	7	26	11	5	2	51	67.3%	32.7%
Stevens Forest ES	4	22	8	5	1	40	66.7%	33.3%
Atholton ES	8	12	5	6		31	64.5%	35.5%
Clemens Crossing ES	5	23	10	6		44	63.6%	36.4%
Bellows Spring ES	5	31	15	7	1	59	62.1%	37.9%
Worthington ES	4	17	3	10	1	35	61.8%	38.2%
Running Brook ES	10	14	10	6		40	60.0%	40.0%
Bryant Woods ES	6	16	8	7		37	59.5%	40.5%
Hammond ES	6	11	10	2		29	58.6%	41.4%
Cradlerock ES	4	16	10	6	2	38	55.6%	44.4%
West Friendship ES	1	9	3	5		18	55.6%	44.4%
Triadelphia Ridge ES	4	17	9	8		38	55.3%	44.7%
Bollman Bridge ES	8	15	15	4	1	43	54.8%	45.2%
Longfellow ES	2	22	12	9	1	46	53.3%	46.7%
Talbott Springs ES	5	16	17	3		41	51.2%	48.8%
Waverly ES	6	20	14	11	1	52	51.0%	49.0%
Deep Run ES	1	25	20	8	1	55	48.1%	51.9%
Rockburn ES	5	17	15	9		46	47.8%	52.2%
Ilchester ES	1	18	11	10	1	41	47.5%	52.5%
Lisbon ES	3	14	11	8	1	37	47.2%	52.8%
Swansfield ES	2	25	15	17	2	61	45.8%	54.2%
St. John's Lane ES	2	17	8	15	1	43	45.2%	54.8%
Northfield ES	4	19	14	15		52	44.2%	55.8%
Dayton Oaks ES	8	19	21	14	2	64	43.5%	56.5%
Bushy Park ES	1	13	6	13		33	42.4%	57.6%
Waterloo ES	5	17	18	12	1	53	42.3%	57.7%
Ducketts Lane ES	3	14	15	10	1	43	40.5%	59.5%
Gorman Crossing ES	3	14	17	9	1	44	39.5%	60.5%
Forest Ridge ES	3	10	8	12		33	39.4%	60.6%
Guilford ES	3	10	10	10	1	34	39.4%	60.6%
Fulton ES	2	11	8	14		35	37.1%	62.9%
Hollifield Station ES	3	14	20	10		47	36.2%	63.8%
Manor Woods ES	4	11	13	14	1	43	35.7%	64.3%
Pointers Run ES	1	17	20	14	1	53	34.6%	65.4%
Elkridge ES	6	17	24	23		70	32.9%	67.1%
Thunder Hill ES	2	8	9	13	3	35	31.3%	68.8%
Centennial Lane ES	1	8	16	13		38	23.7%	76.3%
Phelps Luck ES	1	10	20	16	2	49	23.4%	76.6%

2015-2016 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	80	288	219	173	24	784	48.4%	51.6%
Clarksville MS	11	18	4	7		40	72.5%	27.5%
Dunloggin MS	2	20	6	4		32	68.8%	31.3%
Lime Kiln MS	6	20	8	4	2	40	68.4%	31.6%
Mount View MS	9	29	8	11	1	58	66.7%	33.3%
Glenwood MS	6	15	10	2		33	63.6%	36.4%
Harper's Choice MS	7	14	8	6	1	36	60.0%	40.0%
Folly Quarter MS	5	16	10	5		36	58.3%	41.7%
Murray Hill MS	5	15	11	7	2	40	52.6%	47.4%
Lake Elkhorn MS	1	17	15	5		38	47.4%	52.6%
Mayfield Woods MS	3	14	10	11		38	44.7%	55.3%
Bonnie Branch MS	4	12	14	6	2	38	44.4%	55.6%
Ellicott Mills MS	3	17	12	14	1	47	43.5%	56.5%
Burleigh Manor MS	2	12	8	11	3	36	42.4%	57.6%
Elkridge Landing MS	2	11	8	10		31	41.9%	58.1%
Thomas Viaduct MS	1	13	13	8	2	37	40.0%	60.0%
Patuxent Valley MS	3	10	11	10		34	38.2%	61.8%
Oakland Mills MS	2	9	12	12	6	41	31.4%	68.6%
Wilde Lake MS	2	11	20	9	3	45	31.0%	69.0%
Patapsco MS	5	7	16	18	1	47	26.1%	73.9%
Hammond MS	1	8	15	13		37	24.3%	75.7%
High	109	277	274	199	19	878	44.9%	55.1%
Howard HS	14	33	24	14	1	86	55.3%	44.7%
Centennial HS	22	19	18	17	2	78	53.9%	46.1%
Marriotts Ridge HS	7	32	26	11	2	78	51.3%	48.7%
Reservoir HS	10	32	26	15	2	85	50.6%	49.4%
Glenelg HS	5	12	11	6	2	36	50.0%	50.0%
Hammond HS	9	25	27	15	3	79	44.7%	55.3%
Long Reach HS	5	24	21	16	1	67	43.9%	56.1%
Atholton HS	7	20	19	18	1	65	42.2%	57.8%
River Hill HS	11	21	23	25	1	81	40.0%	60.0%
Mt. Hebron HS	9	23	22	28		82	39.0%	61.0%
Oakland Mills HS	4	19	23	13	2	61	39.0%	61.0%
Wilde Lake HS	6	17	34	21	2	80	29.5%	70.5%
Special	41	89	37	17	6	190	70.7%	29.3%
ARL	9	10	2			21	90.5%	9.5%
Central Office	13	29	9	2	1	54	79.2%	20.8%
County Diagnostic Center	4	11	3	2	1	21	75.0%	25.0%
Cedar Lane	6	16	8	6	2	38	61.1%	38.9%
Homewood Center	6	12	9	3		30	60.0%	40.0%
Ascend One	3	11	6	4	2	26	58.3%	41.7%
Grand Total	393	1323	1023	776	80	3595	48.8%	51.2%

2015-2016 HCEA Job Satisfaction Survey

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

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Elementary	410	1012	222	87	7	1738	82.1%	17.9%
Atholton ES	14	16	1			31	96.8%	3.2%
Clemens Crossing ES	17	24	2			43	95.3%	4.7%
Hammond ES	14	13		2		29	93.1%	6.9%
Bushy Park ES	13	17	3			33	90.9%	9.1%
Veterans ES	10	36	4	1		51	90.2%	9.8%
Clarksville ES	6	18	1	2		27	88.9%	11.1%
Dayton Oaks ES	22	34	7		1	64	88.9%	11.1%
Thunder Hill ES	13	18	3	1		35	88.6%	11.4%
Running Brook ES	18	17	4	1		40	87.5%	12.5%
Stevens Forest ES	11	24	2	3		40	87.5%	12.5%
Northfield ES	10	35	6	1		52	86.5%	13.5%
Forest Ridge ES	9	20	5			34	85.3%	14.7%
Waterloo ES	14	32	5	3		54	85.2%	14.8%
Rockburn ES	14	25	5	2		46	84.8%	15.2%
Bellows Spring ES	12	37	6	3	1	59	84.5%	15.5%
Cradlerock ES	10	22	6			38	84.2%	15.8%
Longfellow ES	13	24	5	2	1	45	84.1%	15.9%
Laurel Woods ES	12	19	6			37	83.8%	16.2%
Ducketts Lane ES	14	22	6	1		43	83.7%	16.3%
Hollifield Station ES	10	29	7	1		47	83.0%	17.0%
Worthington ES	6	23	3	3		35	82.9%	17.1%
Elkridge ES	11	46	11	1	1	70	82.6%	17.4%
Triadelphia Ridge ES	9	22	4	3		38	81.6%	18.4%
Manor Woods ES	11	24	4	4		43	81.4%	18.6%
Centennial Lane ES	6	24	2	5		37	81.1%	18.9%
Bollman Bridge ES	12	22	5	3	1	43	81.0%	19.0%
Phelps Luck ES	7	32	6	4	1	50	79.6%	20.4%
Gorman Crossing ES	12	23	9			44	79.5%	20.5%
Lisbon ES	5	24	8			37	78.4%	21.6%
Ilchester ES	5	27	5	4		41	78.0%	22.0%
Talbott Springs ES	6	25	7	2		40	77.5%	22.5%
Swansfield ES	7	39	8	6	1	61	76.7%	23.3%
St. John's Lane ES	7	25	8	2		42	76.2%	23.8%
Jeffers Hill ES	3	19	6	1		29	75.9%	24.1%
Waverly ES	9	30	9	4		52	75.0%	25.0%
Fulton ES	9	17	5	4		35	74.3%	25.7%
Guilford ES	7	16	6	2		31	74.2%	25.8%
Pointers Run ES	9	29	13	1		52	73.1%	26.9%
Bryant Woods ES	5	22	3	7		37	73.0%	27.0%
Deep Run ES	6	31	12	6		55	67.3%	32.7%
West Friendship ES	2	10	4	2		18	66.7%	33.3%

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Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	221	462	67	32	4	786	87.3%	12.7%
Harper's Choice MS	14	21	1		1	37	97.2%	2.8%
Patuxent Valley MS	5	28	1			34	97.1%	2.9%
Elkridge Landing MS	7	23	1			31	96.8%	3.2%
Mount View MS	26	28	3	1		58	93.1%	6.9%
Clarksville MS	19	18	3			40	92.5%	7.5%
Mayfield Woods MS	12	23	2	1		38	92.1%	7.9%
Folly Quarter MS	16	18	3			37	91.9%	8.1%
Burleigh Manor MS	10	22	1	2	1	36	91.4%	8.6%
Ellicott Mills MS	13	29	1	3		46	91.3%	8.7%
Lime Kiln MS	20	15	3	1	1	40	89.7%	10.3%
Thomas Viaduct MS	12	21	4	1		38	86.8%	13.2%
Murray Hill MS	11	23	5	1		40	85.0%	15.0%
Dunloggin MS	4	23	3	2		32	84.4%	15.6%
Hammond MS	7	24	3	3		37	83.8%	16.2%
Wilde Lake MS	2	36	6	2		46	82.6%	17.4%
Oakland Mills MS	8	24	3	4	1	40	82.1%	17.9%
Patapsco MS	13	25	6	3		47	80.9%	19.1%
Bonnie Branch MS	10	19	5	3		37	78.4%	21.6%
Lake Elkhorn MS	6	23	8	1		38	76.3%	23.7%
Glenwood MS	6	19	5	4		34	73.5%	26.5%
High	260	487	84	43	5	879	85.5%	14.5%
Marriotts Ridge HS	32	43	2	1	1	79	96.2%	3.8%
Reservoir HS	21	58	5		1	85	94.0%	6.0%
River Hill HS	31	41	6	1		79	91.1%	8.9%
Atholton HS	20	37	4	4		65	87.7%	12.3%
Glenelg HS	12	19	4	1		36	86.1%	13.9%
Centennial HS	30	37	7	4		78	85.9%	14.1%
Mt. Hebron HS	25	45	7	5	1	83	85.4%	14.6%
Howard HS	30	42	9	5		86	83.7%	16.3%
Long Reach HS	16	39	9	3		67	82.1%	17.9%
Oakland Mills HS	9	41	8	3		61	82.0%	18.0%
Hammond HS	19	39	11	8	1	78	75.3%	24.7%
Wilde Lake HS	15	46	12	8	1	82	75.3%	24.7%
Special	61	109	15	5	1	191	89.5%	10.5%
Homewood Center	12	17	1			30	96.7%	3.3%
Ascend One	9	15	2			26	92.3%	7.7%
Cedar Lane	11	22	2	2	1	38	89.2%	10.8%
Central Office	15	32	5	2		54	87.0%	13.0%
County Diagnostic Center	6	13	2	1		22	86.4%	13.6%
ARL	8	10	3			21	85.7%	14.3%
Grand Total	952	2070	388	167	17	3594	84.5%	15.5%

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14) My administrators/supervisors respect the negotiated contracts.

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Elementary	641	930	110	41	16	1738	91.2%	8.8%
Atholton ES	21	9			1	31	100.0%	0.0%
Cradlerock ES	17	21				38	100.0%	0.0%
Dayton Oaks ES	27	36			1	64	100.0%	0.0%
Hammond ES	26	3				29	100.0%	0.0%
Laurel Woods ES	23	13			1	37	100.0%	0.0%
Running Brook ES	28	11				39	100.0%	0.0%
Stevens Forest ES	17	23				40	100.0%	0.0%
Bellows Spring ES	30	28	1			59	98.3%	1.7%
Clemens Crossing ES	15	28	1			44	97.7%	2.3%
Talbott Springs ES	19	21	1			41	97.6%	2.4%
Triadelphia Ridge ES	15	22	1			38	97.4%	2.6%
Lisbon ES	12	23	1		1	37	97.2%	2.8%
Fulton ES	12	22		1		35	97.1%	2.9%
Jeffers Hill ES	7	21	1			29	96.6%	3.4%
Hollifield Station ES	17	28	2			47	95.7%	4.3%
Bollman Bridge ES	14	27	2			43	95.3%	4.7%
Manor Woods ES	26	15	2			43	95.3%	4.7%
Ilchester ES	21	18	1	1		41	95.1%	4.9%
West Friendship ES	5	12		1		18	94.4%	5.6%
Waterloo ES	24	25	2	1	1	53	94.2%	5.8%
Worthington ES	7	25	1	1	1	35	94.1%	5.9%
Veterans ES	22	25	2	1		50	94.0%	6.0%
Guilford ES	11	19	1	1	1	33	93.8%	6.3%
Rockburn ES	23	19	1	2	1	46	93.3%	6.7%
Bushy Park ES	13	17	2	1		33	90.9%	9.1%
Pointers Run ES	12	36	4	1		53	90.6%	9.4%
Longfellow ES	15	27	2	3		47	89.4%	10.6%
Clarksville ES	10	14	3			27	88.9%	11.1%
Deep Run ES	17	30	5	1	1	54	88.7%	11.3%
Ducketts Lane ES	16	21	4	1	1	43	88.1%	11.9%
Phelps Luck ES	15	29	4	2		50	88.0%	12.0%
Gorman Crossing ES	18	19	6		1	44	86.0%	14.0%
St. John's Lane ES	10	25	6		2	43	85.4%	14.6%
Centennial Lane ES	3	28	1	5		37	83.8%	16.2%
Thunder Hill ES	11	18	6			35	82.9%	17.1%
Waverly ES	9	34	6	3		52	82.7%	17.3%
Forest Ridge ES	7	20	4	2		33	81.8%	18.2%
Elkridge ES	10	45	9	4		68	80.9%	19.1%
Bryant Woods ES	9	19	6	1	2	37	80.0%	20.0%
Northfield ES	15	26	9	2		52	78.8%	21.2%
Swansfield ES	12	28	13	6	1	60	67.8%	32.2%

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Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	297	423	42	12	13	787	93.0%	7.0%
Bonnie Branch MS	17	21				38	100.0%	0.0%
Burleigh Manor MS	20	15			1	36	100.0%	0.0%
Mayfield Woods MS	14	23			1	38	100.0%	0.0%
Oakland Mills MS	11	26			4	41	100.0%	0.0%
Clarksville MS	26	13	1			40	97.5%	2.5%
Folly Quarter MS	22	14	1			37	97.3%	2.7%
Dunloggin MS	12	19		1		32	96.9%	3.1%
Glenwood MS	17	14	1		1	33	96.9%	3.1%
Mount View MS	31	24	2		1	58	96.5%	3.5%
Lime Kiln MS	24	14	2			40	95.0%	5.0%
Murray Hill MS	14	23	2		1	40	94.9%	5.1%
Patuxent Valley MS	4	27	2			33	93.9%	6.1%
Elkridge Landing MS	11	18	1	1		31	93.5%	6.5%
Ellicott Mills MS	18	25	1	2	1	47	93.5%	6.5%
Harper's Choice MS	8	25	2	1	1	37	91.7%	8.3%
Lake Elkhorn MS	7	26	4		1	38	89.2%	10.8%
Wilde Lake MS	8	33	4	1		46	89.1%	10.9%
Patapsco MS	13	26	5	2	1	47	84.8%	15.2%
Hammond MS	11	20	4	2		37	83.8%	16.2%
Thomas Viaduct MS	9	17	10	2		38	68.4%	31.6%
High	277	499	68	23	11	878	89.5%	10.5%
Hammond HS	32	46				78	100.0%	0.0%
Centennial HS	41	35	2			78	97.4%	2.6%
Howard HS	40	40	3		3	86	96.4%	3.6%
Glenelg HS	12	21	3			36	91.7%	8.3%
Reservoir HS	27	49	7	1	1	85	90.5%	9.5%
Marriotts Ridge HS	28	42	8	1		79	88.6%	11.4%
Oakland Mills HS	9	44	5	3		61	86.9%	13.1%
Long Reach HS	19	38	4	5	1	67	86.4%	13.6%
Mt. Hebron HS	17	52	9	3	1	82	85.2%	14.8%
Wilde Lake HS	12	55	9	3	2	81	84.8%	15.2%
Atholton HS	22	32	7	3	1	65	84.4%	15.6%
River Hill HS	18	45	11	4	2	80	80.8%	19.2%
Special	81	88	16	3	3	191	89.9%	10.1%
ARL	10	10	1			21	95.2%	4.8%
Ascend One	8	15		2	1	26	92.0%	8.0%
Cedar Lane	12	23	2	1		38	92.1%	7.9%
Central Office	24	20	8		2	54	84.6%	15.4%
County Diagnostic Center	10	10	2			22	90.9%	9.1%
Homewood Center	17	10	3			30	90.0%	10.0%
Grand Total	1296	1940	236	79	43	3594	91.1%	8.9%

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

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Elementary	381	855	200	64	241	1741	82.4%	17.6%
Hammond ES	12	15			2	29	100.0%	0.0%
Waterloo ES	17	29	1		6	53	97.9%	2.1%
Running Brook ES	17	15	1		7	40	97.0%	3.0%
Bellows Spring ES	16	29	2		12	59	95.7%	4.3%
Manor Woods ES	15	20	2		6	43	94.6%	5.4%
Laurel Woods ES	15	16	2		4	37	93.9%	6.1%
Lisbon ES	8	21	1	1	6	37	93.5%	6.5%
Atholton ES	15	10	2		4	31	92.6%	7.4%
Talbott Springs ES	11	23	3		4	41	91.9%	8.1%
Veterans ES	11	27	3	1	8	50	90.5%	9.5%
Rockburn ES	13	22	1	3	7	46	89.7%	10.3%
Bushy Park ES	11	14	2	1	5	33	89.3%	10.7%
Clemens Crossing ES	12	24	2	3	3	44	87.8%	12.2%
Ducketts Lane ES	6	30	5		2	43	87.8%	12.2%
Stevens Forest ES	11	17	4		7	39	87.5%	12.5%
Triadelphia Ridge ES	8	19	4		6	37	87.1%	12.9%
Pointers Run ES	3	36	6		8	53	86.7%	13.3%
St. John's Lane ES	10	21	3	2	7	43	86.1%	13.9%
Ilchester ES	15	15	4	1	5	40	85.7%	14.3%
Jeffers Hill ES	7	16	3	1	2	29	85.2%	14.8%
Bollman Bridge ES	6	21	4	1	11	43	84.4%	15.6%
Cradlerock ES	13	14	4	1	6	38	84.4%	15.6%
Worthington ES	5	22	3	2	3	35	84.4%	15.6%
Swansfield ES	5	38	4	4	10	61	84.3%	15.7%
Clarksville ES	7	8	2	1	9	27	83.3%	16.7%
Longfellow ES	6	25	4	3	9	47	81.6%	18.4%
Deep Run ES	10	27	8	1	9	55	80.4%	19.6%
Hollifield Station ES	10	26	9		2	47	80.0%	20.0%
West Friendship ES	4	8	3		3	18	80.0%	20.0%
Fulton ES	5	21	5	2	2	35	78.8%	21.2%
Guilford ES	4	18	5	1	6	34	78.6%	21.4%
Forest Ridge ES	7	14	6	1	5	33	75.0%	25.0%
Dayton Oaks ES	11	30	12	3	8	64	73.2%	26.8%
Gorman Crossing ES	13	16	8	3	4	44	72.5%	27.5%
Phelps Luck ES	6	25	8	5	6	50	70.5%	29.5%
Waverly ES	7	25	11	3	6	52	69.6%	30.4%
Bryant Woods ES	6	16	10		4	36	68.8%	31.3%
Centennial Lane ES	3	20	6	5	4	38	67.6%	32.4%
Elkridge ES	5	36	12	9	8	70	66.1%	33.9%
Northfield ES	10	17	13	4	8	52	61.4%	38.6%
Thunder Hill ES	5	9	12	2	7	35	50.0%	50.0%

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Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	199	394	72	17	104	786	87.0%	13.0%
Burleigh Manor MS	13	17			6	36	100.0%	0.0%
Lime Kiln MS	21	14	1		4	40	97.2%	2.8%
Clarksville MS	17	17	1		5	40	97.1%	2.9%
Mayfield Woods MS	11	22	1		4	38	97.1%	2.9%
Folly Quarter MS	16	16		1	4	37	97.0%	3.0%
Dunloggin MS	9	19		1	3	32	96.6%	3.4%
Mount View MS	22	25	2		9	58	95.9%	4.1%
Murray Hill MS	10	25	1	1	3	40	94.6%	5.4%
Bonnie Branch MS	11	23	2		2	38	94.4%	5.6%
Harper's Choice MS	10	17	2		8	37	93.1%	6.9%
Glenwood MS	9	14	2		8	33	92.0%	8.0%
Oakland Mills MS	6	23	4	1	7	41	85.3%	14.7%
Ellicott Mills MS	12	19	4	2	9	46	83.8%	16.2%
Elkridge Landing MS	4	19	4	1	2	30	82.1%	17.9%
Wilde Lake MS	6	26	6	1	7	46	82.1%	17.9%
Patuxent Valley MS	1	23	7		3	34	77.4%	22.6%
Lake Elkhorn MS	3	22	9		4	38	73.5%	26.5%
Thomas Viaduct MS	7	14	10		7	38	67.7%	32.3%
Hammond MS	5	17	8	3	4	37	66.7%	33.3%
Patapsco MS	6	22	8	6	5	47	66.7%	33.3%
High	196	417	106	43	117	879	80.4%	19.6%
Howard HS	30	40	6	1	9	86	90.9%	9.1%
Centennial HS	29	32	6	2	8	77	88.4%	11.6%
Reservoir HS	19	46	9		11	85	87.8%	12.2%
Marriotts Ridge HS	21	37	7	2	12	79	86.6%	13.4%
Glenelg HS	11	14	2	2	7	36	86.2%	13.8%
Long Reach HS	16	32	6	3	10	67	84.2%	15.8%
Hammond HS	17	37	11	1	13	79	81.8%	18.2%
Oakland Mills HS	5	34	6	3	13	61	81.3%	18.8%
Mt. Hebron HS	17	42	12	6	6	83	76.6%	23.4%
Wilde Lake HS	10	43	13	6	10	82	73.6%	26.4%
Atholton HS	15	25	11	6	8	65	70.2%	29.8%
River Hill HS	6	35	17	11	10	79	59.4%	40.6%
Special	33	64	12	5	77	191	85.1%	14.9%
ARL	8	10			3	21	100.0%	0.0%
County Diagnostic Center	4	8			10	22	100.0%	0.0%
Central Office	5	10	1		38	54	93.8%	6.3%
Homewood Center	9	12	4		5	30	84.0%	16.0%
Cedar Lane	5	16	2	5	10	38	75.0%	25.0%
Ascend One	2	8	5		11	26	66.7%	33.3%
Grand Total	809	1730	390	129	539	3597	83.0%	17.0%

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

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Elementary	405	910	195	113	115	1738	81.0%	19.0%
Laurel Woods ES	19	17			1	37	100.0%	0.0%
Hammond ES	19	7	1		2	29	96.3%	3.7%
Clarksville ES	6	18		1	2	27	96.0%	4.0%
Waterloo ES	13	35	2		4	54	96.0%	4.0%
Running Brook ES	24	14	2			40	95.0%	5.0%
Lisbon ES	12	23	2			37	94.6%	5.4%
Bushy Park ES	9	20	2		2	33	93.5%	6.5%
Atholton ES	18	10	2		1	31	93.3%	6.7%
Triadelphia Ridge ES	8	20	2		8	38	93.3%	6.7%
Bollman Bridge ES	10	26	2	1	3	42	92.3%	7.7%
Talbott Springs ES	15	20	3		3	41	92.1%	7.9%
Waverly ES	6	33	4	1	8	52	88.6%	11.4%
Guilford ES	10	20	3	1		34	88.2%	11.8%
Fulton ES	8	20	3	1	3	35	87.5%	12.5%
Stevens Forest ES	8	25	4	1	2	40	86.8%	13.2%
Bellows Spring ES	15	31	5	2	6	59	86.8%	13.2%
Centennial Lane ES	7	24	5		2	38	86.1%	13.9%
Clemens Crossing ES	12	24	4	2	2	44	85.7%	14.3%
Manor Woods ES	14	21	6		2	43	85.4%	14.6%
Hollifield Station ES	13	26	6	1		46	84.8%	15.2%
Deep Run ES	10	31	2	6	6	55	83.7%	16.3%
Swansfield ES	11	38	5	5	2	61	83.1%	16.9%
Veterans ES	11	26	6	2	6	51	82.2%	17.8%
Worthington ES	6	21	5	1	1	34	81.8%	18.2%
Dayton Oaks ES	10	35	5	6	7	63	80.4%	19.6%
Pointers Run ES	9	30	8	2	4	53	79.6%	20.4%
Cradlerock ES	13	14	6	2	2	37	77.1%	22.9%
Phelps Luck ES	6	31	6	5	2	50	77.1%	22.9%
Forest Ridge ES	6	19	4	4	1	34	75.8%	24.2%
Ducketts Lane ES	9	22	4	6	2	43	75.6%	24.4%
Thunder Hill ES	9	15	3	5	2	34	75.0%	25.0%
West Friendship ES	4	8	3	1	2	18	75.0%	25.0%
Rockburn ES	10	21	3	8	4	46	73.8%	26.2%
Ilchester ES	9	19	6	5	2	41	71.8%	28.2%
Gorman Crossing ES	7	19	5	7	5	43	68.4%	31.6%
Longfellow ES	4	25	9	6	2	46	65.9%	34.1%
Jeffers Hill ES	3	16	7	3		29	65.5%	34.5%
Northfield ES	8	22	9	7	6	52	65.2%	34.8%
St. John's Lane ES	5	20	8	7	3	43	62.5%	37.5%
Bryant Woods ES	5	15	11	4	1	36	57.1%	42.9%
Elkridge ES	4	29	22	10	4	69	50.8%	49.2%

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Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	160	350	146	76	55	787	69.7%	30.3%
Clarksville MS	18	17			5	40	100.0%	0.0%
Folly Quarter MS	18	19				37	100.0%	0.0%
Glenwood MS	10	16	2	1	5	34	89.7%	10.3%
Burleigh Manor MS	8	20	3	1	3	35	87.5%	12.5%
Bonnie Branch MS	10	22	4	1	1	38	86.5%	13.5%
Lime Kiln MS	12	20	5		3	40	86.5%	13.5%
Wilde Lake MS	2	34	6	2	2	46	81.8%	18.2%
Mayfield Woods MS	10	17	4	3	4	38	79.4%	20.6%
Mount View MS	21	20	9	2	6	58	78.8%	21.2%
Patapsco MS	10	26	7	3	1	47	78.3%	21.7%
Elkridge Landing MS	5	18	5	2	1	31	76.7%	23.3%
Thomas Viaduct MS	9	18	5	4	2	38	75.0%	25.0%
Hammond MS	2	21	9	3	2	37	65.7%	34.3%
Ellicott Mills MS	7	22	12	5	1	47	63.0%	37.0%
Dunloggin MS	5	9	8	6	4	32	50.0%	50.0%
Oakland Mills MS	5	11	12	7	6	41	45.7%	54.3%
Lake Elkhorn MS	4	13	14	7		38	44.7%	55.3%
Murray Hill MS	2	12	13	9	4	40	38.9%	61.1%
Harper's Choice MS	2	7	16	8	4	37	27.3%	72.7%
Patuxent Valley MS		8	12	12	1	33	25.0%	75.0%
High	152	401	149	91	88	881	69.7%	30.3%
River Hill HS	19	47	4	2	9	81	91.7%	8.3%
Centennial HS	31	30	7	2	8	78	87.1%	12.9%
Marriotts Ridge HS	15	43	11	2	8	79	81.7%	18.3%
Hammond HS	19	40	10	4	5	78	80.8%	19.2%
Reservoir HS	12	39	13	12	9	85	67.1%	32.9%
Atholton HS	15	22	9	12	7	65	63.8%	36.2%
Long Reach HS	7	31	17	7	5	67	61.3%	38.7%
Howard HS	14	32	19	11	10	86	60.5%	39.5%
Wilde Lake HS	7	38	15	16	6	82	59.2%	40.8%
Oakland Mills HS	3	28	10	12	8	61	58.5%	41.5%
Glenelg HS	4	14	11	2	5	36	58.1%	41.9%
Mt. Hebron HS	6	37	23	9	8	83	57.3%	42.7%
Special	21	48	17	2	102	190	78.4%	21.6%
Ascend One	2	6			18	26	100.0%	0.0%
Central Office		1			53	54	100.0%	0.0%
ARL	5	9	2		4	20	87.5%	12.5%
Cedar Lane	4	19	4	1	10	38	82.1%	17.9%
County Diagnostic Center	1	3	1	1	16	22	66.7%	33.3%
Homewood Center	9	10	10		1	30	65.5%	34.5%
Grand Total	738	1709	507	282	360	3596	75.6%	24.4%

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

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Elementary	290	619	548	202	81	1740	54.8%	45.2%
Phelps Luck ES	19	26	4	1		50	90.0%	10.0%
Swansfield ES	34	17	5	4		60	85.0%	15.0%
Stevens Forest ES	12	21	6		1	40	84.6%	15.4%
Elkridge ES	23	33	10	3	1	70	81.2%	18.8%
Bryant Woods ES	15	15	3	4		37	81.1%	18.9%
Waterloo ES	11	28	10	1	4	54	78.0%	22.0%
Running Brook ES	11	20	9			40	77.5%	22.5%
Cradlerock ES	11	17	8	1	1	38	75.7%	24.3%
Longfellow ES	22	12	8	5		47	72.3%	27.7%
Guilford ES	8	15	10	1		34	67.6%	32.4%
Laurel Woods ES	7	17	9	3		36	66.7%	33.3%
Worthington ES	5	18	10	2		35	65.7%	34.3%
Jeffers Hill ES	7	12	7	3		29	65.5%	34.5%
Gorman Crossing ES	9	19	11	4	1	44	65.1%	34.9%
St. John's Lane ES	7	21	11	4		43	65.1%	34.9%
Forest Ridge ES	4	17	12		1	34	63.6%	36.4%
Deep Run ES	8	25	16	4	2	55	62.3%	37.7%
Ducketts Lane ES	7	18	13	4	1	43	59.5%	40.5%
Hammond ES	1	14	9	3	2	29	55.6%	44.4%
Veterans ES	6	19	16	6	4	51	53.2%	46.8%
Talbott Springs ES	3	18	14	5	1	41	52.5%	47.5%
Rockburn ES	6	16	15	5	3	45	52.4%	47.6%
Bollman Bridge ES	11	10	18	2	2	43	51.2%	48.8%
Bellows Spring ES	6	21	22	4	6	59	50.9%	49.1%
Thunder Hill ES	6	11	12	5	1	35	50.0%	50.0%
Hollifield Station ES	3	19	13	11	1	47	47.8%	52.2%
Fulton ES	3	12	14	3	3	35	46.9%	53.1%
Pointers Run ES	2	19	22	7	3	53	42.0%	58.0%
Northfield ES	4	16	21	8	2	51	40.8%	59.2%
Manor Woods ES		15	18	5	5	43	39.5%	60.5%
West Friendship ES	3	4	3	8		18	38.9%	61.1%
Clemens Crossing ES	2	12	19	7	3	43	35.0%	65.0%
Triadelphia Ridge ES	3	7	14	6	8	38	33.3%	66.7%
Dayton Oaks ES	5	12	25	12	10	64	31.5%	68.5%
Ilchester ES	1	11	18	9	2	41	30.8%	69.2%
Bushy Park ES		9	15	6	1	31	30.0%	70.0%
Waverly ES	2	8	29	7	5	51	21.7%	78.3%
Lisbon ES		6	20	10	1	37	16.7%	83.3%
Atholton ES	3	1	16	8	3	31	14.3%	85.7%
Centennial Lane ES		5	19	13	1	38	13.5%	86.5%
Clarksville ES		3	14	8	2	27	12.0%	88.0%

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Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	189	220	210	130	34	783	54.6%	45.4%
Wilde Lake MS	21	23	2			46	95.7%	4.3%
Lake Elkhorn MS	28	6	1	1	2	38	94.4%	5.6%
Murray Hill MS	21	14	2	1	2	40	92.1%	7.9%
Oakland Mills MS	13	19	2	1	5	40	91.4%	8.6%
Harper's Choice MS	20	12	1	4		37	86.5%	13.5%
Thomas Viaduct MS	20	12	6			38	84.2%	15.8%
Patuxent Valley MS	18	10	3	3		34	82.4%	17.6%
Ellicott Mills MS	12	22	9	2	1	46	75.6%	24.4%
Elkridge Landing MS	9	10	9	3		31	61.3%	38.7%
Bonnie Branch MS	2	17	14		3	36	57.6%	42.4%
Dunloggin MS	3	14	11	2	2	32	56.7%	43.3%
Mayfield Woods MS	6	14	13	3	2	38	55.6%	44.4%
Patapsco MS	6	19	16	5		46	54.3%	45.7%
Hammond MS	5	15	13	4		37	54.1%	45.9%
Glenwood MS	1	2	8	16	7	34	11.1%	88.9%
Mount View MS	1	4	28	22	3	58	9.1%	90.9%
Folly Quarter MS	1	2	15	17	1	36	8.6%	91.4%
Clarksville MS	1	2	17	17	3	40	8.1%	91.9%
Lime Kiln MS		3	22	15		40	7.5%	92.5%
Burleigh Manor MS	1		18	14	3	36	3.0%	97.0%
High	151	269	234	169	57	880	51.0%	49.0%
Oakland Mills HS	29	25	3		4	61	94.7%	5.3%
Long Reach HS	23	33	10	1		67	83.6%	16.4%
Wilde Lake HS	28	38	8	5	3	82	83.5%	16.5%
Hammond HS	25	38	10	3	3	79	82.9%	17.1%
Reservoir HS	17	36	22	7	3	85	64.6%	35.4%
Howard HS	12	31	24	10	8	85	55.8%	44.2%
Mt. Hebron HS	10	25	33	9	6	83	45.5%	54.5%
Atholton HS	3	14	29	11	8	65	29.8%	70.2%
Glenelg HS	2	5	12	8	8	35	25.9%	74.1%
Marriotts Ridge HS	1	14	34	27	3	79	19.7%	80.3%
Centennial HS	1	8	24	39	6	78	12.5%	87.5%
River Hill HS		2	25	49	5	81	2.6%	97.4%
Special	26	24	13	13	112	188	65.8%	34.2%
Homewood Center	22	6	1		1	30	96.6%	3.4%
Cedar Lane	3	13	4	2	14	36	72.7%	27.3%
County Diagnostic Center		1		1	19	21	50.0%	50.0%
Ascend One		3	3	1	19	26	42.9%	57.1%
ARL	1	1	5	9	5	21	12.5%	87.5%
Central Office					54	54	0.0%	0.0%
Grand Total	656	1132	1005	514	284	3591	54.1%	45.9%

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18) Too much instructional time is spent administering assessments.

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Elementary	682	666	196	35	160	1739	85.4%	14.6%
Ilchester ES	19	14			8	41	100.0%	0.0%
Stevens Forest ES	13	24		1	2	40	97.4%	2.6%
Lisbon ES	17	17	1		2	37	97.1%	2.9%
Centennial Lane ES	18	16	1	1	2	38	94.4%	5.6%
Bushy Park ES	12	19	2			33	93.9%	6.1%
Forest Ridge ES	23	8	1	1	1	34	93.9%	6.1%
Phelps Luck ES	24	20	3		2	49	93.6%	6.4%
Swansfield ES	30	23	3	2	3	61	91.4%	8.6%
Worthington ES	14	17	1	2	1	35	91.2%	8.8%
St. John's Lane ES	22	16	2	2	1	43	90.5%	9.5%
Triadelphia Ridge ES	12	13	3		10	38	89.3%	10.7%
Bellows Spring ES	22	24	6		7	59	88.5%	11.5%
Jeffers Hill ES	4	19	2	1	3	29	88.5%	11.5%
Hollifield Station ES	22	15	4	1	5	47	88.1%	11.9%
Fulton ES	17	12	4		2	35	87.9%	12.1%
Northfield ES	21	22	4	2	2	51	87.8%	12.2%
Guilford ES	11	17	4		1	33	87.5%	12.5%
Manor Woods ES	21	14	3	2	2	42	87.5%	12.5%
Thunder Hill ES	16	12	4		3	35	87.5%	12.5%
Pointers Run ES	30	14	6	1	2	53	86.3%	13.7%
Elkridge ES	33	23	8	1	4	69	86.2%	13.8%
Ducketts Lane ES	14	21	5	1	2	43	85.4%	14.6%
Gorman Crossing ES	18	17	4	2	3	44	85.4%	14.6%
Dayton Oaks ES	26	20	7	1	10	64	85.2%	14.8%
Waterloo ES	19	20	6	1	8	54	84.8%	15.2%
Clemens Crossing ES	13	19	6		6	44	84.2%	15.8%
Deep Run ES	15	26	6	2	5	54	83.7%	16.3%
Clarksville ES	7	12	4		4	27	82.6%	17.4%
Longfellow ES	20	15	7	1	4	47	81.4%	18.6%
Bollman Bridge ES	20	10	7		5	42	81.1%	18.9%
Atholton ES	9	11	4	1	5	30	80.0%	20.0%
Bryant Woods ES	14	13	6	1	3	37	79.4%	20.6%
Talbott Springs ES	9	21	8		3	41	78.9%	21.1%
Waverly ES	25	11	8	2	6	52	78.3%	21.7%
Laurel Woods ES	17	7	6	1	5	36	77.4%	22.6%
Cradlerock ES	12	15	8		3	38	77.1%	22.9%
Hammond ES	8	12	6		3	29	76.9%	23.1%
Veterans ES	12	22	10	2	5	51	73.9%	26.1%
Rockburn ES	12	16	8	2	8	46	73.7%	26.3%
West Friendship ES	4	7	4		3	18	73.3%	26.7%
Running Brook ES	7	12	14	1	6	40	55.9%	44.1%

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Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	304	294	100	17	68	783	83.6%	16.4%
Dunloggin MS	15	14	2		1	32	93.5%	6.5%
Burleigh Manor MS	20	10	3		3	36	90.9%	9.1%
Elkridge Landing MS	16	11	2	1	1	31	90.0%	10.0%
Murray Hill MS	23	12	3	1	1	40	89.7%	10.3%
Folly Quarter MS	18	14	3	1	1	37	88.9%	11.1%
Wilde Lake MS	19	19	5		3	46	88.4%	11.6%
Bonnie Branch MS	17	13	4		2	36	88.2%	11.8%
Ellicott Mills MS	10	26	5	1	5	47	85.7%	14.3%
Glenwood MS	15	9	3	1	6	34	85.7%	14.3%
Lime Kiln MS	15	15	5		5	40	85.7%	14.3%
Clarksville MS	12	15	5		7	39	84.4%	15.6%
Harper's Choice MS	14	13	3	2	5	37	84.4%	15.6%
Mount View MS	24	19	8	1	6	58	82.7%	17.3%
Oakland Mills MS	15	13	6		7	41	82.4%	17.6%
Patapsco MS	11	25	5	3	3	47	81.8%	18.2%
Hammond MS	13	14	7	1	1	36	77.1%	22.9%
Lake Elkhorn MS	6	21	7	1	1	36	77.1%	22.9%
Patuxent Valley MS	16	8	7	1	2	34	75.0%	25.0%
Mayfield Woods MS	13	11	9	1	4	38	70.6%	29.4%
Thomas Viaduct MS	12	12	8	2	4	38	70.6%	29.4%
High	323	331	117	23	85	879	82.4%	17.6%
Glenelg HS	17	13	1	1	4	36	93.8%	6.3%
Wilde Lake HS	36	29	6	2	9	82	89.0%	11.0%
Atholton HS	24	30	6	2	3	65	87.1%	12.9%
Oakland Mills HS	26	19	7		9	61	86.5%	13.5%
Mt. Hebron HS	36	29	10	2	6	83	84.4%	15.6%
Centennial HS	31	27	10	2	8	78	82.9%	17.1%
Howard HS	25	34	12	2	11	84	80.8%	19.2%
River Hill HS	26	33	12	2	8	81	80.8%	19.2%
Reservoir HS	23	37	13	3	9	85	78.9%	21.1%
Hammond HS	29	25	11	4	9	78	78.3%	21.7%
Long Reach HS	21	28	13	1	4	67	77.8%	22.2%
Marriotts Ridge HS	29	27	16	2	5	79	75.7%	24.3%
Special	25	36	26	6	93	186	65.6%	34.4%
Ascend One	6	9	1		10	26	93.8%	6.3%
Homewood Center	12	12	4	1	1	30	82.8%	17.2%
County Diagnostic Center	2	2	1		15	20	80.0%	20.0%
Central Office		2	1		50	53	66.7%	33.3%
Cedar Lane	4	7	11	1	13	36	47.8%	52.2%
ARL	1	4	8	4	4	21	29.4%	70.6%
Grand Total	1334	1327	439	81	406	3587	83.7%	16.3%

19) HCPSS professional development experiences are meaningful and worthwhile.

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Elementary	116	847	507	211	49	1730	57.3%	42.7%
Stevens Forest ES	6	30	3		1	40	92.3%	7.7%
Jeffers Hill ES	3	21	5			29	82.8%	17.2%
Running Brook ES	1	31	6	1		39	82.1%	17.9%
Hammond ES	3	19	4	2	1	29	78.6%	21.4%
Cradlerock ES	4	25	6	2	1	38	78.4%	21.6%
Talbott Springs ES	2	27	8	2		39	74.4%	25.6%
Laurel Woods ES	4	22	8	2	1	37	72.2%	27.8%
Bryant Woods ES	4	20	11	1	1	37	66.7%	33.3%
Deep Run ES	4	31	14	5	1	55	64.8%	35.2%
Veterans ES	5	27	16	2	1	51	64.0%	36.0%
Triadelphia Ridge ES	2	19	7	5	1	34	63.6%	36.4%
Gorman Crossing ES	2	24	11	4	3	44	63.4%	36.6%
Phelps Luck ES	5	26	15	3	1	50	63.3%	36.7%
Swansfield ES	6	30	16	6	1	59	62.1%	37.9%
Thunder Hill ES	6	15	11	2	1	35	61.8%	38.2%
Ducketts Lane ES	3	22	12	5	1	43	59.5%	40.5%
Rockburn ES	6	19	9	8	3	45	59.5%	40.5%
West Friendship ES	1	9	5	2	1	18	58.8%	41.2%
Fulton ES	4	15	10	4	2	35	57.6%	42.4%
Waterloo ES	2	29	19	4		54	57.4%	42.6%
Hollifield Station ES	4	22	15	5	1	47	56.5%	43.5%
Atholton ES		15	8	4	3	30	55.6%	44.4%
Elkridge ES	1	36	23	7	1	68	55.2%	44.8%
Bollman Bridge ES	1	22	13	6		42	54.8%	45.2%
Centennial Lane ES	2	17	10	6	3	38	54.3%	45.7%
Bellows Spring ES	1	29	22	6	1	59	51.7%	48.3%
Forest Ridge ES	3	14	10	6	1	34	51.5%	48.5%
Guilford ES	4	13	12	4		33	51.5%	48.5%
St. John's Lane ES	2	20	17	4		43	51.2%	48.8%
Dayton Oaks ES	4	26	20	9	4	63	50.8%	49.2%
Longfellow ES	3	20	18	5	1	47	50.0%	50.0%
Manor Woods ES	2	19	10	11		42	50.0%	50.0%
Clarksville ES	1	12	8	6		27	48.1%	51.9%
Lisbon ES	3	14	13	6	1	37	47.2%	52.8%
Worthington ES	1	15	14	4	1	35	47.1%	52.9%
Waverly ES	5	18	19	10	1	53	44.2%	55.8%
Clemens Crossing ES	1	16	15	10	2	44	40.5%	59.5%
Pointers Run ES	2	18	19	12	2	53	39.2%	60.8%
Ilchester ES	1	13	14	8	3	39	38.9%	61.1%
Northfield ES	2	16	17	15	2	52	36.0%	64.0%
Bushy Park ES		11	14	7	1	33	34.4%	65.6%

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Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	44	340	263	103	36	786	51.2%	48.8%
Thomas Viaduct MS	6	23	5	2	2	38	80.6%	19.4%
Clarksville MS	2	22	7	6	3	40	64.9%	35.1%
Oakland Mills MS	3	19	10	3	6	41	62.9%	37.1%
Bonnie Branch MS	5	18	10	4	1	38	62.2%	37.8%
Lake Elkhorn MS		23	8	6	1	38	62.2%	37.8%
Mount View MS	3	27	17	8	3	58	54.5%	45.5%
Patapsco MS	1	24	14	7		46	54.3%	45.7%
Murray Hill MS	1	19	12	5	3	40	54.1%	45.9%
Lime Kiln MS	1	20	15	3	1	40	53.8%	46.2%
Hammond MS	3	15	14	4		36	50.0%	50.0%
Harper's Choice MS	3	15	14	4	1	37	50.0%	50.0%
Burleigh Manor MS	2	14	15	4	1	36	45.7%	54.3%
Dunloggin MS	2	11	11	5	3	32	44.8%	55.2%
Folly Quarter MS	2	14	14	6	1	37	44.4%	55.6%
Wilde Lake MS	2	17	21	4	2	46	43.2%	56.8%
Mayfield Woods MS	2	12	17	3	4	38	41.2%	58.8%
Patuxent Valley MS		13	16	3	1	33	40.6%	59.4%
Elkridge Landing MS	2	10	12	7		31	38.7%	61.3%
Ellicott Mills MS	1	16	17	12	1	47	37.0%	63.0%
Glenwood MS	3	8	14	7	2	34	34.4%	65.6%
High	42	290	317	202	29	880	39.0%	61.0%
River Hill HS	6	40	17	16	1	80	58.2%	41.8%
Reservoir HS	5	36	22	20	2	85	49.4%	50.6%
Howard HS	4	34	33	12	3	86	45.8%	54.2%
Long Reach HS	4	24	24	13	2	67	43.1%	56.9%
Marriotts Ridge HS	4	26	27	18	4	79	40.0%	60.0%
Hammond HS	3	27	26	20	3	79	39.5%	60.5%
Wilde Lake HS	3	25	29	22	3	82	35.4%	64.6%
Centennial HS	4	20	29	21	3	77	32.4%	67.6%
Atholton HS	2	18	28	14	3	65	32.3%	67.7%
Oakland Mills HS	3	14	22	18	4	61	29.8%	70.2%
Mt. Hebron HS	3	20	41	18	1	83	28.0%	72.0%
Glenelg HS	1	6	19	10		36	19.4%	80.6%
Special	21	83	47	20	20	191	60.8%	39.2%
Central Office	9	22	7	4	12	54	73.8%	26.2%
Cedar Lane	3	20	10	3	2	38	63.9%	36.1%
Ascend One	4	11	9	2		26	57.7%	42.3%
Homewood Center	1	16	9	4		30	56.7%	43.3%
County Diagnostic Center	2	7	5	3	5	22	52.9%	47.1%
ARL	2	7	7	4	1	21	45.0%	55.0%
Grand Total	223	1560	1134	536	134	3587	51.6%	48.4%

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

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Elementary	524	628	432	107	49	1740	68.1%	31.9%
Centennial Lane ES	23	11	1	1	2	38	94.4%	5.6%
Rockburn ES	14	24	5	1	1	45	86.4%	13.6%
Elkridge ES	31	27	8	2	2	70	85.3%	14.7%
Bushy Park ES	14	13	5		1	33	84.4%	15.6%
Hollifield Station ES	18	18	5	4	2	47	80.0%	20.0%
Northfield ES	24	16	8	2	1	51	80.0%	20.0%
Forest Ridge ES	16	10	3	4	1	34	78.8%	21.2%
Phelps Luck ES	19	18	10		2	49	78.7%	21.3%
Fulton ES	17	10	5	3		35	77.1%	22.9%
Worthington ES	15	10	6	2	1	34	75.8%	24.2%
Manor Woods ES	17	15	7	4		43	74.4%	25.6%
Jeffers Hill ES	4	16	6	1	2	29	74.1%	25.9%
Ducketts Lane ES	13	17	10	1	2	43	73.2%	26.8%
Ilchester ES	15	15	11			41	73.2%	26.8%
Lisbon ES	14	13	7	3		37	73.0%	27.0%
Pointers Run ES	23	15	15			53	71.7%	28.3%
Bryant Woods ES	10	14	9	1	3	37	70.6%	29.4%
Gorman Crossing ES	8	23	10	3		44	70.5%	29.5%
Bollman Bridge ES	10	18	11	1	3	43	70.0%	30.0%
Deep Run ES	18	19	12	4	2	55	69.8%	30.2%
St. John's Lane ES	16	12	10	3	1	42	68.3%	31.7%
Guilford ES	4	19	10	1		34	67.6%	32.4%
Talbott Springs ES	14	12	11	2	1	40	66.7%	33.3%
Cradlerock ES	10	15	11	2		38	65.8%	34.2%
Bellows Spring ES	12	25	13	7	1	58	64.9%	35.1%
Thunder Hill ES	12	9	9	3	2	35	63.6%	36.4%
Dayton Oaks ES	17	21	16	7	3	64	62.3%	37.7%
Triadelphia Ridge ES	10	13	11	3	1	38	62.2%	37.8%
West Friendship ES	4	7	6	1		18	61.1%	38.9%
Swansfield ES	16	20	17	6	2	61	61.0%	39.0%
Waverly ES	16	16	14	7		53	60.4%	39.6%
Longfellow ES	11	16	14	4	1	46	60.0%	40.0%
Clemens Crossing ES	10	15	16	2	1	44	58.1%	41.9%
Running Brook ES	4	18	14	2	2	40	57.9%	42.1%
Veterans ES	8	21	19	3		51	56.9%	43.1%
Waterloo ES	11	18	22	1	2	54	55.8%	44.2%
Hammond ES	3	13	9	4		29	55.2%	44.8%
Atholton ES	5	9	9	4	3	30	51.9%	48.1%
Stevens Forest ES	9	10	16	3	2	40	50.0%	50.0%
Laurel Woods ES	4	12	15	5	1	37	44.4%	55.6%
Clarksville ES	5	5	16		1	27	38.5%	61.5%

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Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	227	303	176	56	26	788	69.6%	30.4%
Elkridge Landing MS	9	18	3	1		31	87.1%	12.9%
Patuxent Valley MS	11	18	3	2		34	85.3%	14.7%
Folly Quarter MS	19	11	5	1	1	37	83.3%	16.7%
Mayfield Woods MS	8	21	2	5	2	38	80.6%	19.4%
Oakland Mills MS	20	9	6	1	4	40	80.6%	19.4%
Hammond MS	20	8	6	2	1	37	77.8%	22.2%
Patapsco MS	15	18	7	3	4	47	76.7%	23.3%
Ellicott Mills MS	12	22	7	4	2	47	75.6%	24.4%
Burleigh Manor MS	11	15	7	2	1	36	74.3%	25.7%
Dunloggin MS	11	12	8	1		32	71.9%	28.1%
Thomas Viaduct MS	9	16	11		2	38	69.4%	30.6%
Wilde Lake MS	12	19	11	3	1	46	68.9%	31.1%
Bonnie Branch MS	10	15	12		1	38	67.6%	32.4%
Glenwood MS	10	12	6	6		34	64.7%	35.3%
Lake Elkhorn MS	9	14	11	2	2	38	63.9%	36.1%
Mount View MS	14	20	17	6	1	58	59.6%	40.4%
Lime Kiln MS	6	17	9	7	1	40	59.0%	41.0%
Murray Hill MS	10	12	15	1	2	40	57.9%	42.1%
Clarksville MS	5	14	15	5	1	40	48.7%	51.3%
Harper's Choice MS	6	12	15	4		37	48.6%	51.4%
High	272	333	184	56	31	876	71.6%	28.4%
Mt. Hebron HS	39	29	10	5		83	81.9%	18.1%
River Hill HS	32	29	10	7	2	80	78.2%	21.8%
Oakland Mills HS	25	21	12	1	2	61	78.0%	22.0%
Glenelg HS	14	13	7	1	1	36	77.1%	22.9%
Atholton HS	15	33	12	3	2	65	76.2%	23.8%
Wilde Lake HS	33	27	14	5	1	80	75.9%	24.1%
Marriotts Ridge HS	25	31	18	2	3	79	73.7%	26.3%
Hammond HS	14	34	17	6	6	77	67.6%	32.4%
Long Reach HS	19	24	17	4	3	67	67.2%	32.8%
Reservoir HS	18	36	20	7	4	85	66.7%	33.3%
Centennial HS	24	22	19	9	4	78	62.2%	37.8%
Howard HS	14	34	28	6	3	85	58.5%	41.5%
Special	23	57	70	23	16	189	46.2%	53.8%
Homewood Center	3	14	10	3		30	56.7%	43.3%
County Diagnostic Center	4	7	6	4	1	22	52.4%	47.6%
Ascend One	5	7	11	1	2	26	50.0%	50.0%
Cedar Lane	2	13	12	3	7	37	50.0%	50.0%
ARL		8	8	3	2	21	42.1%	57.9%
Central Office	9	8	23	9	4	53	34.7%	65.3%
Grand Total	1046	1321	862	242	122	3593	68.2%	31.8%

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21) I am paid fairly.

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Elementary	59	585	655	440	3	1742	37.0%	63.0%
Jeffers Hill ES	2	14	6	6		28	57.1%	42.9%
Laurel Woods ES	2	19	10	6		37	56.8%	43.2%
Stevens Forest ES	1	19	16	4		40	50.0%	50.0%
Atholton ES	1	14	10	6		31	48.4%	51.6%
Clarksville ES	1	12	9	5		27	48.1%	51.9%
Dayton Oaks ES	4	25	19	16		64	45.3%	54.7%
Longfellow ES		21	16	10		47	44.7%	55.3%
Lisbon ES	1	15	13	7	1	37	44.4%	55.6%
Bollman Bridge ES		19	14	10		43	44.2%	55.8%
Veterans ES	2	20	20	9		51	43.1%	56.9%
Guilford ES	4	10	12	7		33	42.4%	57.6%
Manor Woods ES	1	17	14	11		43	41.9%	58.1%
Talbott Springs ES	3	14	12	12		41	41.5%	58.5%
Clemens Crossing ES	2	16	15	11		44	40.9%	59.1%
Waterloo ES	2	20	21	11		54	40.7%	59.3%
St. John's Lane ES	3	14	19	6	1	43	40.5%	59.5%
Waverly ES	2	19	19	13		53	39.6%	60.4%
Bushy Park ES	2	11	15	5		33	39.4%	60.6%
Deep Run ES	3	18	20	13		54	38.9%	61.1%
West Friendship ES	1	6	10	1		18	38.9%	61.1%
Bryant Woods ES		14	10	13		37	37.8%	62.2%
Cradlerock ES		14	12	11		37	37.8%	62.2%
Ducketts Lane ES	2	14	15	12		43	37.2%	62.8%
Rockburn ES	2	15	21	8		46	37.0%	63.0%
Ilchester ES		15	14	12		41	36.6%	63.4%
Thunder Hill ES	3	9	14	9		35	34.3%	65.7%
Worthington ES	1	11	13	10		35	34.3%	65.7%
Triadelphia Ridge ES	1	12	19	6		38	34.2%	65.8%
Bellows Spring ES		20	25	14		59	33.9%	66.1%
Swansfield ES	1	19	24	17		61	32.8%	67.2%
Running Brook ES	3	10	15	12		40	32.5%	67.5%
Fulton ES		11	10	13		34	32.4%	67.6%
Elkridge ES	4	18	31	17		70	31.4%	68.6%
Hollifield Station ES		14	18	15		47	29.8%	70.2%
Gorman Crossing ES	1	12	16	15		44	29.5%	70.5%
Hammond ES	1	7	8	13		29	27.6%	72.4%
Forest Ridge ES	1	7	9	15	1	33	25.0%	75.0%
Pointers Run ES	1	11	20	21		53	22.6%	77.4%
Phelps Luck ES	1	10	30	8		49	22.4%	77.6%
Northfield ES		11	25	16		52	21.2%	78.8%
Centennial Lane ES		8	16	14		38	21.1%	78.9%

2015-2016 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	31	286	295	170	2	784	40.5%	59.5%
Thomas Viaduct MS	5	17	13	3		38	57.9%	42.1%
Harper's Choice MS	4	15	13	4	1	37	52.8%	47.2%
Lime Kiln MS	2	19	12	7		40	52.5%	47.5%
Lake Elkhorn MS		20	15	4		39	51.3%	48.7%
Patuxent Valley MS	3	13	11	6	1	34	48.5%	51.5%
Wilde Lake MS	2	20	17	7		46	47.8%	52.2%
Elkridge Landing MS	2	12	9	8		31	45.2%	54.8%
Patapsco MS	3	17	15	11		46	43.5%	56.5%
Mount View MS	2	22	21	13		58	41.4%	58.6%
Bonnie Branch MS		15	13	10		38	39.5%	60.5%
Hammond MS	2	12	13	9		36	38.9%	61.1%
Murray Hill MS	1	14	15	10		40	37.5%	62.5%
Glenwood MS	1	11	13	8		33	36.4%	63.6%
Ellicott Mills MS	1	16	20	10		47	36.2%	63.8%
Dunloggin MS	1	10	14	7		32	34.4%	65.6%
Clarksville MS	1	12	17	9		39	33.3%	66.7%
Mayfield Woods MS		12	16	10		38	31.6%	68.4%
Burleigh Manor MS		10	18	7		35	28.6%	71.4%
Folly Quarter MS		10	15	11		36	27.8%	72.2%
Oakland Mills MS	1	9	15	16		41	24.4%	75.6%
High	21	279	345	233	1	879	34.2%	65.8%
Glenelg HS	1	15	12	8		36	44.4%	55.6%
Long Reach HS	4	25	22	16		67	43.3%	56.7%
Howard HS	2	33	33	18		86	40.7%	59.3%
Marriotts Ridge HS	1	30	34	14		79	39.2%	60.8%
Hammond HS	1	27	33	18		79	35.4%	64.6%
Wilde Lake HS	1	27	28	25		81	34.6%	65.4%
River Hill HS	3	24	34	19	1	81	33.8%	66.3%
Atholton HS	2	19	26	18		65	32.3%	67.7%
Oakland Mills HS		19	25	17		61	31.1%	68.9%
Centennial HS	2	22	28	26		78	30.8%	69.2%
Reservoir HS	3	22	38	22		85	29.4%	70.6%
Mt. Hebron HS	1	16	32	32		81	21.0%	79.0%
Special	18	78	62	32	1	191	50.5%	49.5%
Central Office	7	29	14	4		54	66.7%	33.3%
ARL	2	9	7	3		21	52.4%	47.6%
Cedar Lane	3	14	13	7	1	38	45.9%	54.1%
Homewood Center	1	12	10	7		30	43.3%	56.7%
Ascend One	3	8	10	5		26	42.3%	57.7%
County Diagnostic Center	2	6	8	6		22	36.4%	63.6%
Grand Total	129	1228	1357	875	7	3596	37.8%	62.2%

2015-2016 HCEA Job Satisfaction Survey

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

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Elementary	45	378	536	736	36	1731	25.0%	75.0%
Stevens Forest ES	3	19	8	10		40	55.0%	45.0%
Bryant Woods ES	3	16	14	3	1	37	52.8%	47.2%
Cradlerock ES	1	16	11	8	1	37	47.2%	52.8%
Atholton ES		12	9	9		30	40.0%	60.0%
Laurel Woods ES	1	13	14	8	1	37	38.9%	61.1%
Talbott Springs ES	3	12	15	10		40	37.5%	62.5%
Bollman Bridge ES		15	12	14	2	43	36.6%	63.4%
Guilford ES	1	10	8	13		32	34.4%	65.6%
Jeffers Hill ES		9	10	8	1	28	33.3%	66.7%
Swansfield ES	2	17	21	19	2	61	32.2%	67.8%
Veterans ES	3	13	15	20		51	31.4%	68.6%
Running Brook ES	1	11	15	12	1	40	30.8%	69.2%
Waverly ES	1	15	18	18	1	53	30.8%	69.2%
Hammond ES	3	5	5	14	2	29	29.6%	70.4%
Waterloo ES	1	14	17	19	2	53	29.4%	70.6%
Clarksville ES	1	6	12	5	3	27	29.2%	70.8%
Rockburn ES	1	12	15	18		46	28.3%	71.7%
Ducketts Lane ES	1	10	14	17	1	43	26.2%	73.8%
Hollifield Station ES		12	14	21		47	25.5%	74.5%
Triadelphia Ridge ES		9	14	13	1	37	25.0%	75.0%
Longfellow ES		11	18	17		46	23.9%	76.1%
Phelps Luck ES	2	9	18	17	3	49	23.9%	76.1%
Fulton ES	1	7	13	13		34	23.5%	76.5%
St. John's Lane ES	3	6	13	19	2	43	22.0%	78.0%
Forest Ridge ES	1	6	5	21	1	34	21.2%	78.8%
Deep Run ES	3	8	18	23	3	55	21.2%	78.8%
Dayton Oaks ES		13	19	32		64	20.3%	79.7%
Bellows Spring ES	1	10	17	28	1	57	19.6%	80.4%
Northfield ES	1	9	8	34		52	19.2%	80.8%
Gorman Crossing ES		8	13	21	2	44	19.0%	81.0%
Thunder Hill ES	2	4	11	17	1	35	17.6%	82.4%
Elkridge ES	1	9	18	42		70	14.3%	85.7%
Pointers Run ES		6	12	32	1	51	12.0%	88.0%
Worthington ES	1	3	11	19		34	11.8%	88.2%
Clemens Crossing ES	1	4	16	22	1	44	11.6%	88.4%
Manor Woods ES		5	16	22		43	11.6%	88.4%
Lisbon ES	1	3	15	17	1	37	11.1%	88.9%
West Friendship ES		2	8	8		18	11.1%	88.9%
Ilchester ES		4	7	28		39	10.3%	89.7%
Bushy Park ES	1	2	10	20		33	9.1%	90.9%
Centennial Lane ES		3	9	25	1	38	8.1%	91.9%

2015-2016 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	19	162	222	358	22	783	23.8%	76.2%
Lake Elkhorn MS	1	16	9	13		39	43.6%	56.4%
Clarksville MS	1	13	8	15	2	39	37.8%	62.2%
Thomas Viaduct MS	1	13	17	6	1	38	37.8%	62.2%
Harper's Choice MS	3	9	14	9	2	37	34.3%	65.7%
Hammond MS	1	11	9	15	1	37	33.3%	66.7%
Wilde Lake MS	1	13	19	10	3	46	32.6%	67.4%
Lime Kiln MS	1	9	12	17		39	25.6%	74.4%
Murray Hill MS		10	16	13	1	40	25.6%	74.4%
Bonnie Branch MS	2	6	4	23	1	36	22.9%	77.1%
Patapsco MS	4	6	19	17	1	47	21.7%	78.3%
Oakland Mills MS	1	7	10	20	2	40	21.1%	78.9%
Elkridge Landing MS		6	10	15		31	19.4%	80.6%
Mayfield Woods MS		7	9	21	1	38	18.9%	81.1%
Patuxent Valley MS	1	5	9	19		34	17.6%	82.4%
Dunloggin MS		5	7	19	1	32	16.1%	83.9%
Mount View MS	2	7	14	33	2	58	16.1%	83.9%
Glenwood MS		5	4	24	1	34	15.2%	84.8%
Ellicott Mills MS		6	16	23	1	46	13.3%	86.7%
Burleigh Manor MS		4	12	17	2	35	12.1%	87.9%
Folly Quarter MS		4	4	29		37	10.8%	89.2%
High	16	147	248	440	26	877	19.2%	80.8%
Howard HS	1	25	29	26	5	86	32.1%	67.9%
Long Reach HS	3	14	21	28	1	67	25.8%	74.2%
Centennial HS	2	16	17	40	3	78	24.0%	76.0%
Hammond HS		18	23	36	2	79	23.4%	76.6%
Marriotts Ridge HS		17	16	41	2	76	23.0%	77.0%
Reservoir HS	4	15	30	35	1	85	22.6%	77.4%
River Hill HS	3	10	20	43	4	80	17.1%	82.9%
Wilde Lake HS	3	10	27	41	1	82	16.0%	84.0%
Glenelg HS		5	11	19	1	36	14.3%	85.7%
Mt. Hebron HS		9	20	54		83	10.8%	89.2%
Oakland Mills HS		6	17	36	1	60	10.2%	89.8%
Atholton HS		2	17	41	5	65	3.3%	96.7%
Special	15	64	53	50	8	190	43.4%	56.6%
Central Office	7	22	11	10	4	54	58.0%	42.0%
Cedar Lane	3	15	9	8	2	37	51.4%	48.6%
County Diagnostic Center	1	8	4	8	1	22	42.9%	57.1%
ARL	2	5	8	5	1	21	35.0%	65.0%
Homewood Center	1	9	9	11		30	33.3%	66.7%
Ascend One	1	5	12	8		26	23.1%	76.9%
Grand Total	95	751	1059	1584	92	3581	24.2%	75.8%

2015-2016 HCEA Job Satisfaction Survey

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

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Elementary	39	435	576	626	45	1721	28.3%	71.7%
Bryant Woods ES	1	19	15	2		37	54.1%	45.9%
Cradlerock ES	1	18	11	6	1	37	52.8%	47.2%
Stevens Forest ES	2	18	14	6		40	50.0%	50.0%
Bollman Bridge ES		20	10	11	2	43	48.8%	51.2%
Swansfield ES	1	22	21	15	2	61	39.0%	61.0%
Laurel Woods ES	2	12	12	10		36	38.9%	61.1%
Hammond ES	2	7	5	10	4	28	37.5%	62.5%
Ducketts Lane ES	1	13	9	16	4	43	35.9%	64.1%
Jeffers Hill ES		10	14	4	1	29	35.7%	64.3%
Rockburn ES	1	15	16	13	1	46	35.6%	64.4%
Guilford ES	1	10	9	11		31	35.5%	64.5%
Fulton ES	1	11	10	13		35	34.3%	65.7%
Running Brook ES	1	12	12	13		38	34.2%	65.8%
Hollifield Station ES		16	17	14		47	34.0%	66.0%
Deep Run ES	3	14	19	16	2	54	32.7%	67.3%
Longfellow ES	2	13	15	16		46	32.6%	67.4%
Clarksville ES	1	7	10	7	2	27	32.0%	68.0%
Waterloo ES	1	14	16	18	3	52	30.6%	69.4%
Atholton ES		9	8	13		30	30.0%	70.0%
Veterans ES	3	12	16	19	1	51	30.0%	70.0%
Triadelphia Ridge ES		10	14	13		37	27.0%	73.0%
Phelps Luck ES	2	10	15	18	3	48	26.7%	73.3%
Waverly ES	1	12	24	13	3	53	26.0%	74.0%
Forest Ridge ES		8	6	17	2	33	25.8%	74.2%
St. John's Lane ES	4	6	16	13	3	42	25.6%	74.4%
Dayton Oaks ES		16	29	18		63	25.4%	74.6%
Talbott Springs ES	2	8	16	14	1	41	25.0%	75.0%
Gorman Crossing ES		10	12	19	2	43	24.4%	75.6%
Bellows Spring ES	1	12	20	23		56	23.2%	76.8%
Ilchester ES		9	6	25		40	22.5%	77.5%
Thunder Hill ES	1	6	12	15	1	35	20.6%	79.4%
Worthington ES	1	6	14	13		34	20.6%	79.4%
Bushy Park ES	1	5	9	18		33	18.2%	81.8%
Northfield ES	1	8	13	29	1	52	17.6%	82.4%
West Friendship ES		3	10	5		18	16.7%	83.3%
Clemens Crossing ES		6	16	20	2	44	14.3%	85.7%
Pointers Run ES		7	20	24	1	52	13.7%	86.3%
Elkridge ES	1	8	17	42	1	69	13.2%	86.8%
Centennial Lane ES		5	15	18		38	13.2%	86.8%
Lisbon ES		4	16	16	1	37	11.1%	88.9%
Manor Woods ES		4	17	20	1	42	9.8%	90.2%

2015-2016 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	15	177	246	323	15	776	25.2%	74.8%
Thomas Viaduct MS		16	15	5	2	38	44.4%	55.6%
Harper's Choice MS	2	12	13	9	1	37	38.9%	61.1%
Lake Elkhorn MS	1	14	13	11		39	38.5%	61.5%
Oakland Mills MS		14	9	17		40	35.0%	65.0%
Murray Hill MS		13	17	8	1	39	34.2%	65.8%
Patapsco MS	4	11	16	14		45	33.3%	66.7%
Hammond MS	2	9	11	14	1	37	30.6%	69.4%
Clarksville MS		9	10	17	2	38	25.0%	75.0%
Wilde Lake MS		11	20	13	1	45	25.0%	75.0%
Mount View MS	2	11	17	27	1	58	22.8%	77.2%
Lime Kiln MS		8	13	18		39	20.5%	79.5%
Ellicott Mills MS	1	8	14	21	1	45	20.5%	79.5%
Elkridge Landing MS		6	11	14		31	19.4%	80.6%
Mayfield Woods MS	1	6	9	21	1	38	18.9%	81.1%
Glenwood MS	1	5	7	20		33	18.2%	81.8%
Patuxent Valley MS		6	12	16		34	17.6%	82.4%
Bonnie Branch MS	1	5	11	18	1	36	17.1%	82.9%
Dunloggin MS		5	11	15	1	32	16.1%	83.9%
Burleigh Manor MS		4	10	19	2	35	12.1%	87.9%
Folly Quarter MS		4	7	26		37	10.8%	89.2%
High	10	169	261	403	29	872	21.2%	78.8%
Long Reach HS	3	19	22	21	1	66	33.8%	66.2%
Howard HS	1	25	27	26	6	85	32.9%	67.1%
Glenelg HS		10	8	17	1	36	28.6%	71.4%
Hammond HS		20	27	29	1	77	26.3%	73.7%
River Hill HS	2	18	17	40	2	79	26.0%	74.0%
Reservoir HS		18	29	36	2	85	21.7%	78.3%
Marriotts Ridge HS		15	22	38	2	77	20.0%	80.0%
Wilde Lake HS	3	12	31	33	2	81	19.0%	81.0%
Centennial HS	1	12	23	38	4	78	17.6%	82.4%
Mt. Hebron HS		10	19	54		83	12.0%	88.0%
Oakland Mills HS		5	20	33	2	60	8.6%	91.4%
Atholton HS		5	16	38	6	65	8.5%	91.5%
Special	10	64	63	44	5	186	40.9%	59.1%
Cedar Lane	3	15	14	3	2	37	51.4%	48.6%
Homewood Center		13	9	8		30	43.3%	56.7%
County Diagnostic Center	1	7	5	6		19	42.1%	57.9%
Central Office	4	17	18	11	3	53	42.0%	58.0%
Ascend One	1	8	8	9		26	34.6%	65.4%
ARL	1	4	9	7		21	23.8%	76.2%
Grand Total	74	845	1146	1396	94	3555	26.6%	73.4%

2015-2016 HCEA Job Satisfaction Survey

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

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Elementary	529	1011	114	42	33	1729	90.8%	9.2%
Bellows Spring ES	17	41				58	100.0%	0.0%
Waterloo ES	11	37	1		3	52	98.0%	2.0%
Rockburn ES	19	24	1		2	46	97.7%	2.3%
St. John's Lane ES	14	26	1		2	43	97.6%	2.4%
Centennial Lane ES	15	22	1			38	97.4%	2.6%
Guilford ES	12	21	1			34	97.1%	2.9%
Fulton ES	11	21	1		1	34	97.0%	3.0%
Elkridge ES	28	36	1	2	1	68	95.5%	4.5%
Running Brook ES	16	22	2			40	95.0%	5.0%
Talbott Springs ES	12	26	1	1		40	95.0%	5.0%
Stevens Forest ES	14	23	2		1	40	94.9%	5.1%
Cradlerock ES	16	19	2			37	94.6%	5.4%
West Friendship ES	2	15		1		18	94.4%	5.6%
Thunder Hill ES	14	19	2			35	94.3%	5.7%
Pointers Run ES	20	29	2	1		52	94.2%	5.8%
Bushy Park ES	15	16		2		33	93.9%	6.1%
Forest Ridge ES	14	17	2		1	34	93.9%	6.1%
Swansfield ES	26	31	3	1		61	93.4%	6.6%
Atholton ES	9	19	1	1		30	93.3%	6.7%
Gorman Crossing ES	8	31	3		2	44	92.9%	7.1%
Manor Woods ES	20	19	2	1	1	43	92.9%	7.1%
Northfield ES	10	38	2	2		52	92.3%	7.7%
Veterans ES	17	30	4			51	92.2%	7.8%
Bryant Woods ES	8	26	3			37	91.9%	8.1%
Laurel Woods ES	8	26	3			37	91.9%	8.1%
Phelps Luck ES	10	32	4		1	47	91.3%	8.7%
Bollman Bridge ES	9	30	3	1		43	90.7%	9.3%
Clemens Crossing ES	12	27	3	1	1	44	90.7%	9.3%
Worthington ES	10	19	2	1	2	34	90.6%	9.4%
Ducketts Lane ES	11	26	2	2	1	42	90.2%	9.8%
Hollifield Station ES	17	25	4	1		47	89.4%	10.6%
Triadelphia Ridge ES	11	20	3	1	2	37	88.6%	11.4%
Deep Run ES	17	30	7		1	55	87.0%	13.0%
Jeffers Hill ES	5	19	3	1	1	29	85.7%	14.3%
Dayton Oaks ES	20	33	7	4		64	82.8%	17.2%
Lisbon ES	12	16	3	3	2	36	82.4%	17.6%
Hammond ES	10	11	4	1	3	29	80.8%	19.2%
Ilchester ES	11	20	6	2	2	41	79.5%	20.5%
Longfellow ES	6	30	5	5		46	78.3%	21.7%
Waverly ES	10	27	10	3	1	51	74.0%	26.0%
Clarksville ES	2	12	7	4	2	27	56.0%	44.0%

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Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	190	499	63	19	15	786	89.4%	10.6%
Bonnie Branch MS	16	20			2	38	100.0%	0.0%
Burleigh Manor MS	8	25		1	2	36	97.1%	2.9%
Thomas Viaduct MS	10	25	1	1	1	38	94.6%	5.4%
Ellicott Mills MS	12	31	2	1	1	47	93.5%	6.5%
Mount View MS	13	39	4		1	57	92.9%	7.1%
Clarksville MS	13	22	2	1	1	39	92.1%	7.9%
Folly Quarter MS	12	22	3			37	91.9%	8.1%
Mayfield Woods MS	8	25	3		2	38	91.7%	8.3%
Dunloggin MS	10	19	2	1		32	90.6%	9.4%
Harper's Choice MS	7	26	3	1		37	89.2%	10.8%
Patapsco MS	11	30	3	2		46	89.1%	10.9%
Glenwood MS	14	16	4			34	88.2%	11.8%
Lime Kiln MS	8	27	3	2		40	87.5%	12.5%
Murray Hill MS	4	31	5			40	87.5%	12.5%
Lake Elkhorn MS	6	27	3	2	1	39	86.8%	13.2%
Wilde Lake MS	6	32	5	1	2	46	86.4%	13.6%
Patuxent Valley MS	13	15	4	1	1	34	84.8%	15.2%
Oakland Mills MS	9	25	6	1		41	82.9%	17.1%
Elkridge Landing MS	7	17	5	1	1	31	80.0%	20.0%
Hammond MS	3	25	5	3		36	77.8%	22.2%
High	273	499	63	24	15	874	89.9%	10.1%
Glenelg HS	12	20	1	1	2	36	94.1%	5.9%
Marriotts Ridge HS	26	46	5	1		78	92.3%	7.7%
River Hill HS	31	40	4	2	3	80	92.2%	7.8%
Howard HS	31	47	5	2		85	91.8%	8.2%
Hammond HS	25	43	6	1		75	90.7%	9.3%
Atholton HS	17	40	4	2	2	65	90.5%	9.5%
Reservoir HS	31	45	4	4	1	85	90.5%	9.5%
Wilde Lake HS	26	45	7	1	3	82	89.9%	10.1%
Long Reach HS	11	49	5	2		67	89.6%	10.4%
Centennial HS	20	46	9	1	2	78	86.8%	13.2%
Oakland Mills HS	15	37	5	3		60	86.7%	13.3%
Mt. Hebron HS	28	41	8	4	2	83	85.2%	14.8%
Special	42	108	23	9	7	189	82.4%	17.6%
Homewood Center	6	21	2		1	30	93.1%	6.9%
Cedar Lane	10	21	4		3	38	88.6%	11.4%
County Diagnostic Center	5	12	2	1	2	22	85.0%	15.0%
Ascend One	6	15	4	1		26	80.8%	19.2%
ARL	5	11	4			20	80.0%	20.0%
Central Office	10	28	7	7	1	53	73.1%	26.9%
Grand Total	1034	2117	263	94	70	3578	89.8%	10.2%

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

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Elementary	173	1035	339	112	74	1733	72.8%	27.2%
Running Brook ES	9	25	4		1	39	89.5%	10.5%
Rockburn ES	6	30	4	2	3	45	85.7%	14.3%
Laurel Woods ES	5	26	4	2		37	83.8%	16.2%
Stevens Forest ES	9	24	6	1		40	82.5%	17.5%
Atholton ES	5	18	4	1	3	31	82.1%	17.9%
Bollman Bridge ES	5	30	6	2		43	81.4%	18.6%
Deep Run ES	6	35	6	4	4	55	80.4%	19.6%
Worthington ES	4	23	6	1	1	35	79.4%	20.6%
Jeffers Hill ES	3	20	6			29	79.3%	20.7%
Thunder Hill ES	5	21	5	2	2	35	78.8%	21.2%
Waterloo ES	2	35	8	2	5	52	78.7%	21.3%
Cradlerock ES	6	23	7	1		37	78.4%	21.6%
Triadelphia Ridge ES	2	27	7	1		37	78.4%	21.6%
Bellows Spring ES	5	38	10	2	4	59	78.2%	21.8%
Bushy Park ES	4	21	5	2	1	33	78.1%	21.9%
Clemens Crossing ES	2	30	6	3	3	44	78.0%	22.0%
Centennial Lane ES	3	21	5	2	7	38	77.4%	22.6%
Lisbon ES	2	25	5	3	2	37	77.1%	22.9%
Forest Ridge ES	4	18	6	1	5	34	75.9%	24.1%
Phelps Luck ES	1	36	7	6		50	74.0%	26.0%
Bryant Woods ES	5	19	8	1	3	36	72.7%	27.3%
Dayton Oaks ES	8	36	12	5	3	64	72.1%	27.9%
Longfellow ES	3	30	8	5	1	47	71.7%	28.3%
Manor Woods ES	7	23	8	4	1	43	71.4%	28.6%
Veterans ES	3	30	11	3	3	50	70.2%	29.8%
Ducketts Lane ES	5	23	9	3	3	43	70.0%	30.0%
Hammond ES	6	14	9			29	69.0%	31.0%
Elkridge ES	3	43	15	6	2	69	68.7%	31.3%
Hollifield Station ES	6	24	10	4	3	47	68.2%	31.8%
Ilchester ES	1	25	10	3	2	41	66.7%	33.3%
St. John's Lane ES	5	23	12	2	1	43	66.7%	33.3%
West Friendship ES		12	4	2		18	66.7%	33.3%
Talbott Springs ES	5	20	11	2	2	40	65.8%	34.2%
Swansfield ES	4	33	15	5	2	59	64.9%	35.1%
Northfield ES	1	30	10	7	2	50	64.6%	35.4%
Gorman Crossing ES	5	22	11	4	1	43	64.3%	35.7%
Guilford ES	3	18	7	5	1	34	63.6%	36.4%
Waverly ES	3	30	14	5	1	53	63.5%	36.5%
Pointers Run ES	5	26	17	3	1	52	60.8%	39.2%
Fulton ES	3	18	13	1		35	60.0%	40.0%
Clarksville ES	4	10	8	4	1	27	53.8%	46.2%

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Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	78	438	174	47	44	781	70.0%	30.0%
Patapsco MS	10	25	7	2	3	47	79.5%	20.5%
Clarksville MS	4	23	5	2	5	39	79.4%	20.6%
Thomas Viaduct MS	5	23	8		2	38	77.8%	22.2%
Murray Hill MS	5	24	8	1	2	40	76.3%	23.7%
Lime Kiln MS	4	23	7	2	4	40	75.0%	25.0%
Mount View MS	9	32	11	3	3	58	74.5%	25.5%
Wilde Lake MS	3	28	9	2	4	46	73.8%	26.2%
Elkridge Landing MS	2	20	8		1	31	73.3%	26.7%
Ellicott Mills MS	1	31	10	2	3	47	72.7%	27.3%
Bonnie Branch MS	2	21	8	2	3	36	69.7%	30.3%
Dunloggin MS	4	18	8	2		32	68.8%	31.3%
Glenwood MS	4	17	7	3	2	33	67.7%	32.3%
Hammond MS	4	20	9	3		36	66.7%	33.3%
Harper's Choice MS	5	19	11	2		37	64.9%	35.1%
Lake Elkhorn MS	5	19	8	5	1	38	64.9%	35.1%
Folly Quarter MS	3	19	8	4	3	37	64.7%	35.3%
Burleigh Manor MS	5	16	11	1	2	35	63.6%	36.4%
Mayfield Woods MS		22	10	3	3	38	62.9%	37.1%
Oakland Mills MS	2	22	11	4	2	41	61.5%	38.5%
Patuxent Valley MS	1	16	10	4	1	32	54.8%	45.2%
High	81	455	201	100	40	877	64.0%	36.0%
Reservoir HS	9	52	15	7	2	85	73.5%	26.5%
Marriotts Ridge HS	9	45	11	9	5	79	73.0%	27.0%
Centennial HS	12	39	15	7	5	78	69.9%	30.1%
River Hill HS	5	42	18	5	8	78	67.1%	32.9%
Howard HS	14	41	21	6	4	86	67.1%	32.9%
Hammond HS	6	45	15	12	1	79	65.4%	34.6%
Glenelg HS	2	19	7	6	1	35	61.8%	38.2%
Long Reach HS	4	35	21	5	2	67	60.0%	40.0%
Mt. Hebron HS	6	41	25	8	3	83	58.8%	41.3%
Atholton HS	5	28	13	12	6	64	56.9%	43.1%
Oakland Mills HS	2	31	18	9	1	61	55.0%	45.0%
Wilde Lake HS	7	37	22	14	2	82	55.0%	45.0%
Special	23	97	40	20	10	190	66.7%	33.3%
Cedar Lane	5	19	7	2	5	38	72.7%	27.3%
ARL	4	11	4	2		21	71.4%	28.6%
Homewood Center	5	16	5	4		30	70.0%	30.0%
Ascend One	3	15	6	2		26	69.2%	30.8%
Central Office	5	25	12	6	5	53	62.5%	37.5%
County Diagnostic Center	1	11	6	4		22	54.5%	45.5%
Grand Total	355	2025	754	279	168	3581	69.7%	30.3%

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

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Elementary	236	1086	314	98	10	1744	76.2%	23.8%
Hammond ES	11	18				29	100.0%	0.0%
Laurel Woods ES	6	29		2		37	94.6%	5.4%
West Friendship ES	1	15		2		18	88.9%	11.1%
Veterans ES	6	39	5	1		51	88.2%	11.8%
Triadelphia Ridge ES	4	28	5		1	38	86.5%	13.5%
Bollman Bridge ES	2	35	3	3		43	86.0%	14.0%
Running Brook ES	14	20	5	1		40	85.0%	15.0%
Stevens Forest ES	9	25	5	1		40	85.0%	15.0%
Swansfield ES	9	41	6	3	1	60	84.7%	15.3%
Dayton Oaks ES	10	44	9	1		64	84.4%	15.6%
Atholton ES	8	18	2	3		31	83.9%	16.1%
Jeffers Hill ES	3	21	3	2		29	82.8%	17.2%
Clemens Crossing ES	6	30	7	1		44	81.8%	18.2%
Cradlerock ES	5	26	5	2		38	81.6%	18.4%
Ducketts Lane ES	5	30	7	1		43	81.4%	18.6%
Bellows Spring ES	7	41	9	2		59	81.4%	18.6%
Deep Run ES	9	35	9	2		55	80.0%	20.0%
Guilford ES	5	22	5	2		34	79.4%	20.6%
Thunder Hill ES	9	18	5	2	1	35	79.4%	20.6%
Hollifield Station ES	6	31	6	4		47	78.7%	21.3%
Longfellow ES	5	32	6	4		47	78.7%	21.3%
Gorman Crossing ES	9	25	10			44	77.3%	22.7%
Lisbon ES	5	23	8	1		37	75.7%	24.3%
Rockburn ES	3	31	8	3		45	75.6%	24.4%
Waterloo ES	4	35	11	2	2	54	75.0%	25.0%
Worthington ES	1	25	6	3		35	74.3%	25.7%
Talbott Springs ES	10	20	6	5		41	73.2%	26.8%
Bushy Park ES	2	22	6	3		33	72.7%	27.3%
Forest Ridge ES	5	19	6	3	1	34	72.7%	27.3%
Manor Woods ES	6	24	9	3	1	43	71.4%	28.6%
Pointers Run ES	4	33	13	3		53	69.8%	30.2%
Elkridge ES	7	40	16	6		69	68.1%	31.9%
St. John's Lane ES	5	24	12	2		43	67.4%	32.6%
Waverly ES	6	29	12	5	1	53	67.3%	32.7%
Phelps Luck ES	3	29	15	2		49	65.3%	34.7%
Clarksville ES	2	15	10			27	63.0%	37.0%
Bryant Woods ES	7	16	11	3		37	62.2%	37.8%
Ilchester ES	1	24	12	4		41	61.0%	39.0%
Fulton ES	5	16	12	2		35	60.0%	40.0%
Centennial Lane ES	4	17	11	4	1	37	58.3%	41.7%
Northfield ES	7	21	18	5	1	52	54.9%	45.1%

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Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	108	477	155	46	2	788	74.4%	25.6%
Lime Kiln MS	9	28	3			40	92.5%	7.5%
Clarksville MS	7	26	3	2		38	86.8%	13.2%
Elkridge Landing MS	3	22	6			31	80.6%	19.4%
Bonnie Branch MS	2	28	4	4		38	78.9%	21.1%
Thomas Viaduct MS	8	22	6	2		38	78.9%	21.1%
Oakland Mills MS	4	28	7	2		41	78.0%	22.0%
Glenwood MS	5	21	6	2		34	76.5%	23.5%
Wilde Lake MS	3	32	9	2		46	76.1%	23.9%
Harper's Choice MS	5	23	8	1		37	75.7%	24.3%
Folly Quarter MS	7	20	8	1	1	37	75.0%	25.0%
Burleigh Manor MS	4	22	8	1	1	36	74.3%	25.7%
Mount View MS	13	29	10	6		58	72.4%	27.6%
Lake Elkhorn MS	1	27	10	1		39	71.8%	28.2%
Mayfield Woods MS	5	22	10	1		38	71.1%	28.9%
Hammond MS	4	22	9	2		37	70.3%	29.7%
Ellicott Mills MS	5	28	11	3		47	70.2%	29.8%
Murray Hill MS	4	24	9	3		40	70.0%	30.0%
Dunloggin MS	5	17	6	4		32	68.8%	31.3%
Patapsco MS	10	20	11	6		47	63.8%	36.2%
Patuxent Valley MS	4	16	11	3		34	58.8%	41.2%
High	109	522	175	59	7	872	72.9%	27.1%
Centennial HS	19	45	9	2	2	77	85.3%	14.7%
Howard HS	18	55	11	2		86	84.9%	15.1%
Marriotts Ridge HS	14	49	12	3		78	80.8%	19.2%
River Hill HS	7	54	15	2		78	78.2%	21.8%
Hammond HS	11	47	12	7	2	79	75.3%	24.7%
Long Reach HS	7	40	14	5	1	67	71.2%	28.8%
Reservoir HS	11	46	23	3	1	84	68.7%	31.3%
Mt. Hebron HS	5	49	19	7	1	81	67.5%	32.5%
Wilde Lake HS	9	45	18	9		81	66.7%	33.3%
Atholton HS	3	37	16	8		64	62.5%	37.5%
Oakland Mills HS	3	35	16	7		61	62.3%	37.7%
Glenelg HS	2	20	10	4		36	61.1%	38.9%
Special	35	104	37	13	2	191	73.5%	26.5%
Homewood Center	7	18	5			30	83.3%	16.7%
County Diagnostic Center	7	11	1	3		22	81.8%	18.2%
ARL	6	10	3	2		21	76.2%	23.8%
Central Office	10	28	9	5	2	54	73.1%	26.9%
Cedar Lane	2	25	9	2		38	71.1%	28.9%
Ascend One	3	12	10	1		26	57.7%	42.3%
Grand Total	488	2189	681	216	21	3595	74.9%	25.1%

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

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Elementary	44	137	584	896	79	1740	10.9%	89.1%
Worthington ES	2	7	9	16	1	35	26.5%	73.5%
Talbott Springs ES	1	8	11	16	4	40	25.0%	75.0%
Fulton ES	1	7	6	19	2	35	24.2%	75.8%
Guilford ES	1	6	7	18	2	34	21.9%	78.1%
Longfellow ES	3	6	14	23	1	47	19.6%	80.4%
Jeffers Hill ES	2	3	10	11	3	29	19.2%	80.8%
Gorman Crossing ES		8	18	18		44	18.2%	81.8%
Thunder Hill ES	2	4	11	16	2	35	18.2%	81.8%
Ilchester ES	5	2	14	20		41	17.1%	82.9%
Bushy Park ES	1	4	13	12	3	33	16.7%	83.3%
Waverly ES	1	7	18	22	5	53	16.7%	83.3%
Swansfield ES	3	7	22	29		61	16.4%	83.6%
Forest Ridge ES	1	4	12	16	1	34	15.2%	84.8%
Northfield ES	2	5	20	20	4	51	14.9%	85.1%
Clemens Crossing ES		6	19	17	2	44	14.3%	85.7%
Rockburn ES	1	5	14	22	2	44	14.3%	85.7%
Hollifield Station ES	2	4	16	23	1	46	13.3%	86.7%
Bryant Woods ES	1	3	13	18	2	37	11.4%	88.6%
Triadelphia Ridge ES	3	1	13	20		37	10.8%	89.2%
Manor Woods ES	1	3	10	25	4	43	10.3%	89.7%
Dayton Oaks ES	4	2	13	42	3	64	9.8%	90.2%
Pointers Run ES		4	18	27	4	53	8.2%	91.8%
Bollman Bridge ES	1	2	17	19	4	43	7.7%	92.3%
Clarksville ES		2	13	11	1	27	7.7%	92.3%
Ducketts Lane ES	1	2	7	31	2	43	7.3%	92.7%
Elkridge ES	2	3	25	39	1	70	7.2%	92.8%
St. John's Lane ES		3	23	16	1	43	7.1%	92.9%
Bellows Spring ES	1	3	26	27	2	59	7.0%	93.0%
Waterloo ES		3	15	32	4	54	6.0%	94.0%
Laurel Woods ES		2	11	23	1	37	5.6%	94.4%
West Friendship ES	1		11	6		18	5.6%	94.4%
Deep Run ES		3	28	24		55	5.5%	94.5%
Centennial Lane ES	1	1	18	18		38	5.3%	94.7%
Stevens Forest ES		2	11	26	1	40	5.1%	94.9%
Hammond ES		1	9	16	2	28	3.8%	96.2%
Lisbon ES		1	15	21		37	2.7%	97.3%
Running Brook ES		1	8	28	2	39	2.7%	97.3%
Phelps Luck ES		1	16	27	6	50	2.3%	97.7%
Veterans ES		1	18	28	4	51	2.1%	97.9%
Atholton ES			3	25	2	30	0.0%	100.0%
Cradlerock ES			9	29		38	0.0%	100.0%

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Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	21	71	242	422	28	784	12.2%	87.8%
Harper's Choice MS	2	9	12	12	1	36	31.4%	68.6%
Dunloggin MS	3	4	6	17	1	31	23.3%	76.7%
Patuxent Valley MS	2	5	10	15	1	33	21.9%	78.1%
Elkridge Landing MS	2	3	12	11	3	31	17.9%	82.1%
Wilde Lake MS	2	6	19	19		46	17.4%	82.6%
Ellicott Mills MS	2	5	13	26	1	47	15.2%	84.8%
Hammond MS	1	4	11	20	1	37	13.9%	86.1%
Lime Kiln MS		5	15	18	2	40	13.2%	86.8%
Folly Quarter MS		4	12	20	1	37	11.1%	88.9%
Clarksville MS	1	3	11	23	1	39	10.5%	89.5%
Mount View MS	2	4	16	36		58	10.3%	89.7%
Oakland Mills MS		4	12	24	1	41	10.0%	90.0%
Glenwood MS	1	2	10	18	2	33	9.7%	90.3%
Burleigh Manor MS		3	8	24	1	36	8.6%	91.4%
Murray Hill MS	1	2	12	25		40	7.5%	92.5%
Patapsco MS	1	2	14	27	3	47	6.8%	93.2%
Lake Elkhorn MS		2	15	18	4	39	5.7%	94.3%
Thomas Viaduct MS		2	12	21	3	38	5.7%	94.3%
Mayfield Woods MS	1	1	9	26	1	38	5.4%	94.6%
Bonnie Branch MS		1	13	22	1	37	2.8%	97.2%
High	32	69	290	439	46	876	12.2%	87.8%
Atholton HS	2	11	17	30	3	63	21.7%	78.3%
Glenelg HS	2	5	10	18	1	36	20.0%	80.0%
Mt. Hebron HS	5	9	29	34	5	82	18.2%	81.8%
Long Reach HS	3	8	22	32	2	67	16.9%	83.1%
Centennial HS	4	7	22	43	2	78	14.5%	85.5%
Oakland Mills HS	1	7	25	25	3	61	13.8%	86.2%
Wilde Lake HS	3	6	31	35	6	81	12.0%	88.0%
Hammond HS	4	2	22	43	8	79	8.5%	91.5%
Marriotts Ridge HS	2	4	28	43	2	79	7.8%	92.2%
Reservoir HS	3	3	34	39	6	85	7.6%	92.4%
River Hill HS	2	3	28	43	4	80	6.6%	93.4%
Howard HS	1	4	22	54	4	85	6.2%	93.8%
Special	10	16	42	105	16	189	15.0%	85.0%
Cedar Lane	3	5	11	15	4	38	23.5%	76.5%
Central Office	4	5	10	31	3	53	18.0%	82.0%
Homewood Center	2	2	8	15	3	30	14.8%	85.2%
County Diagnostic Center	1	1	3	13	4	22	11.1%	88.9%
ARL		2	6	13		21	9.5%	90.5%
Ascend One		1	4	18	2	25	4.3%	95.7%
Grand Total	107	293	1158	1862	169	3589	11.7%	88.3%

2015-2016 HCEA Job Satisfaction Survey

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

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Elementary	42	89	576	952	79	1738	7.9%	92.1%
Jeffers Hill ES	2	6	9	10	2	29	29.6%	70.4%
Elkridge ES	7	10	23	28	1	69	25.0%	75.0%
Worthington ES	3	4	9	18	1	35	20.6%	79.4%
St. John's Lane ES	3	5	15	20		43	18.6%	81.4%
Northfield ES	2	6	20	18	4	50	17.4%	82.6%
Swansfield ES		9	25	23	2	59	15.8%	84.2%
Guilford ES	1	4	8	20	1	34	15.2%	84.8%
Gorman Crossing ES		5	13	24	1	43	11.9%	88.1%
Clarksville ES		3	12	11	1	27	11.5%	88.5%
West Friendship ES	1	1	9	7		18	11.1%	88.9%
Centennial Lane ES		4	15	19		38	10.5%	89.5%
Bushy Park ES	1	2	15	12	3	33	10.0%	90.0%
Pointers Run ES		5	20	25	3	53	10.0%	90.0%
Rockburn ES	2	2	14	26	2	46	9.1%	90.9%
Bryant Woods ES	2	1	15	16	3	37	8.8%	91.2%
Waverly ES	1	3	19	26	4	53	8.2%	91.8%
Clemens Crossing ES	2	1	18	22	1	44	7.0%	93.0%
Forest Ridge ES	2		16	14	1	33	6.3%	93.8%
Thunder Hill ES		2	13	18	2	35	6.1%	93.9%
Deep Run ES	2	1	26	24	1	54	5.7%	94.3%
Talbott Springs ES		2	12	22	4	40	5.6%	94.4%
Lisbon ES	2		16	19		37	5.4%	94.6%
Stevens Forest ES	1	1	12	25	1	40	5.1%	94.9%
Dayton Oaks ES	2	1	13	45	3	64	4.9%	95.1%
Ducketts Lane ES	1	1	8	31	2	43	4.9%	95.1%
Ilchester ES	1	1	17	22		41	4.9%	95.1%
Longfellow ES		2	16	27	2	47	4.4%	95.6%
Bellows Spring ES	2		22	33	2	59	3.5%	96.5%
Atholton ES		1	3	25	2	31	3.4%	96.6%
Fulton ES		1	12	20	2	35	3.0%	97.0%
Laurel Woods ES	1		11	24	1	37	2.8%	97.2%
Running Brook ES		1	3	34	2	40	2.6%	97.4%
Bollman Bridge ES		1	17	21	4	43	2.6%	97.4%
Manor Woods ES		1	10	28	4	43	2.6%	97.4%
Hollifield Station ES	1		18	26	2	47	2.2%	97.8%
Phelps Luck ES		1	15	29	5	50	2.2%	97.8%
Veterans ES		1	17	29	4	51	2.1%	97.9%
Cradlerock ES			8	28	1	37	0.0%	100.0%
Hammond ES			5	22	2	29	0.0%	100.0%
Triadelphia Ridge ES			13	24		37	0.0%	100.0%
Waterloo ES			14	37	3	54	0.0%	100.0%

2015-2016 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	21	51	255	433	27	787	9.5%	90.5%
Thomas Viaduct MS	5	5	10	15	3	38	28.6%	71.4%
Hammond MS	1	6	10	19	1	37	19.4%	80.6%
Patuxent Valley MS	1	5	11	16	1	34	18.2%	81.8%
Harper's Choice MS	1	5	19	11	1	37	16.7%	83.3%
Lake Elkhorn MS		5	17	14	3	39	13.9%	86.1%
Glenwood MS	1	3	13	17		34	11.8%	88.2%
Patapsco MS	1	4	14	25	2	46	11.4%	88.6%
Folly Quarter MS		4	10	22	1	37	11.1%	88.9%
Dunloggin MS	2	1	9	19	1	32	9.7%	90.3%
Wilde Lake MS	3	1	21	20	1	46	8.9%	91.1%
Ellicott Mills MS	3	1	11	31	1	47	8.7%	91.3%
Oakland Mills MS		3	15	21	2	41	7.7%	92.3%
Murray Hill MS	1	2	14	23		40	7.5%	92.5%
Elkridge Landing MS	1	1	9	17	2	30	7.1%	92.9%
Mount View MS		4	15	39		58	6.9%	93.1%
Clarksville MS		1	13	22	3	39	2.8%	97.2%
Mayfield Woods MS	1		10	26	1	38	2.7%	97.3%
Bonnie Branch MS			12	25	1	38	0.0%	100.0%
Burleigh Manor MS			7	28	1	36	0.0%	100.0%
Lime Kiln MS			15	23	2	40	0.0%	100.0%
High	39	59	301	430	42	871	11.8%	88.2%
Atholton HS	4	9	19	30	3	65	21.0%	79.0%
Glenelg HS	2	5	11	18		36	19.4%	80.6%
Wilde Lake HS	4	7	25	37	6	79	15.1%	84.9%
River Hill HS	8	3	38	25	5	79	14.9%	85.1%
Oakland Mills HS	2	5	25	25	3	60	12.3%	87.7%
Mt. Hebron HS	3	6	37	33	4	83	11.4%	88.6%
Howard HS	3	6	23	51	3	86	10.8%	89.2%
Long Reach HS	5	2	22	37	1	67	10.6%	89.4%
Marriotts Ridge HS	3	5	28	40	2	78	10.5%	89.5%
Centennial HS	3	4	21	47	2	77	9.3%	90.7%
Reservoir HS	2	5	32	38	6	83	9.1%	90.9%
Hammond HS		2	20	49	7	78	2.8%	97.2%
Special	9	4	46	113	19	191	7.6%	92.4%
Central Office	6	2	11	31	4	54	16.0%	84.0%
Ascend One	1	1	4	18	2	26	8.3%	91.7%
Cedar Lane	2		10	21	5	38	6.1%	93.9%
Homewood Center		1	10	15	4	30	3.8%	96.2%
ARL			7	14		21	0.0%	100.0%
County Diagnostic Center			4	14	4	22	0.0%	100.0%
Grand Total	111	203	1178	1928	167	3587	9.2%	90.8%

2015-2016 HCEA Job Satisfaction Survey

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

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Elementary	81	267	664	665	67	1744	20.8%	79.2%
Pointers Run ES	3	15	12	20	3	53	36.0%	64.0%
Triadelphia Ridge ES	6	7	12	12		37	35.1%	64.9%
Bushy Park ES	3	8	15	7		33	33.3%	66.7%
West Friendship ES	2	4	9	3		18	33.3%	66.7%
Clemens Crossing ES	3	11	20	9	1	44	32.6%	67.4%
Centennial Lane ES		11	12	14	1	38	29.7%	70.3%
Worthington ES	3	7	12	12	1	35	29.4%	70.6%
Elkridge ES	5	15	20	30		70	28.6%	71.4%
Manor Woods ES	1	10	16	12	4	43	28.2%	71.8%
Ilchester ES	4	7	16	13	1	41	27.5%	72.5%
Laurel Woods ES	3	7	13	14		37	27.0%	73.0%
Swansfield ES	3	13	27	17	1	61	26.7%	73.3%
Gorman Crossing ES	2	9	21	12		44	25.0%	75.0%
Northfield ES	4	7	23	14	3	51	22.9%	77.1%
Longfellow ES	2	8	18	17	1	46	22.2%	77.8%
Waterloo ES	3	8	16	23	4	54	22.0%	78.0%
Bollman Bridge ES	3	6	17	15	2	43	22.0%	78.0%
Fulton ES	1	6	12	14	2	35	21.2%	78.8%
Guilford ES	4	3	9	17	1	34	21.2%	78.8%
Dayton Oaks ES	5	7	24	25	3	64	19.7%	80.3%
Clarksville ES		5	17	4	1	27	19.2%	80.8%
Jeffers Hill ES	2	3	12	10	2	29	18.5%	81.5%
Cradlerock ES	2	5	11	20		38	18.4%	81.6%
Thunder Hill ES	1	5	12	15	1	34	18.2%	81.8%
Bellows Spring ES	2	8	26	20	3	59	17.9%	82.1%
Stevens Forest ES		7	12	21		40	17.5%	82.5%
St. John's Lane ES	2	5	21	13	2	43	17.1%	82.9%
Ducketts Lane ES		7	14	21	1	43	16.7%	83.3%
Veterans ES	2	6	23	18	2	51	16.3%	83.7%
Running Brook ES		6	9	22	3	40	16.2%	83.8%
Talbott Springs ES		6	18	14	3	41	15.8%	84.2%
Rockburn ES	2	5	18	20	1	46	15.6%	84.4%
Forest Ridge ES	2	3	12	16	1	34	15.2%	84.8%
Waverly ES		6	20	22	5	53	12.5%	87.5%
Deep Run ES	2	4	27	20	1	54	11.3%	88.7%
Hollifield Station ES		5	17	23	2	47	11.1%	88.9%
Phelps Luck ES	1	4	18	22	5	50	11.1%	88.9%
Hammond ES	2	1	9	16	1	29	10.7%	89.3%
Bryant Woods ES	1	2	16	15	3	37	8.8%	91.2%
Lisbon ES		3	20	14		37	8.1%	91.9%
Atholton ES		2	8	19	2	31	6.9%	93.1%

2015-2016 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	48	174	291	249	26	788	29.1%	70.9%
Hammond MS	7	12	8	8	1	36	54.3%	45.7%
Elkridge Landing MS	4	10	10	5	2	31	48.3%	51.7%
Lime Kiln MS	4	11	11	10	4	40	41.7%	58.3%
Mount View MS	5	18	17	16	2	58	41.1%	58.9%
Patuxent Valley MS	3	10	13	7	1	34	39.4%	60.6%
Bonnie Branch MS	2	10	14	10	2	38	33.3%	66.7%
Harper's Choice MS	5	7	16	8	1	37	33.3%	66.7%
Clarksville MS	1	11	12	14	1	39	31.6%	68.4%
Murray Hill MS	2	10	15	13		40	30.0%	70.0%
Lake Elkhorn MS	3	8	16	11	1	39	28.9%	71.1%
Glenwood MS	1	8	16	9		34	26.5%	73.5%
Ellicott Mills MS		12	20	14	1	47	26.1%	73.9%
Burleigh Manor MS	3	6	15	11	1	36	25.7%	74.3%
Dunloggin MS	1	6	11	14		32	21.9%	78.1%
Wilde Lake MS	1	9	23	13		46	21.7%	78.3%
Mayfield Woods MS	1	6	11	19	1	38	18.9%	81.1%
Patapsco MS	2	6	18	18	3	47	18.2%	81.8%
Folly Quarter MS	2	4	18	13		37	16.2%	83.8%
Oakland Mills MS	1	5	12	21	2	41	15.4%	84.6%
Thomas Viaduct MS		5	15	15	3	38	14.3%	85.7%
High	85	181	284	283	48	881	31.9%	68.1%
Atholton HS	7	20	15	21	2	65	42.9%	57.1%
Mt. Hebron HS	10	20	29	19	5	83	38.5%	61.5%
Glenelg HS	7	6	12	9	2	36	38.2%	61.8%
Wilde Lake HS	10	17	19	30	6	82	35.5%	64.5%
Reservoir HS	7	21	28	23	6	85	35.4%	64.6%
Long Reach HS	4	18	22	22	1	67	33.3%	66.7%
Howard HS	10	15	19	36	6	86	31.3%	68.8%
Centennial HS	7	16	22	30	3	78	30.7%	69.3%
Marriotts Ridge HS	8	13	31	23	4	79	28.0%	72.0%
River Hill HS	7	14	39	17	3	80	27.3%	72.7%
Hammond HS	5	14	20	34	6	79	26.0%	74.0%
Oakland Mills HS	3	7	28	19	4	61	17.5%	82.5%
Special	9	18	39	75	49	190	19.1%	80.9%
County Diagnostic Center	3	2	5	8	4	22	27.8%	72.2%
Homewood Center		6	9	12	3	30	22.2%	77.8%
ARL	1	3	4	12	1	21	20.0%	80.0%
Central Office	1	3	3	16	30	53	17.4%	82.6%
Cedar Lane	2	3	11	17	5	38	15.2%	84.8%
Ascend One	2	1	7	10	6	26	15.0%	85.0%
Grand Total	223	640	1278	1272	190	3603	25.3%	74.7%

2015-2016 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.	477	1946	787	411	4	3625
	13.2%	53.7%	21.7%	11.4%		
2. There is an atmosphere of open communication and trust in my school/worksite.	530	1829	862	398	8	3627
	14.6%	50.5%	23.8%	11.0%		
3. I personally feel successful in my work.	930	2156	414	121	4	3625
	25.7%	59.5%	11.4%	3.3%		
4. I feel involved in decision-making at my school/worksite.	465	1527	1060	477	86	3615
	13.2%	43.3%	30.0%	13.5%		
5. I want to be involved in decision-making at my school/worksite.	957	2188	301	45	110	3601
	27.4%	62.7%	8.6%	1.3%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	656	1672	803	459	27	3617
	18.3%	46.6%	22.4%	12.8%		
7. In my school/worksite, I am treated as a professional.	1067	1914	418	211	4	3614
	29.6%	53.0%	11.6%	5.8%		
8. There is good teamwork among staff in my school/worksite.	989	1918	518	176	5	3606
	27.5%	53.3%	14.4%	4.9%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	623	1862	550	254	313	3602
	18.9%	56.6%	16.7%	7.7%		
10. My working environment (i.e. safety, cleanliness. is conducive to success.	1045	1883	467	213	11	3619
	29.0%	52.2%	12.9%	5.9%		
11. My work performance is evaluated fairly.	779	1962	545	280	41	3607
	21.8%	55.0%	15.3%	7.9%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	396	1333	1025	779	82	3615
	11.2%	37.7%	29.0%	22.0%		
13. I am provided adequate work and storage space to prepare for and do my job.	954	2082	391	168	19	3614
	26.5%	57.9%	10.9%	4.7%		
14. My administrators/supervisors respect the negotiated contracts.	1299	1948	241	83	43	3614

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	36.4%	54.6%	6.7%	2.3%		
15. My planning time is respected by my school administrations/supervisors.	810	1734	393	131	549	3617
	26.4%	56.5%	12.8%	4.3%		
16. In my school, administrators/supervisors support me in enforcing discipline.	739	1714	508	282	372	3615
	22.8%	52.9%	15.7%	8.7%		
17. In my school, student misbehavior interferes with learning.	656	1135	1006	515	299	3611
	19.8%	34.3%	30.4%	15.5%		
18. Too much instructional time is spent administering assessments.	1338	1329	439	81	420	3607
	42.0%	41.7%	13.8%	2.5%		
19. HCPSS professional development experiences are meaningful and worthwhile.	223	1569	1139	539	137	3607
	6.4%	45.2%	32.8%	15.5%		
20. Increased workload has contributed to a decline in my morale.	1050	1326	866	246	125	3613
	30.1%	38.0%	24.8%	7.1%		
21. I am paid fairly	131	1239	1362	877	7	3616
	3.6%	34.3%	37.7%	24.3%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	95	757	1064	1591	93	3600
	2.7%	21.6%	30.3%	45.4%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	74	851	1150	1403	96	3574
	2.1%	24.5%	33.1%	40.3%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	1043	2124	266	94	71	3598
	29.6%	60.2%	7.5%	2.7%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	359	2036	756	281	169	3601
	10.5%	59.3%	22.0%	8.2%		
26. In my position, I receive appropriate and adequate support and training.	491	2202	684	217	21	3615
	13.7%	61.3%	19.0%	6.0%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	109	295	1163	1870	172	3609
	3.2%	8.6%	33.8%	54.4%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	115	204	1184	1934	169	3606
	3.3%	5.9%	34.4%	56.3%		
29. In the last 12 months, I have experienced harassing behavior from parents.	227	643	1282	1277	193	3622
	6.6%	18.8%	37.4%	37.2%		

2015-2016 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.	47	160	52	24	1	284
	16.6%	56.5%	18.4%	8.5%		
2. There is an atmosphere of open communication and trust in my school/worksite.	45	138	77	24	1	285
	15.8%	48.6%	27.1%	8.5%		
3. I personally feel successful in my work.	65	182	26	11		284
	22.9%	64.1%	9.2%	3.9%		
4. I feel involved in decision-making at my school/worksite.	27	120	94	36	6	283
	9.7%	43.3%	33.9%	13.0%		
5. I want to be involved in decision-making at my school/worksite.	74	183	17	1	6	281
	26.9%	66.5%	6.2%	0.4%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	47	128	74	31	3	283
	16.8%	45.7%	26.4%	11.1%		
7. In my school/worksite, I am treated as a professional.	102	151	15	15		283
	36.0%	53.4%	5.3%	5.3%		
8. There is good teamwork among staff in my school/worksite.	91	140	40	12	1	284
	32.2%	49.5%	14.1%	4.2%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	41	147	43	22	31	284
	16.2%	58.1%	17.0%	8.7%		
10. My working environment (i.e. safety, cleanliness. is conducive to success.	89	152	33	10		284
	31.3%	53.5%	11.6%	3.5%		
11. My work performance is evaluated fairly.	68	153	40	22	1	284
	24.0%	54.1%	14.1%	7.8%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	27	83	109	59	4	282
	9.7%	29.9%	39.2%	21.2%		
13. I am provided adequate work and storage space to prepare for and do my job.	79	157	36	13		285
	27.7%	55.1%	12.6%	4.6%		
14. My administrators/supervisors respect the negotiated contracts.	105	148	19	7	5	284
	37.6%	53.0%	6.8%	2.5%		

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15. My planning time is respected by my school administrations/supervisors.	63	152	44	13	12	284
	23.2%	55.9%	16.2%	4.8%		
16. In my school, administrators/supervisors support me in enforcing discipline.	63	146	39	24	13	285
	23.2%	53.7%	14.3%	8.8%		
17. In my school, student misbehavior interferes with learning.	66	101	72	32	13	284
	24.4%	37.3%	26.6%	11.8%		
18. Too much instructional time is spent administering assessments.	88	122	42	8	22	282
	33.8%	46.9%	16.2%	3.1%		
19. HCPSS professional development experiences are meaningful and worthwhile.	25	159	80	14	7	285
	9.0%	57.2%	28.8%	5.0%		
20. Increased workload has contributed to a decline in my morale.	67	117	69	17	13	283
	24.8%	43.3%	25.6%	6.3%		
21. I am paid fairly	7	96	111	70	1	285
	2.5%	33.8%	39.1%	24.6%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	8	73	98	91	13	283
	3.0%	27.0%	36.3%	33.7%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	10	84	97	74	15	280
	3.8%	31.7%	36.6%	27.9%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	83	177	14		8	282
	30.3%	64.6%	5.1%	0.0%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	50	183	35	8	7	283
	18.1%	66.3%	12.7%	2.9%		
26. In my position, I receive appropriate and adequate support and training.	39	180	49	13	3	284
	13.9%	64.1%	17.4%	4.6%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	5	17	72	180	10	284
	1.8%	6.2%	26.3%	65.7%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	5	7	70	190	12	284
	1.8%	2.6%	25.7%	69.9%		
29. In the last 12 months, I have experienced harassing behavior from parents.	18	48	97	114	8	285
	6.5%	17.3%	35.0%	41.2%		

2015-2016 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.	67	299	115	55		536
	12.5%	55.8%	21.5%	10.3%		
2. There is an atmosphere of open communication and trust in my school/worksite.	67	284	135	48	1	535
	12.5%	53.2%	25.3%	9.0%		
3. I personally feel successful in my work.	120	327	71	16	2	536
	22.5%	61.2%	13.3%	3.0%		
4. I feel involved in decision-making at my school/worksite.	75	216	176	63	6	536
	14.2%	40.8%	33.2%	11.9%		
5. I want to be involved in decision-making at my school/worksite.	154	320	44	5	9	532
	29.4%	61.2%	8.4%	1.0%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	103	243	123	61	4	534
	19.4%	45.8%	23.2%	11.5%		
7. In my school/worksite, I am treated as a professional.	164	289	52	26	1	532
	30.9%	54.4%	9.8%	4.9%		
8. There is good teamwork among staff in my school/worksite.	135	298	70	32		535
	25.2%	55.7%	13.1%	6.0%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	91	306	76	36	26	535
	17.9%	60.1%	14.9%	7.1%		
10. My working environment (i.e. safety, cleanliness. is conducive to success.	150	287	73	23		533
	28.1%	53.8%	13.7%	4.3%		
11. My work performance is evaluated fairly.	120	283	83	38	6	530
	22.9%	54.0%	15.8%	7.3%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	48	188	166	126	5	533
	9.1%	35.6%	31.4%	23.9%		
13. I am provided adequate work and storage space to prepare for and do my job.	141	323	50	19		533
	26.5%	60.6%	9.4%	3.6%		
14. My administrators/supervisors respect the negotiated contracts.	195	299	24	11	5	534

2015-2016 HCEA Job Satisfaction Survey

	36.9%	56.5%	4.5%	2.1%		
15. My planning time is respected by my school administrations/supervisors.	136	311	51	22	14	534
	26.2%	59.8%	9.8%	4.2%		
16. In my school, administrators/supervisors support me in enforcing discipline.	105	254	94	54	29	536
	20.7%	50.1%	18.5%	10.7%		
17. In my school, student misbehavior interferes with learning.	109	191	133	74	25	532
	21.5%	37.7%	26.2%	14.6%		
18. Too much instructional time is spent administering assessments.	220	199	66	17	34	536
	43.8%	39.6%	13.1%	3.4%		
19. HCPSS professional development experiences are meaningful and worthwhile.	30	233	182	79	8	532
	5.7%	44.5%	34.7%	15.1%		
20. Increased workload has contributed to a decline in my morale.	169	214	119	24	6	532
	32.1%	40.7%	22.6%	4.6%		
21. I am paid fairly	15	172	206	142		535
	2.8%	32.1%	38.5%	26.5%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	12	101	161	242	16	532
	2.3%	19.6%	31.2%	46.9%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	7	131	162	209	21	530
	1.4%	25.7%	31.8%	41.1%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	146	329	40	9	9	533
	27.9%	62.8%	7.6%	1.7%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	56	326	116	22	16	536
	10.8%	62.7%	22.3%	4.2%		
26. In my position, I receive appropriate and adequate support and training.	63	343	107	24		537
	11.7%	63.9%	19.9%	4.5%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	10	48	162	297	18	535
	1.9%	9.3%	31.3%	57.4%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	14	28	173	299	20	534
	2.7%	5.4%	33.7%	58.2%		
29. In the last 12 months, I have experienced harassing behavior from parents.	40	115	188	181	13	537
	7.6%	21.9%	35.9%	34.5%		

2015-2016 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.	231	1037	455	249	2	1974
	11.7%	52.6%	23.1%	12.6%		
2. There is an atmosphere of open communication and trust in my school/worksite.	292	999	445	235	4	1975
	14.8%	50.7%	22.6%	11.9%		
3. I personally feel successful in my work.	515	1162	224	72		1973
	26.1%	58.9%	11.4%	3.6%		
4. I feel involved in decision-making at my school/worksite.	283	865	537	263	18	1966
	14.5%	44.4%	27.6%	13.5%		
5. I want to be involved in decision-making at my school/worksite.	564	1172	157	29	38	1960
	29.3%	61.0%	8.2%	1.5%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	375	905	412	270	11	1973
	19.1%	46.1%	21.0%	13.8%		
7. In my school/worksite, I am treated as a professional.	611	1002	236	120	1	1970
	31.0%	50.9%	12.0%	6.1%		
8. There is good teamwork among staff in my school/worksite.	556	1054	262	84	4	1960
	28.4%	53.9%	13.4%	4.3%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	396	1023	271	131	137	1958
	21.7%	56.2%	14.9%	7.2%		
10. My working environment (i.e. safety, cleanliness. is conducive to success.	603	982	252	127	7	1971
	30.7%	50.0%	12.8%	6.5%		
11. My work performance is evaluated fairly.	396	1059	323	172	14	1964
	20.3%	54.3%	16.6%	8.8%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	187	658	599	516	9	1969
	9.5%	33.6%	30.6%	26.3%		
13. I am provided adequate work and storage space to prepare for and do my job.	539	1101	210	111	5	1966
	27.5%	56.1%	10.7%	5.7%		
14. My administrators/supervisors respect the negotiated contracts.	770	1016	126	43	13	1968

2015-2016 HCEA Job Satisfaction Survey

	39.4%	52.0%	6.4%	2.2%		
15. My planning time is respected by my school administrations/supervisors.	532	1041	244	70	81	1968
	28.2%	55.2%	12.9%	3.7%		
16. In my school, administrators/supervisors support me in enforcing discipline.	423	984	286	138	135	1966
	23.1%	53.7%	15.6%	7.5%		
17. In my school, student misbehavior interferes with learning.	310	577	621	349	109	1966
	16.7%	31.1%	33.4%	18.8%		
18. Too much instructional time is spent administering assessments.	800	745	246	44	129	1964
	43.6%	40.6%	13.4%	2.4%		
19. HCPSS professional development experiences are meaningful and worthwhile.	115	836	631	352	29	1963
	5.9%	43.2%	32.6%	18.2%		
20. Increased workload has contributed to a decline in my morale.	720	763	353	108	29	1973
	37.0%	39.2%	18.2%	5.6%		
21. I am paid fairly	79	722	732	430	1	1964
	4.0%	36.8%	37.3%	21.9%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	43	351	553	973	36	1956
	2.2%	18.3%	28.8%	50.7%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	35	380	615	874	38	1942
	1.8%	20.0%	32.3%	45.9%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	647	1101	128	57	27	1960
	33.5%	57.0%	6.6%	2.9%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	191	1107	410	169	80	1957
	10.2%	59.0%	21.8%	9.0%		
26. In my position, I receive appropriate and adequate support and training.	296	1188	355	113	10	1962
	15.2%	60.9%	18.2%	5.8%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	67	158	641	997	99	1962
	3.6%	8.5%	34.4%	53.5%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	72	126	632	1030	97	1957
	3.9%	6.8%	34.0%	55.4%		
29. In the last 12 months, I have experienced harassing behavior from parents.	138	394	689	669	81	1971
	7.3%	20.8%	36.5%	35.4%		

2015-2016 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.	169	719	258	132		1278
	13.2%	56.3%	20.2%	10.3%		
2. There is an atmosphere of open communication and trust in my school/worksite.	190	680	286	122	1	1279
	14.9%	53.2%	22.4%	9.5%		
3. I personally feel successful in my work.	288	782	165	42	1	1278
	22.6%	61.2%	12.9%	3.3%		
4. I feel involved in decision-making at my school/worksite.	181	580	356	148	10	1275
	14.3%	45.8%	28.1%	11.7%		
5. I want to be involved in decision-making at my school/worksite.	399	760	76	10	20	1265
	32.0%	61.0%	6.1%	0.8%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	248	593	274	151	8	1274
	19.6%	46.8%	21.6%	11.9%		
7. In my school/worksite, I am treated as a professional.	419	669	122	62	1	1273
	32.9%	52.6%	9.6%	4.9%		
8. There is good teamwork among staff in my school/worksite.	362	690	171	48	3	1274
	28.5%	54.3%	13.5%	3.8%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	227	697	160	82	105	1271
	19.5%	59.8%	13.7%	7.0%		
10. My working environment (i.e. safety, cleanliness. is conducive to success.	385	660	161	69	1	1276
	30.2%	51.8%	12.6%	5.4%		
11. My work performance is evaluated fairly.	281	695	200	86	8	1270
	22.3%	55.1%	15.8%	6.8%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	102	441	393	338	2	1276
	8.0%	34.6%	30.8%	26.5%		
13. I am provided adequate work and storage space to prepare for and do my job.	313	728	157	74		1272
	24.6%	57.2%	12.3%	5.8%		
14. My administrators/supervisors respect the negotiated contracts.	519	650	72	27	6	1274

2015-2016 HCEA Job Satisfaction Survey

	40.9%	51.3%	5.7%	2.1%		
15. My planning time is respected by my school administrations/supervisors.	335	702	166	46	26	1275
	26.8%	56.2%	13.3%	3.7%		
16. In my school, administrators/supervisors support me in enforcing discipline.	304	699	143	71	58	1275
	25.0%	57.4%	11.8%	5.8%		
17. In my school, student misbehavior interferes with learning.	188	451	427	165	42	1273
	15.3%	36.6%	34.7%	13.4%		
18. Too much instructional time is spent administering assessments.	522	494	151	28	81	1276
	43.7%	41.3%	12.6%	2.3%		
19. HCPSS professional development experiences are meaningful and worthwhile.	86	635	365	164	18	1268
	6.9%	50.8%	29.2%	13.1%		
20. Increased workload has contributed to a decline in my morale.	459	485	247	63	23	1277
	36.6%	38.7%	19.7%	5.0%		
21. I am paid fairly	44	456	470	305		1275
	3.5%	35.8%	36.9%	23.9%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	32	250	393	569	23	1267
	2.6%	20.1%	31.6%	45.7%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	31	289	424	479	35	1258
	2.5%	23.6%	34.7%	39.2%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	431	720	69	26	20	1266
	34.6%	57.8%	5.5%	2.1%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	141	794	222	75	38	1270
	11.4%	64.4%	18.0%	6.1%		
26. In my position, I receive appropriate and adequate support and training.	191	791	225	65	5	1277
	15.0%	62.2%	17.7%	5.1%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	31	95	416	672	60	1274
	2.6%	7.8%	34.3%	55.4%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	30	67	398	716	61	1272
	2.5%	5.5%	32.9%	59.1%		
29. In the last 12 months, I have experienced harassing behavior from parents.	63	221	483	470	42	1279
	5.1%	17.9%	39.0%	38.0%		

2015-2016 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.	81	337	150	69		637
	12.7%	52.9%	23.5%	10.8%		
2. There is an atmosphere of open communication and trust in my school/worksite.	98	319	157	61	2	637
	15.4%	50.2%	24.7%	9.6%		
3. I personally feel successful in my work.	167	370	74	26	1	638
	26.2%	58.1%	11.6%	4.1%		
4. I feel involved in decision-making at my school/worksite.	103	268	184	75	7	637
	16.3%	42.5%	29.2%	11.9%		
5. I want to be involved in decision-making at my school/worksite.	175	381	53	9	17	635
	28.3%	61.7%	8.6%	1.5%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	124	294	145	71	3	637
	19.6%	46.4%	22.9%	11.2%		
7. In my school/worksite, I am treated as a professional.	209	326	69	30	1	635
	33.0%	51.4%	10.9%	4.7%		
8. There is good teamwork among staff in my school/worksite.	183	356	70	24		633
	28.9%	56.2%	11.1%	3.8%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	118	345	111	34	24	632
	19.4%	56.7%	18.3%	5.6%		
10. My working environment (i.e. safety, cleanliness. is conducive to success.	198	307	90	40	3	638
	31.2%	48.3%	14.2%	6.3%		
11. My work performance is evaluated fairly.	131	333	102	66	4	636
	20.7%	52.7%	16.1%	10.4%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	58	211	195	162	7	633
	9.3%	33.7%	31.2%	25.9%		
13. I am provided adequate work and storage space to prepare for and do my job.	182	366	57	29	1	635
	28.7%	57.7%	9.0%	4.6%		
14. My administrators/supervisors respect the negotiated contracts.	250	335	33	11	7	636

2015-2016 HCEA Job Satisfaction Survey

	39.7%	53.3%	5.2%	1.7%		
15. My planning time is respected by my school administrations/supervisors.	186	353	62	15	18	634
	30.2%	57.3%	10.1%	2.4%		
16. In my school, administrators/supervisors support me in enforcing discipline.	140	288	126	62	19	635
	22.7%	46.8%	20.5%	10.1%		
17. In my school, student misbehavior interferes with learning.	148	178	176	118	14	634
	23.9%	28.7%	28.4%	19.0%		
18. Too much instructional time is spent administering assessments.	262	250	82	16	23	633
	43.0%	41.0%	13.4%	2.6%		
19. HCPSS professional development experiences are meaningful and worthwhile.	40	276	217	88	13	634
	6.4%	44.4%	34.9%	14.2%		
20. Increased workload has contributed to a decline in my morale.	217	262	110	38	9	636
	34.6%	41.8%	17.5%	6.1%		
21. I am paid fairly	25	236	243	127	1	632
	4.0%	37.4%	38.5%	20.1%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	10	116	177	308	20	631
	1.6%	19.0%	29.0%	50.4%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	9	122	198	283	14	626
	1.5%	19.9%	32.4%	46.2%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	163	399	47	16	10	635
	26.1%	63.8%	7.5%	2.6%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	68	356	139	35	32	630
	11.4%	59.5%	23.2%	5.9%		
26. In my position, I receive appropriate and adequate support and training.	90	394	114	36	2	636
	14.2%	62.1%	18.0%	5.7%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	17	58	190	349	20	634
	2.8%	9.4%	30.9%	56.8%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	18	40	199	358	20	635
	2.9%	6.5%	32.4%	58.2%		
29. In the last 12 months, I have experienced harassing behavior from parents.	44	154	226	199	13	636
	7.1%	24.7%	36.3%	31.9%		

2015-2016 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.	79	364	188	116	1	748
	10.6%	48.7%	25.2%	15.5%		
2. There is an atmosphere of open communication and trust in my school/worksite.	91	361	182	113	2	749
	12.2%	48.3%	24.4%	15.1%		
3. I personally feel successful in my work.	207	441	71	27		746
	27.7%	59.1%	9.5%	3.6%		
4. I feel involved in decision-making at my school/worksite.	78	289	239	125	12	743
	10.7%	39.5%	32.7%	17.1%		
5. I want to be involved in decision-making at my school/worksite.	171	458	85	15	15	744
	23.5%	62.8%	11.7%	2.1%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	121	331	164	125	7	748
	16.3%	44.7%	22.1%	16.9%		
7. In my school/worksite, I am treated as a professional.	203	379	104	60		746
	27.2%	50.8%	13.9%	8.0%		
8. There is good teamwork among staff in my school/worksite.	194	378	118	50	1	741
	26.2%	51.1%	15.9%	6.8%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	159	378	104	68	35	744
	22.4%	53.3%	14.7%	9.6%		
10. My working environment (i.e. safety, cleanliness. is conducive to success.	222	385	89	45	3	744
	30.0%	52.0%	12.0%	6.1%		
11. My work performance is evaluated fairly.	145	403	116	73	5	742
	19.7%	54.7%	15.7%	9.9%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	79	222	254	185	5	745
	10.7%	30.0%	34.3%	25.0%		
13. I am provided adequate work and storage space to prepare for and do my job.	222	412	70	39	3	746
	29.9%	55.5%	9.4%	5.2%		
14. My administrators/supervisors respect the negotiated contracts.	247	417	55	17	9	745
	33.6%	56.7%	7.5%	2.3%		

2015-2016 HCEA Job Satisfaction Survey

15. My planning time is respected by my school administrations/supervisors.	183	397	98	39	29	746
	25.5%	55.4%	13.7%	5.4%		
16. In my school, administrators/supervisors support me in enforcing discipline.	129	359	137	83	40	748
	18.2%	50.7%	19.4%	11.7%		
17. In my school, student misbehavior interferes with learning.	130	220	214	159	24	747
	18.0%	30.4%	29.6%	22.0%		
18. Too much instructional time is spent administering assessments.	299	295	101	21	31	747
	41.8%	41.2%	14.1%	2.9%		
19. HCPSS professional development experiences are meaningful and worthwhile.	33	252	274	180	8	747
	4.5%	34.1%	37.1%	24.4%		
20. Increased workload has contributed to a decline in my morale.	262	299	137	38	9	745
	35.6%	40.6%	18.6%	5.2%		
21. I am paid fairly	19	243	294	189	1	746
	2.6%	32.6%	39.5%	25.4%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	15	117	200	392	20	744
	2.1%	16.2%	27.6%	54.1%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	10	138	207	363	23	741
	1.4%	19.2%	28.8%	50.6%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	246	417	50	20	11	744
	33.6%	56.9%	6.8%	2.7%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	70	391	173	82	29	745
	9.8%	54.6%	24.2%	11.5%		
26. In my position, I receive appropriate and adequate support and training.	92	451	146	45	5	739
	12.5%	61.4%	19.9%	6.1%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	28	56	242	378	39	743
	4.0%	8.0%	34.4%	53.7%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	36	51	246	368	37	738
	5.1%	7.3%	35.1%	52.5%		
29. In the last 12 months, I have experienced harassing behavior from parents.	78	165	237	238	30	748
	10.9%	23.0%	33.0%	33.1%		

2015-2016 HCEA Job Satisfaction Survey

Level	Elementary					
HCEA Member	(All)					
Profession	All ESP					
Years in Education	(All)					
Years with HCPSS	(All)					
Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total
1. Overall, morale at my school/worksite is good.	48	235	88	39	1	411
	11.7%	57.3%	21.5%	9.5%		
2. There is an atmosphere of open communication and trust in my school/worksite.	53	214	107	34		408
	13.0%	52.5%	26.2%	8.3%		
3. I personally feel successful in my work.	104	264	35	7	2	412
	25.4%	64.4%	8.5%	1.7%		
4. I feel involved in decision-making at my school/worksite.	37	161	130	58	25	411
	9.6%	41.7%	33.7%	15.0%		
5. I want to be involved in decision-making at my school/worksite.	68	269	41	7	23	408
	17.7%	69.9%	10.6%	1.8%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	51	213	104	36	4	408
	12.6%	52.7%	25.7%	8.9%		
7. In my school/worksite, I am treated as a professional.	86	229	68	25	1	409
	21.1%	56.1%	16.7%	6.1%		
8. There is good teamwork among staff in my school/worksite.	97	222	69	23		411
	23.6%	54.0%	16.8%	5.6%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	42	199	107	39	17	404
	10.9%	51.4%	27.6%	10.1%		
10. My working environment (i.e. safety, cleanliness. is conducive to success.	99	239	48	23		409
	24.2%	58.4%	11.7%	5.6%		
11. My work performance is evaluated fairly.	98	242	47	15	7	409
	24.4%	60.2%	11.7%	3.7%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	44	202	100	33	29	408
	11.6%	53.3%	26.4%	8.7%		
13. I am provided adequate work and storage space to prepare for and do my job.	80	246	58	19	5	408
	19.9%	61.0%	14.4%	4.7%		
14. My administrators/supervisors respect the negotiated contracts.	107	246	36	10	7	406

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	26.8%	61.7%	9.0%	2.5%		
15. My planning time is respected by my school administrations/supervisors.	43	149	43	13	157	405
	17.3%	60.1%	17.3%	5.2%		
16. In my school, administrators/supervisors support me in enforcing discipline.	82	210	66	33	19	410
	21.0%	53.7%	16.9%	8.4%		
17. In my school, student misbehavior interferes with learning.	91	165	108	36	9	409
	22.8%	41.3%	27.0%	9.0%		
18. Too much instructional time is spent administering assessments.	128	151	48	15	61	403
	37.4%	44.2%	14.0%	4.4%		
19. HCPSS professional development experiences are meaningful and worthwhile.	34	201	126	33	10	404
	8.6%	51.0%	32.0%	8.4%		
20. Increased workload has contributed to a decline in my morale.	53	130	163	37	26	409
	13.8%	33.9%	42.6%	9.7%		
21. I am paid fairly	14	128	168	97	2	409
	3.4%	31.4%	41.3%	23.8%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	24	169	127	74	10	404
	6.1%	42.9%	32.2%	18.8%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	16	179	143	54	11	403
	4.1%	45.7%	36.5%	13.8%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	88	255	42	9	12	406
	22.3%	64.7%	10.7%	2.3%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	28	240	85	24	31	408
	7.4%	63.7%	22.5%	6.4%		
26. In my position, I receive appropriate and adequate support and training.	44	265	76	23	3	411
	10.8%	65.0%	18.6%	5.6%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	20	30	149	187	23	409
	5.2%	7.8%	38.6%	48.4%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	13	16	149	208	22	408
	3.4%	4.1%	38.6%	53.9%		
29. In the last 12 months, I have experienced harassing behavior from parents.	10	28	169	172	32	411
	2.6%	7.4%	44.6%	45.4%		

2015-2016 HCEA Job Satisfaction Survey

Level	Middle					
HCEA Member	(All)					
Profession	All ESP					
Years in Education	(All)					
Years with HCPSS	(All)					
Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total
1. Overall, morale at my school/worksite is good.	26	87	31	8		152
	17.1%	57.2%	20.4%	5.3%		
2. There is an atmosphere of open communication and trust in my school/worksite.	26	78	38	9	1	152
	17.2%	51.7%	25.2%	6.0%		
3. I personally feel successful in my work.	44	88	18	2		152
	28.9%	57.9%	11.8%	1.3%		
4. I feel involved in decision-making at my school/worksite.	14	51	56	15	15	151
	10.3%	37.5%	41.2%	11.0%		
5. I want to be involved in decision-making at my school/worksite.	22	102	16		12	152
	15.7%	72.9%	11.4%	0.0%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	26	78	34	11	2	151
	17.4%	52.3%	22.8%	7.4%		
7. In my school/worksite, I am treated as a professional.	36	88	24	3		151
	23.8%	58.3%	15.9%	2.0%		
8. There is good teamwork among staff in my school/worksite.	34	83	29	6		152
	22.4%	54.6%	19.1%	3.9%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	21	71	28	10	21	151
	16.2%	54.6%	21.5%	7.7%		
10. My working environment (i.e. safety, cleanliness. is conducive to success.	35	95	15	6		151
	23.2%	62.9%	9.9%	4.0%		
11. My work performance is evaluated fairly.	36	90	20	5		151
	23.8%	59.6%	13.2%	3.3%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	22	77	24	11	17	151
	16.4%	57.5%	17.9%	8.2%		
13. I am provided adequate work and storage space to prepare for and do my job.	39	96	10	3	3	151
	26.4%	64.9%	6.8%	2.0%		
14. My administrators/supervisors respect the negotiated contracts.	47	88	9	1	6	151

2015-2016 HCEA Job Satisfaction Survey

	32.4%	60.7%	6.2%	0.7%		
15. My planning time is respected by my school administrations/supervisors.	13	41	10	2	86	152
	19.7%	62.1%	15.2%	3.0%		
16. In my school, administrators/supervisors support me in enforcing discipline.	20	62	20	14	36	152
	17.2%	53.4%	17.2%	12.1%		
17. In my school, student misbehavior interferes with learning.	41	42	34	12	20	149
	31.8%	32.6%	26.4%	9.3%		
18. Too much instructional time is spent administering assessments.	42	44	18	1	45	150
	40.0%	41.9%	17.1%	1.0%		
19. HCPSS professional development experiences are meaningful and worthwhile.	4	64	46	15	23	152
	3.1%	49.6%	35.7%	11.6%		
20. Increased workload has contributed to a decline in my morale.	10	41	66	18	17	152
	7.4%	30.4%	48.9%	13.3%		
21. I am paid fairly	6	50	52	43	1	152
	4.0%	33.1%	34.4%	28.5%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	9	46	45	50	2	152
	6.0%	30.7%	30.0%	33.3%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	6	55	48	40	1	150
	4.0%	36.9%	32.2%	26.8%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	27	100	16	3	5	151
	18.5%	68.5%	11.0%	2.1%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	10	82	35	12	12	151
	7.2%	59.0%	25.2%	8.6%		
26. In my position, I receive appropriate and adequate support and training.	18	83	41	10		152
	11.8%	54.6%	27.0%	6.6%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	4	13	52	73	8	150
	2.8%	9.2%	36.6%	51.4%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3	11	56	75	7	152
	2.1%	7.6%	38.6%	51.7%		
29. In the last 12 months, I have experienced harassing behavior from parents.	4	20	65	50	13	152
	2.9%	14.4%	46.8%	36.0%		

2015-2016 HCEA Job Satisfaction Survey

Level	High					
HCEA Member	(All)					
Profession	All ESP					
Years in Education	(All)					
Years with HCPSS	(All)					
Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total
1. Overall, morale at my school/worksite is good.	18	65	31	19		133
	13.5%	48.9%	23.3%	14.3%		
2. There is an atmosphere of open communication and trust in my school/worksite.	20	53	40	20		133
	15.0%	39.8%	30.1%	15.0%		
3. I personally feel successful in my work.	39	77	13	5		134
	29.1%	57.5%	9.7%	3.7%		
4. I feel involved in decision-making at my school/worksite.	12	47	35	30	8	132
	9.7%	37.9%	28.2%	24.2%		
5. I want to be involved in decision-making at my school/worksite.	28	77	14	2	12	133
	23.1%	63.6%	11.6%	1.7%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	18	56	34	22	3	133
	13.8%	43.1%	26.2%	16.9%		
7. In my school/worksite, I am treated as a professional.	33	64	23	13	1	134
	24.8%	48.1%	17.3%	9.8%		
8. There is good teamwork among staff in my school/worksite.	32	57	34	10		133
	24.1%	42.9%	25.6%	7.5%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	14	50	21	13	35	133
	14.3%	51.0%	21.4%	13.3%		
10. My working environment (i.e. safety, cleanliness. is conducive to success.	34	70	19	11		134
	25.4%	52.2%	14.2%	8.2%		
11. My work performance is evaluated fairly.	29	74	13	12	6	134
	22.7%	57.8%	10.2%	9.4%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	31	55	20	14	14	134
	25.8%	45.8%	16.7%	11.7%		
13. I am provided adequate work and storage space to prepare for and do my job.	38	76	14	4	2	134
	28.8%	57.6%	10.6%	3.0%		
14. My administrators/supervisors respect the negotiated contracts.	31	82	13	6	2	134
	23.5%	62.1%	9.8%	4.5%		
15. My planning time is respected by my school	13	20	8	4	89	134

2015-2016 HCEA Job Satisfaction Survey

administrations/supervisors.						
	28.9%	44.4%	17.8%	8.9%		
16. In my school, administrators/supervisors support me in enforcing discipline.	23	42	12	8	49	134
	27.1%	49.4%	14.1%	9.4%		
17. In my school, student misbehavior interferes with learning.	21	49	20	10	34	134
	21.0%	49.0%	20.0%	10.0%		
18. Too much instructional time is spent administering assessments.	24	36	16	2	55	133
	30.8%	46.2%	20.5%	2.6%		
19. HCPSS professional development experiences are meaningful and worthwhile.	9	38	43	22	22	134
	8.0%	33.9%	38.4%	19.6%		
20. Increased workload has contributed to a decline in my morale.	10	34	47	19	22	132
	9.1%	30.9%	42.7%	17.3%		
21. I am paid fairly	2	36	52	44		134
	1.5%	26.9%	38.8%	32.8%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1	30	49	48	6	134
	0.8%	23.4%	38.3%	37.5%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	0	31	55	40	6	132
	0.0%	24.6%	43.7%	31.7%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	27	82	14	4	4	131
	21.3%	64.6%	11.0%	3.1%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	11	64	28	19	11	133
	9.0%	52.5%	23.0%	15.6%		
26. In my position, I receive appropriate and adequate support and training.	18	71	29	14	2	134
	13.6%	53.8%	22.0%	10.6%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	4	13	48	62	7	134
	3.1%	10.2%	37.8%	48.8%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3	8	55	63	5	134
	2.3%	6.2%	42.6%	48.8%		
29. In the last 12 months, I have experienced harassing behavior from parents.	7	16	47	45	19	134
	6.1%	13.9%	40.9%	39.1%		

2015-2016 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.	405	1666	698	365	3	3137
	12.9%	53.2%	22.3%	11.6%		
2. There is an atmosphere of open communication and trust in my school/worksite.	447	1574	753	359	8	3141
	14.3%	50.2%	24.0%	11.5%		
3. I personally feel successful in my work.	800	1850	374	110	4	3138
	25.5%	59.0%	11.9%	3.5%		
4. I feel involved in decision-making at my school/worksite.	395	1304	937	427	68	3131
	12.9%	42.6%	30.6%	13.9%		
5. I want to be involved in decision-making at my school/worksite.	827	1898	261	42	91	3119
	27.3%	62.7%	8.6%	1.4%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	554	1431	702	416	26	3129
	17.9%	46.1%	22.6%	13.4%		
7. In my school/worksite, I am treated as a professional.	922	1647	367	187	4	3127
	29.5%	52.7%	11.8%	6.0%		
8. There is good teamwork among staff in my school/worksite.	854	1644	464	152	5	3119
	27.4%	52.8%	14.9%	4.9%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	538	1623	480	236	243	3120
	18.7%	56.4%	16.7%	8.2%		
10. My working environment (i.e. safety, cleanliness. is conducive to success.	909	1626	399	188	10	3132
	29.1%	52.1%	12.8%	6.0%		
11. My work performance is evaluated fairly.	660	1701	479	249	35	3124
	21.4%	55.1%	15.5%	8.1%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	312	1140	924	694	59	3129
	10.2%	37.1%	30.1%	22.6%		
13. I am provided adequate work and storage space to prepare for and do my job.	810	1815	343	149	13	3130
	26.0%	58.2%	11.0%	4.8%		

2015-2016 HCEA Job Satisfaction Survey

14. My administrators/supervisors respect the negotiated contracts.	1131	1682	212	72	32	3129
	36.5%	54.3%	6.8%	2.3%		
15. My planning time is respected by my school administrations/supervisors.	720	1547	345	123	395	3130
	26.3%	56.6%	12.6%	4.5%		
16. In my school, administrators/supervisors support me in enforcing discipline.	641	1497	458	255	277	3128
	22.5%	52.5%	16.1%	8.9%		
17. In my school, student misbehavior interferes with learning.	597	1001	869	451	209	3127
	20.5%	34.3%	29.8%	15.5%		
18. Too much instructional time is spent administering assessments.	1200	1167	384	70	306	3127
	42.5%	41.4%	13.6%	2.5%		
19. HCPSS professional development experiences are meaningful and worthwhile.	189	1383	982	475	95	3124
	6.2%	45.7%	32.4%	15.7%		
20. Increased workload has contributed to a decline in my morale.	932	1174	718	201	103	3128
	30.8%	38.8%	23.7%	6.6%		
21. I am paid fairly	111	1046	1198	769	6	3130
	3.6%	33.5%	38.3%	24.6%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	82	635	914	1409	76	3116
	2.7%	20.9%	30.1%	46.3%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	66	704	991	1253	81	3095
	2.2%	23.4%	32.9%	41.6%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	999	1814	198	68	37	3116
	32.4%	58.9%	6.4%	2.2%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	318	1761	658	238	140	3115
	10.7%	59.2%	22.1%	8.0%		
26. In my position, I receive appropriate and adequate support and training.	420	1898	598	194	19	3129
	13.5%	61.0%	19.2%	6.2%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	97	260	993	1629	146	3125
	3.3%	8.7%	33.3%	54.7%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	102	181	1012	1679	146	3120
	3.4%	6.1%	34.0%	56.5%		
29. In the last 12 months, I have experienced harassing behavior from parents.	202	568	1102	1106	158	3136
	6.8%	19.1%	37.0%	37.1%		

2015-2016 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.	72	280	89	46	1	488
	14.8%	57.5%	18.3%	9.4%		
2. There is an atmosphere of open communication and trust in my school/worksite.	83	255	109	39		486
	17.1%	52.5%	22.4%	8.0%		
3. I personally feel successful in my work.	130	306	40	11		487
	26.7%	62.8%	8.2%	2.3%		
4. I feel involved in decision-making at my school/worksite.	70	223	123	50	18	484
	15.0%	47.9%	26.4%	10.7%		
5. I want to be involved in decision-making at my school/worksite.	130	290	40	3	19	482
	28.1%	62.6%	8.6%	0.6%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	102	241	101	43	1	488
	20.9%	49.5%	20.7%	8.8%		
7. In my school/worksite, I am treated as a professional.	145	267	51	24		487
	29.8%	54.8%	10.5%	4.9%		
8. There is good teamwork among staff in my school/worksite.	135	274	54	24		487
	27.7%	56.3%	11.1%	4.9%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	85	239	70	18	70	482
	20.6%	58.0%	17.0%	4.4%		
10. My working environment (i.e. safety, cleanliness. is conducive to success.	136	257	68	25	1	487
	28.0%	52.9%	14.0%	5.1%		
11. My work performance is evaluated fairly.	119	261	66	31	6	483
	24.9%	54.7%	13.8%	6.5%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	84	193	101	85	23	486
	18.1%	41.7%	21.8%	18.4%		
13. I am provided adequate work and storage space to prepare for and do my job.	144	267	48	19	6	484
	30.1%	55.9%	10.0%	4.0%		
14. My administrators/supervisors respect the negotiated contracts.	168	266	29	11	11	485

2015-2016 HCEA Job Satisfaction Survey

	35.4%	56.1%	6.1%	2.3%		
15. My planning time is respected by my school administrations/supervisors.	90	187	48	8	154	487
	27.0%	56.2%	14.4%	2.4%		
16. In my school, administrators/supervisors support me in enforcing discipline.	98	217	50	27	95	487
	25.0%	55.4%	12.8%	6.9%		
17. In my school, student misbehavior interferes with learning.	59	134	137	64	90	484
	15.0%	34.0%	34.8%	16.2%		
18. Too much instructional time is spent administering assessments.	138	162	55	11	114	480
	37.7%	44.3%	15.0%	3.0%		
19. HCPSS professional development experiences are meaningful and worthwhile.	34	186	157	64	42	483
	7.7%	42.2%	35.6%	14.5%		
20. Increased workload has contributed to a decline in my morale.	118	152	148	45	22	485
	25.5%	32.8%	32.0%	9.7%		
21. I am paid fairly	20	193	164	108	1	486
	4.1%	39.8%	33.8%	22.3%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	13	122	150	182	17	484
	2.8%	26.1%	32.1%	39.0%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	8	147	159	150	15	479
	1.7%	31.7%	34.3%	32.3%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	44	310	68	26	34	482
	9.8%	69.2%	15.2%	5.8%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	41	275	98	43	29	486
	9.0%	60.2%	21.4%	9.4%		
26. In my position, I receive appropriate and adequate support and training.	71	304	86	23	2	486
	14.7%	62.8%	17.8%	4.8%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	12	35	170	241	26	484
	2.6%	7.6%	37.1%	52.6%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	13	23	172	255	23	486
	2.8%	5.0%	37.1%	55.1%		
29. In the last 12 months, I have experienced harassing behavior from parents.	25	75	180	171	35	486
	5.5%	16.6%	39.9%	37.9%		

2015-2016 HCEA Job Satisfaction Survey

Level	(All)					
HCEA Member	Yes					
Profession	All ESP					
Years in Education	(All)					
Years with HCPSS	(All)					
Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total
1. Overall, morale at my school/worksite is good.	98	323	135	63		619
	15.8%	52.2%	21.8%	10.2%		
2. There is an atmosphere of open communication and trust in my school/worksite.	86	296	160	76	2	620
	13.9%	47.9%	25.9%	12.3%		
3. I personally feel successful in my work.	171	357	73	17	2	620
	27.7%	57.8%	11.8%	2.8%		
4. I feel involved in decision-making at my school/worksite.	52	234	199	95	41	621
	9.0%	40.3%	34.3%	16.4%		
5. I want to be involved in decision-making at my school/worksite.	117	390	61	9	41	618
	20.3%	67.6%	10.6%	1.6%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	91	282	152	82	8	615
	15.0%	46.5%	25.0%	13.5%		
7. In my school/worksite, I am treated as a professional.	135	350	92	38	2	617
	22.0%	56.9%	15.0%	6.2%		
8. There is good teamwork among staff in my school/worksite.	147	311	122	35		615
	23.9%	50.6%	19.8%	5.7%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	67	281	126	58	83	615
	12.6%	52.8%	23.7%	10.9%		
10. My working environment (i.e. safety, cleanliness. is conducive to success.	149	342	78	46	4	619
	24.2%	55.6%	12.7%	7.5%		
11. My work performance is evaluated fairly.	141	342	82	38	16	619
	23.4%	56.7%	13.6%	6.3%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	89	301	121	60	48	619
	15.6%	52.7%	21.2%	10.5%		
13. I am provided adequate work and storage space to prepare for and do my job.	140	373	78	19	9	619
	23.0%	61.1%	12.8%	3.1%		
14. My administrators/supervisors respect the negotiated contracts.	175	354	61	16	12	618

2015-2016 HCEA Job Satisfaction Survey

	28.9%	58.4%	10.1%	2.6%		
15. My planning time is respected by my school administrations/supervisors.	65	176	41	24	313	619
	21.2%	57.5%	13.4%	7.8%		
16. In my school, administrators/supervisors support me in enforcing discipline.	115	249	68	52	132	616
	23.8%	51.4%	14.0%	10.7%		
17. In my school, student misbehavior interferes with learning.	142	214	128	44	89	617
	26.9%	40.5%	24.2%	8.3%		
18. Too much instructional time is spent administering assessments.	185	202	63	8	157	615
	40.4%	44.1%	13.8%	1.7%		
19. HCPSS professional development experiences are meaningful and worthwhile.	42	263	177	78	58	618
	7.5%	47.0%	31.6%	13.9%		
20. Increased workload has contributed to a decline in my morale.	72	174	238	72	60	616
	12.9%	31.3%	42.8%	12.9%		
21. I am paid fairly	21	164	240	191	4	620
	3.4%	26.6%	39.0%	31.0%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	25	166	183	228	18	620
	4.2%	27.6%	30.4%	37.9%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	18	181	201	199	14	613
	3.0%	30.2%	33.6%	33.2%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	153	377	53	21	10	614
	25.3%	62.4%	8.8%	3.5%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	44	302	153	66	49	614
	7.8%	53.5%	27.1%	11.7%		
26. In my position, I receive appropriate and adequate support and training.	69	358	132	54	7	620
	11.3%	58.4%	21.5%	8.8%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	22	52	210	303	32	619
	3.7%	8.9%	35.8%	51.6%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	18	30	223	319	30	620
	3.1%	5.1%	37.8%	54.1%		
29. In the last 12 months, I have experienced harassing behavior from parents.	24	63	216	247	69	619
	4.4%	11.5%	39.3%	44.9%		

2015-2016 HCEA Job Satisfaction Survey

Level	(All)					
HCEA Member	No					
Profession	All ESP					
Years in Education	(All)					
Years with HCPSS	(All)					
Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total
1. Overall, morale at my school/worksite is good.	34	127	30	20	1	212
	16.1%	60.2%	14.2%	9.5%		
2. There is an atmosphere of open communication and trust in my school/worksite.	40	112	45	15		212
	18.9%	52.8%	21.2%	7.1%		
3. I personally feel successful in my work.	59	128	20	5		212
	27.8%	60.4%	9.4%	2.4%		
4. I feel involved in decision-making at my school/worksite.	28	92	54	20	15	209
	14.4%	47.4%	27.8%	10.3%		
5. I want to be involved in decision-making at my school/worksite.	48	123	22	1	16	210
	24.7%	63.4%	11.3%	0.5%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	40	114	42	15	1	212
	19.0%	54.0%	19.9%	7.1%		
7. In my school/worksite, I am treated as a professional.	55	122	23	12		212
	25.9%	57.5%	10.8%	5.7%		
8. There is good teamwork among staff in my school/worksite.	60	115	24	13		212
	28.3%	54.2%	11.3%	6.1%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	28	105	34	7	36	210
	16.1%	60.3%	19.5%	4.0%		
10. My working environment (i.e. safety, cleanliness. is conducive to success.	54	120	31	7		212
	25.5%	56.6%	14.6%	3.3%		
11. My work performance is evaluated fairly.	54	125	17	10	4	210
	26.2%	60.7%	8.3%	4.9%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	45	103	30	18	16	212
	23.0%	52.6%	15.3%	9.2%		
13. I am provided adequate work and storage space to prepare for and do my job.	55	128	17	6	5	211
	26.7%	62.1%	8.3%	2.9%		
14. My administrators/supervisors respect the negotiated contracts.	54	131	11	6	8	210
	26.7%	64.9%	5.4%	3.0%		

2015-2016 HCEA Job Satisfaction Survey

15. My planning time is respected by my school administrations/supervisors.	14	54	13	2	129	212
	16.9%	65.1%	15.7%	2.4%		
16. In my school, administrators/supervisors support me in enforcing discipline.	33	81	21	14	63	212
	22.1%	54.4%	14.1%	9.4%		
17. In my school, student misbehavior interferes with learning.	29	52	52	16	63	212
	19.5%	34.9%	34.9%	10.7%		
18. Too much instructional time is spent administering assessments.	45	61	22	4	78	210
	34.1%	46.2%	16.7%	3.0%		
19. HCPSS professional development experiences are meaningful and worthwhile.	11	78	69	16	35	209
	6.3%	44.8%	39.7%	9.2%		
20. Increased workload has contributed to a decline in my morale.	22	58	87	25	17	209
	11.5%	30.2%	45.3%	13.0%		
21. I am paid fairly	9	85	73	44	1	212
	4.3%	40.3%	34.6%	20.9%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	7	66	69	57	10	209
	3.5%	33.2%	34.7%	28.6%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	4	75	75	47	8	209
	2.0%	37.3%	37.3%	23.4%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	14	140	31	7	17	209
	7.3%	72.9%	16.1%	3.6%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	18	118	42	16	17	211
	9.3%	60.8%	21.6%	8.2%		
26. In my position, I receive appropriate and adequate support and training.	24	133	41	13	1	212
	11.4%	63.0%	19.4%	6.2%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	5	20	78	93	13	209
	2.6%	10.2%	39.8%	47.4%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	6	13	86	96	10	211
29. In the last 12 months, I have experienced harassing behavior from parents.	3.0%	6.5%	42.8%	47.8%	22	210
	3.7%	12.2%	48.9%	35.1%		