

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 3000 HCPSS employees participated in 2016-17. 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 five years will be available as downloadable Excel files at www.hceanea.org.

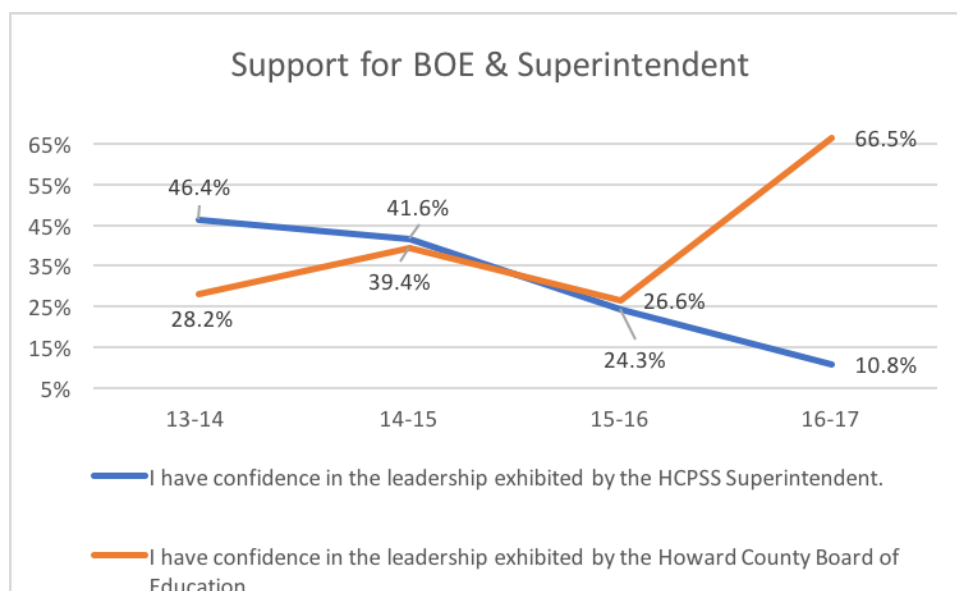
AT A GLANCE

STATEMENT	% agree
I have confidence in the leadership exhibited by the HCPSS Superintendent.	10.8%
I have confidence in the leadership exhibited by the Howard County Board of Education.	66.5%
Overall, morale at my school/worksite is good.	53.0%
HCPSS professional development experiences are meaningful and worthwhile.	39.6%
I have confidence in the leadership exhibited by HCEA.	92.6%

SUPERINTENDENT and BOARD LEADERSHIP

Confidence in the HCPSS Superintendent is the lowest ever measured in this survey. Educator confidence in the Superintendent is 10.8%, having fallen precipitously from 74% in the Superintendent's first year, 2012-13.

By contrast, confidence in the recently elected Howard County Board of Education has risen sharply, to 66.5%, from 26.6% in 2016.

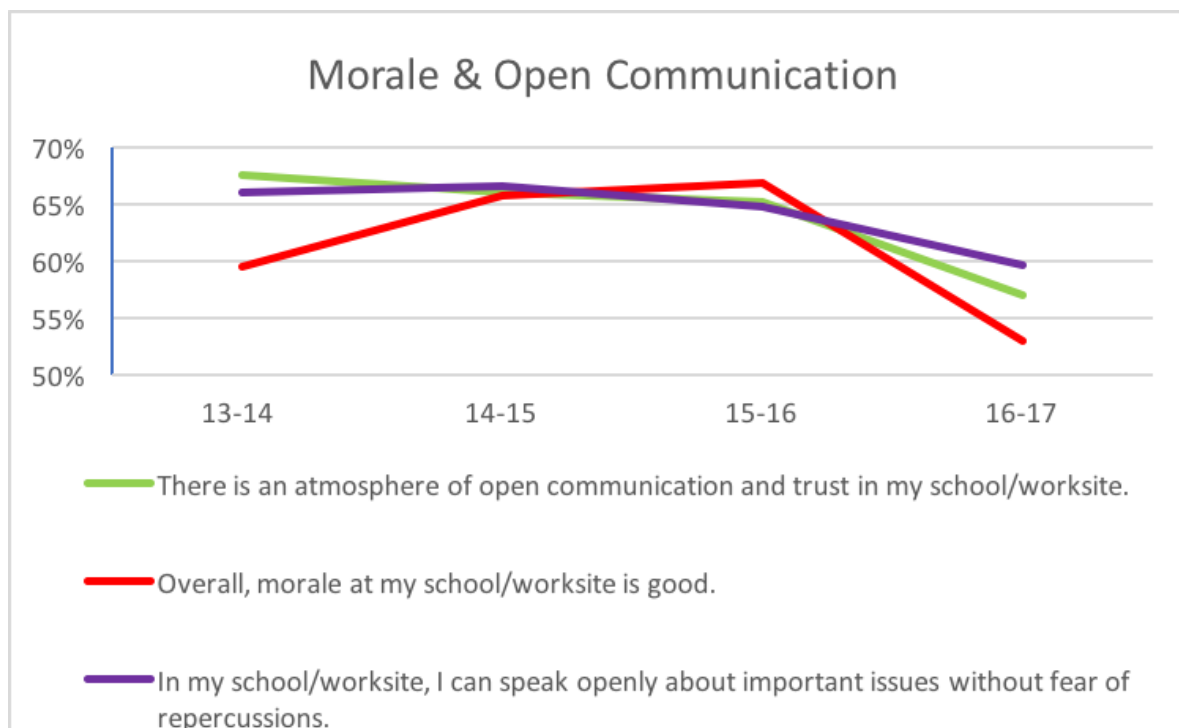


MORALE

Agreement with the statement “Overall, morale in my school/work site is good” was 53%, down from 66.9% in the previous year. With a very strong and unsurprising correlation, educators who agreed with the statement “there is an atmosphere of open communication and trust in my school” were very likely to agree with “morale at my school is good.” Only 45.9% of educators said they are paid fairly (up from 37.9%). Most respondents disagree when asked if their HCPSS professional development experiences are meaningful and worthwhile (39.6% agreement).

Respondents (82%) feel successful in their work. They believe their environment is conducive to success (75.5%) and are treated as professionals (79%) at their schools/work sites.

Most respondents agree the Howard County Public School System (HCPSS) offers the possibility of opportunities for advancement (68.4%) and provides appropriate support and training (73.6%). Most respondents (63.9, down from 75.7%) agree administrators/ supervisors support them in enforcing discipline. There is good teamwork among school-based staff (76.8%), and educators’ non-instructional duties are equitably assigned (72.4%).

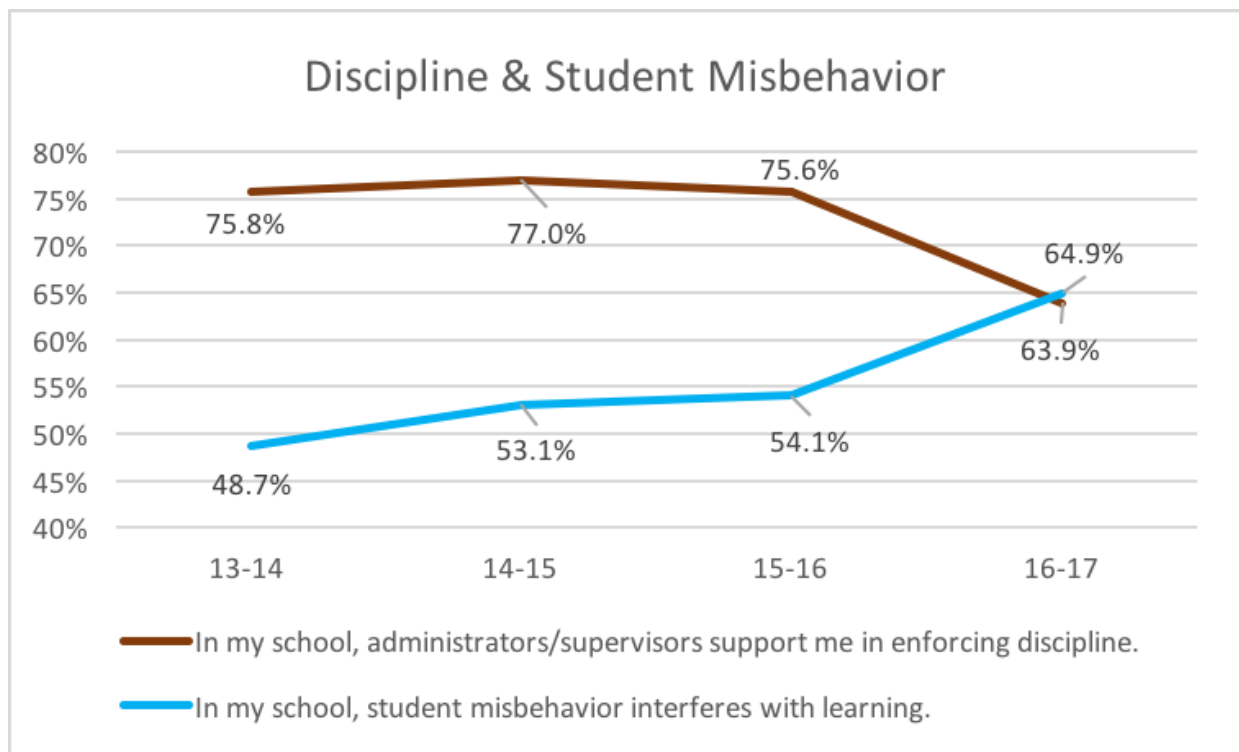


CONTRACT PROVISIONS and WORKLOAD

Over 89% of respondents agree administrators respect their negotiated contracts. However, only 77.6% (down from 82%) say their planning time is respected by administrators/supervisors. With only 47.3% in agreement that they have adequate time during the workday to plan, prepare, and do the job, increased workload is contributing to a decline in morale for most (71.5%) educators.

STUDENT BEHAVIOR

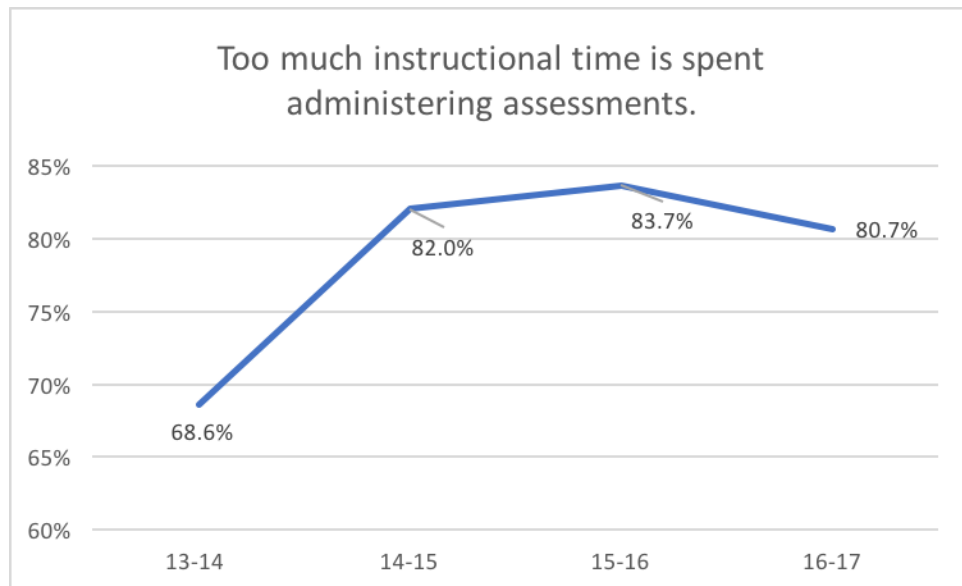
Educators report a sharp drop in support from administrators in enforcing school rules as they pertain to student discipline (64.9%, down from 75.6%). This change is reflected in educator perception that student behavior is interfering with learning in their worksites (63.9% agree, up from 54.1%).



2016-2017 HCEA Job Satisfaction Survey

STANDARDIZED TESTING

Almost all (80.7%) of the surveyed educators say there is too much instructional time spent on administering assessments (up from 69% three years ago). There is an increase in the perception that educators' work is evaluated fairly (78.8%, up from 66%), which may be attributable to models that do not include standardized tests.



CONFIDENCE IN HCEA

The vast majority of educators (92.6%) are confident in the leadership exhibited by the Howard County Education Association. Notably, non-union members have high levels of confidence (82.2%, up from 79%) in the Association.

2016-2017 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	153	682	396	292	2	1525	54.8%	45.2%
Hammond ES	8	7				15	100.0%	0.0%
Running Brook ES	18	15	2			35	94.3%	5.7%
Waterloo ES	10	22	2			34	94.1%	5.9%
Bellows Spring ES	11	34	2	1	1	49	93.8%	6.3%
Clarksville ES	5	17	2			24	91.7%	8.3%
Talbott Springs ES	7	24	1	3		35	88.6%	11.4%
Guilford ES	3	19	3			25	88.0%	12.0%
Ducketts Lane ES	6	23	3	2		34	85.3%	14.7%
West Friendship ES	9	7	2	1		19	84.2%	15.8%
Veterans ES	8	36	6	3		53	83.0%	17.0%
Worthington ES	9	17	4	3		33	78.8%	21.2%
Deep Run ES	6	34	11			51	78.4%	21.6%
Bollman Bridge ES	3	25	7	1		36	77.8%	22.2%
Manor Woods ES	7	24	10			41	75.6%	24.4%
Gorman Crossing ES	7	16	4	4		31	74.2%	25.8%
Cradlerock ES		16	5	1		22	72.7%	27.3%
Laurel Woods ES	5	17	9	2		33	66.7%	33.3%
Dayton Oaks ES	2	28	12	7	1	50	61.2%	38.8%
Lisbon ES	2	15	10	3		30	56.7%	43.3%
Clemens Crossing ES		18	12	2		32	56.3%	43.8%
Triadelphia Ridge ES	4	17	14	4		39	53.8%	46.2%
Bushy Park ES		18	13	5		36	50.0%	50.0%
Thunder Hill ES	1	13	11	3		28	50.0%	50.0%
Elkridge ES	5	24	18	14		61	47.5%	52.5%
Stevens Forest ES	2	19	14	13		48	43.8%	56.3%
St. John's Lane ES	1	14	14	7		36	41.7%	58.3%
Centennial Lane ES	2	17	11	16		46	41.3%	58.7%
Longfellow ES		13	14	5		32	40.6%	59.4%
Fulton ES	3	14	11	14		42	40.5%	59.5%
Waverly ES		13	15	5		33	39.4%	60.6%
Forest Ridge ES		14	14	10		38	36.8%	63.2%
Bryant Woods ES	1	9	8	12		30	33.3%	66.7%
Hollifield Station ES		15	18	12		45	33.3%	66.7%
Jeffers Hill ES		9	5	13		27	33.3%	66.7%
Pointers Run ES	5	8	16	10		39	33.3%	66.7%
Rockburn ES		12	16	8		36	33.3%	66.7%
Phelps Luck ES		13	24	15		52	25.0%	75.0%
Ilchester ES	2	8	14	20		44	22.7%	77.3%
Northfield ES	1	7	18	24		50	16.0%	84.0%
Swansfield ES		7	12	30		49	14.3%	85.7%
Atholton ES		2	9	19		30	6.7%	93.3%

2016-2017 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	61	323	171	117	1	673	57.1%	42.9%
Clarksville MS	12	14	2			28	92.9%	7.1%
Glenwood MS	3	22	1	1		27	92.6%	7.4%
Folly Quarter MS	7	15	3			25	88.0%	12.0%
Mount View MS	13	25	6	2		46	82.6%	17.4%
Oakland Mills MS	2	21	4	1		28	82.1%	17.9%
Patuxent Valley MS	5	23	5	2		35	80.0%	20.0%
Bonnie Branch MS	2	27	9	6		44	65.9%	34.1%
Murray Hill MS	2	17	8	5		32	59.4%	40.6%
Dunloggin MS	2	12	8	4		26	53.8%	46.2%
Ellicott Mills MS	2	20	12	7		41	53.7%	46.3%
Wilde Lake MS		15	6	7		28	53.6%	46.4%
Mayfield Woods MS	2	19	12	7		40	52.5%	47.5%
Burleigh Manor MS	1	14	12	6		33	45.5%	54.5%
Elkridge Landing MS	3	12	12	6		33	45.5%	54.5%
Thomas Viaduct MS	1	19	17	7		44	45.5%	54.5%
Patapsco MS	1	13	11	13		38	36.8%	63.2%
Harper's Choice MS	1	9	6	14		30	33.3%	66.7%
Lime Kiln MS	1	11	15	9		36	33.3%	66.7%
Hammond MS	1	10	12	13		36	30.6%	69.4%
Lake Elkhorn MS		5	10	7	1	23	22.7%	77.3%
High	51	279	234	179	1	744	44.4%	55.6%
Hammond HS	22	35	1			58	98.3%	1.7%
Centennial HS	4	35	8	5		52	75.0%	25.0%
Marriotts Ridge HS	9	23	17	2		51	62.7%	37.3%
Reservoir HS	5	29	22	5	1	62	55.7%	44.3%
Howard HS	4	37	25	10		76	53.9%	46.1%
Glenelg HS	1	23	14	7		45	53.3%	46.7%
Wilde Lake HS	2	23	24	7		56	44.6%	55.4%
Long Reach HS	2	21	22	14		59	39.0%	61.0%
River Hill HS		19	23	18		60	31.7%	68.3%
Atholton HS	1	19	20	26		66	30.3%	69.7%
Oakland Mills HS	1	7	27	35		70	11.4%	88.6%
Mt. Hebron HS		8	31	50		89	9.0%	91.0%
Special	19	63	35	21	1	139	59.4%	40.6%
Old Cedar Lane	2	9	1	1		13	84.6%	15.4%
ARL	7	5	1	2		15	80.0%	20.0%
Homewood Center	3	17	4	2		26	76.9%	23.1%
County Diagnostic Center	1	1		1		3	66.7%	33.3%
Ascend One	1	7	4	1		13	61.5%	38.5%
Central Office	2	13	11	8		34	44.1%	55.9%
Cedar Lane	2	7	10	6		25	36.0%	64.0%
Grand Total	284	1347	836	609	5	3081	53.0%	47.0%

2016-2017 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	159	769	387	205	2	1522	61.1%	38.9%
Hammond ES	9	6				15	100.0%	0.0%
Ducketts Lane ES	4	28	1	1		34	94.1%	5.9%
Clarksville ES	4	18	2			24	91.7%	8.3%
Running Brook ES	15	17	3			35	91.4%	8.6%
Waterloo ES	8	23	3			34	91.2%	8.8%
Cradlerock ES	4	16	1	1		22	90.9%	9.1%
Manor Woods ES	6	31	4	1		42	88.1%	11.9%
Guilford ES	1	21	2	1		25	88.0%	12.0%
Deep Run ES	6	36	7	1		50	84.0%	16.0%
Bellows Spring ES	8	31	8	1	1	49	81.3%	18.8%
Clemens Crossing ES	2	24	3	3		32	81.3%	18.8%
Veterans ES	7	36	7	3		53	81.1%	18.9%
Talbott Springs ES	7	20	6	1		34	79.4%	20.6%
Laurel Woods ES	7	19	5	2		33	78.8%	21.2%
Worthington ES	5	21	6	1		33	78.8%	21.2%
Bollman Bridge ES	5	23	6	2		36	77.8%	22.2%
Triadelphia Ridge ES	6	21	10	2		39	69.2%	30.8%
Longfellow ES		22	8	2		32	68.8%	31.3%
West Friendship ES	4	9	4	2		19	68.4%	31.6%
Dayton Oaks ES	5	28	13	4	1	51	66.0%	34.0%
Gorman Crossing ES	8	12	6	5		31	64.5%	35.5%
Thunder Hill ES	2	16	7	3		28	64.3%	35.7%
Rockburn ES		21	8	6		35	60.0%	40.0%
Hollifield Station ES	6	20	12	6		44	59.1%	40.9%
Phelps Luck ES	1	29	18	4		52	57.7%	42.3%
Centennial Lane ES	2	24	12	8		46	56.5%	43.5%
Elkridge ES	4	30	22	5		61	55.7%	44.3%
Waverly ES	1	17	13	2		33	54.5%	45.5%
Lisbon ES	2	14	10	4		30	53.3%	46.7%
Stevens Forest ES	4	21	15	7		47	53.2%	46.8%
Pointers Run ES	3	14	15	7		39	43.6%	56.4%
Forest Ridge ES	1	15	18	4		38	42.1%	57.9%
Bushy Park ES	2	13	17	4		36	41.7%	58.3%
Fulton ES	3	14	12	13		42	40.5%	59.5%
Ilchester ES	2	13	13	16		44	34.1%	65.9%
Jeffers Hill ES	1	8	7	11		27	33.3%	66.7%
St. John's Lane ES	1	9	18	8		36	27.8%	72.2%
Bryant Woods ES	1	7	10	12		30	26.7%	73.3%
Swansfield ES	1	8	19	21		49	18.4%	81.6%
Atholton ES		5	14	11		30	16.7%	83.3%
Northfield ES	1	7	22	20		50	16.0%	84.0%

2016-2017 HCEA Job Satisfaction Survey

Work Site	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	74	320	192	83	3	672	58.9%	41.1%
Glenwood MS	4	21		2		27	92.6%	7.4%
Folly Quarter MS	8	15	2			25	92.0%	8.0%
Clarksville MS	8	16	3	1		28	85.7%	14.3%
Oakland Mills MS	4	19	5			28	82.1%	17.9%
Patuxent Valley MS	6	22	6	1		35	80.0%	20.0%
Mount View MS	12	21	7	4	1	45	75.0%	25.0%
Bonnie Branch MS	4	28	10	2		44	72.7%	27.3%
Mayfield Woods MS	5	22	8	5		40	67.5%	32.5%
Murray Hill MS	1	19	9	2	1	32	64.5%	35.5%
Ellicott Mills MS	7	18	12	4		41	61.0%	39.0%
Burleigh Manor MS	2	18	10	3		33	60.6%	39.4%
Elkridge Landing MS	4	15	10	4		33	57.6%	42.4%
Wilde Lake MS	1	15	6	6		28	57.1%	42.9%
Harper's Choice MS	1	13	9	7		30	46.7%	53.3%
Lake Elkhorn MS		10	8	4	1	23	45.5%	54.5%
Patapsco MS	2	13	16	7		38	39.5%	60.5%
Dunloggin MS	3	6	10	7		26	34.6%	65.4%
Thomas Viaduct MS	1	13	23	7		44	31.8%	68.2%
Hammond MS	1	9	17	9		36	27.8%	72.2%
Lime Kiln MS		7	21	8		36	19.4%	80.6%
High	62	279	232	164	3	740	46.3%	53.7%
Hammond HS	24	31	1	1		57	96.5%	3.5%
Centennial HS	5	33	9	4		51	74.5%	25.5%
Marriotts Ridge HS	13	25	11	2		51	74.5%	25.5%
Howard HS	5	46	21	4		76	67.1%	32.9%
Reservoir HS	4	30	15	10	2	61	57.6%	42.4%
Wilde Lake HS	3	27	19	7		56	53.6%	46.4%
Glenelg HS	2	17	15	10		44	43.2%	56.8%
Long Reach HS	2	23	21	13		59	42.4%	57.6%
Atholton HS	2	15	30	19		66	25.8%	74.2%
River Hill HS	1	14	27	18		60	25.0%	75.0%
Oakland Mills HS	1	8	32	29		70	12.9%	87.1%
Mt. Hebron HS		10	31	47	1	89	11.4%	88.6%
Special	28	54	35	20	2	139	59.9%	40.1%
County Diagnostic Center	2	1				3	100.0%	0.0%
Old Cedar Lane	2	9	2			13	84.6%	15.4%
ARL	7	5	2	1		15	80.0%	20.0%
Homewood Center	5	15	2	4		26	76.9%	23.1%
Ascend One	4	5	4			13	69.2%	30.8%
Central Office	4	11	12	7		34	44.1%	55.9%
Cedar Lane	2	6	10	6	1	25	33.3%	66.7%
Grand Total	323	1422	846	472	10	3073	57.0%	43.0%

2016-2017 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	332	895	228	66	1	1522	80.7%	19.3%
Hammond ES	7	8				15	100.0%	0.0%
Waterloo ES	9	23	1			33	97.0%	3.0%
Deep Run ES	15	34	1	1		51	96.1%	3.9%
Bushy Park ES	7	27	1	1		36	94.4%	5.6%
Talbott Springs ES	12	21	2			35	94.3%	5.7%
Waverly ES	9	22	2			33	93.9%	6.1%
Gorman Crossing ES	8	21		2		31	93.5%	6.5%
Bollman Bridge ES	9	24	3			36	91.7%	8.3%
Running Brook ES	11	21	2	1		35	91.4%	8.6%
Laurel Woods ES	13	16	2	1		32	90.6%	9.4%
Manor Woods ES	11	27	3	1		42	90.5%	9.5%
Guilford ES	4	18	2	1		25	88.0%	12.0%
Clemens Crossing ES	9	19	3	1		32	87.5%	12.5%
Longfellow ES	6	22	4			32	87.5%	12.5%
Veterans ES	11	35	7			53	86.8%	13.2%
Cradlerock ES	3	16	2	1		22	86.4%	13.6%
Bellows Spring ES	19	23	7			49	85.7%	14.3%
Thunder Hill ES	5	19	2	2		28	85.7%	14.3%
Ducketts Lane ES	8	21	5			34	85.3%	14.7%
Worthington ES	10	18	4	1		33	84.8%	15.2%
West Friendship ES	11	5	3			19	84.2%	15.8%
Lisbon ES	6	19	5			30	83.3%	16.7%
Pointers Run ES	7	25	5	2		39	82.1%	17.9%
Ilchester ES	10	26	6	2		44	81.8%	18.2%
Bryant Woods ES	3	21	4	2		30	80.0%	20.0%
Triadelphia Ridge ES	9	22	8			39	79.5%	20.5%
Forest Ridge ES	9	21	6	2		38	78.9%	21.1%
Jeffers Hill ES	4	17	6			27	77.8%	22.2%
Stevens Forest ES	10	27	11			48	77.1%	22.9%
Clarksville ES	10	8	5	1		24	75.0%	25.0%
St. John's Lane ES	5	22	7	2		36	75.0%	25.0%
Dayton Oaks ES	10	27	12	2		51	72.5%	27.5%
Fulton ES	4	26	10	2		42	71.4%	28.6%
Rockburn ES	2	23	8	2		35	71.4%	28.6%
Hollifield Station ES	13	19	8	5		45	71.1%	28.9%
Phelps Luck ES	4	32	13	2		51	70.6%	29.4%
Centennial Lane ES	7	24	10	5		46	67.4%	32.6%
Northfield ES	10	22	9	7	1	49	66.7%	33.3%
Elkridge ES	5	33	16	7		61	62.3%	37.7%
Atholton ES	2	16	10	2		30	60.0%	40.0%
Swansfield ES	5	23	13	8		49	57.1%	42.9%

2016-2017 HCEA Job Satisfaction Survey

Work Site	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	153	403	90	24	1	671	83.0%	17.0%
Folly Quarter MS	13	12				25	100.0%	0.0%
Clarksville MS	10	17	1			28	96.4%	3.6%
Glenwood MS	8	17	2			27	92.6%	7.4%
Lime Kiln MS	6	27	3			36	91.7%	8.3%
Bonnie Branch MS	9	29	4			42	90.5%	9.5%
Oakland Mills MS	7	18	3			28	89.3%	10.7%
Elkridge Landing MS	6	23	3	1		33	87.9%	12.1%
Ellicott Mills MS	6	30	2	3		41	87.8%	12.2%
Murray Hill MS	8	20	4			32	87.5%	12.5%
Patapsco MS	7	26	4	1		38	86.8%	13.2%
Hammond MS	9	21	4	2		36	83.3%	16.7%
Patuxent Valley MS	9	19	7			35	80.0%	20.0%
Burleigh Manor MS	9	17	7			33	78.8%	21.2%
Thomas Viaduct MS	10	24	9	1		44	77.3%	22.7%
Mount View MS	14	21	7	4		46	76.1%	23.9%
Mayfield Woods MS	9	21	9	1		40	75.0%	25.0%
Dunloggin MS	5	14	3	4		26	73.1%	26.9%
Wilde Lake MS	3	17	7	1		28	71.4%	28.6%
Harper's Choice MS	4	16	6	3	1	30	69.0%	31.0%
Lake Elkhorn MS	1	14	5	3		23	65.2%	34.8%
High	173	446	86	32	3	740	84.0%	16.0%
Hammond HS	16	38	4			58	93.1%	6.9%
Centennial HS	14	32	3	1	1	51	92.0%	8.0%
Reservoir HS	13	40	6	2	1	62	86.9%	13.1%
Glenelg HS	14	25	5	1		45	86.7%	13.3%
River Hill HS	16	35	3	5		59	86.4%	13.6%
Marriotts Ridge HS	18	25	5	2		50	86.0%	14.0%
Howard HS	19	46	7	4		76	85.5%	14.5%
Wilde Lake HS	6	41	5	3		55	85.5%	14.5%
Atholton HS	17	39	8	2		66	84.8%	15.2%
Long Reach HS	15	33	7	4		59	81.4%	18.6%
Mt. Hebron HS	19	49	15	6		89	76.4%	23.6%
Oakland Mills HS	6	43	18	2	1	70	71.0%	29.0%
Special	40	79	14	6		139	85.6%	14.4%
Ascend One	5	8				13	100.0%	0.0%
County Diagnostic Center	1	2				3	100.0%	0.0%
Central Office	10	21	2	1		34	91.2%	8.8%
ARL	7	6	2			15	86.7%	13.3%
Old Cedar Lane	4	7	2			13	84.6%	15.4%
Homewood Center	4	16	3	3		26	76.9%	23.1%
Cedar Lane	6	13	4	2		25	76.0%	24.0%
Grand Total	698	1823	418	128	5	3072	82.2%	17.8%

2016-2017 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	163	640	472	216	32	1523	53.9%	46.1%
West Friendship ES	4	12		2	1	19	88.9%	11.1%
Talbott Springs ES	7	24	4			35	88.6%	11.4%
Hammond ES	5	6	2		1	14	84.6%	15.4%
Waterloo ES	5	21	5	1	2	34	81.3%	18.8%
Manor Woods ES	8	26	6	2		42	81.0%	19.0%
Worthington ES	6	19	4	3	1	33	78.1%	21.9%
Guilford ES	2	17	5	1		25	76.0%	24.0%
Running Brook ES	11	15	7	2		35	74.3%	25.7%
Clarksville ES	4	13	5	1	1	24	73.9%	26.1%
Triadelphia Ridge ES	3	25	6	4	1	39	73.7%	26.3%
Veterans ES	7	26	12	7	1	53	63.5%	36.5%
Bellows Spring ES	8	22	17	1	1	49	62.5%	37.5%
Cradlerock ES	5	8	7	1	1	22	61.9%	38.1%
Rockburn ES	3	19	8	6		36	61.1%	38.9%
Lisbon ES	4	13	7	4	2	30	60.7%	39.3%
Longfellow ES	2	16	7	6	1	32	58.1%	41.9%
Phelps Luck ES	1	28	13	9	1	52	56.9%	43.1%
Bollman Bridge ES	7	13	13	3		36	55.6%	44.4%
Gorman Crossing ES	9	8	7	7		31	54.8%	45.2%
Laurel Woods ES	5	13	13	2		33	54.5%	45.5%
Dayton Oaks ES	5	22	16	7	1	51	54.0%	46.0%
Thunder Hill ES	2	12	10	2	2	28	53.8%	46.2%
Centennial Lane ES	5	19	18	3	1	46	53.3%	46.7%
Ducketts Lane ES	5	13	12	4		34	52.9%	47.1%
Clemens Crossing ES	4	12	14	2		32	50.0%	50.0%
Deep Run ES	5	20	19	6	1	51	50.0%	50.0%
Hollifield Station ES	3	18	14	9	1	45	47.7%	52.3%
Pointers Run ES	4	14	11	9	1	39	47.4%	52.6%
Forest Ridge ES	3	14	16	3	2	38	47.2%	52.8%
Elkridge ES	4	24	26	6	1	61	46.7%	53.3%
Bushy Park ES	3	13	12	7		35	45.7%	54.3%
Fulton ES	1	17	13	10	1	42	43.9%	56.1%
Waverly ES		14	16	3		33	42.4%	57.6%
Stevens Forest ES	3	16	22	5	2	48	41.3%	58.7%
Jeffers Hill ES	1	9	8	9		27	37.0%	63.0%
Bryant Woods ES	1	9	12	8		30	33.3%	66.7%
Ilchester ES	3	11	13	15	2	44	33.3%	66.7%
Swansfield ES	3	12	15	17	1	48	31.9%	68.1%
St. John's Lane ES		9	23	3	1	36	25.7%	74.3%
Atholton ES		7	14	9		30	23.3%	76.7%
Northfield ES	2	9	20	17	1	49	22.9%	77.1%

2016-2017 HCEA Job Satisfaction Survey

Work Site	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	72	274	216	92	15	669	52.9%	47.1%
Folly Quarter MS	6	13	3	2		24	79.2%	20.8%
Patuxent Valley MS	7	18	8	2		35	71.4%	28.6%
Clarksville MS	6	13	8	1		28	67.9%	32.1%
Mount View MS	12	17	7	8	2	46	65.9%	34.1%
Glenwood MS	5	12	7	2	1	27	65.4%	34.6%
Oakland Mills MS	3	14	9	1	1	28	63.0%	37.0%
Dunloggin MS	4	11	3	7	1	26	60.0%	40.0%
Bonnie Branch MS	3	22	15	4		44	56.8%	43.2%
Harper's Choice MS	1	15	8	5		29	55.2%	44.8%
Thomas Viaduct MS	3	20	18	3		44	52.3%	47.7%
Elkridge Landing MS	3	13	10	5	2	33	51.6%	48.4%
Hammond MS	2	14	8	9	1	34	48.5%	51.5%
Wilde Lake MS	2	11	10	4	1	28	48.1%	51.9%
Ellicott Mills MS	3	16	15	7		41	46.3%	53.7%
Mayfield Woods MS	3	15	16	5	1	40	46.2%	53.8%
Burleigh Manor MS	5	9	13	5	1	33	43.8%	56.3%
Murray Hill MS	1	13	14	4		32	43.8%	56.3%
Lake Elkhorn MS	1	7	8	5	2	23	38.1%	61.9%
Patapsco MS	1	13	20	3	1	38	37.8%	62.2%
Lime Kiln MS	1	8	16	10	1	36	25.7%	74.3%
High	63	236	252	170	19	740	41.5%	58.5%
Hammond HS	15	32	9	1	1	58	82.5%	17.5%
Centennial HS	5	23	10	10	4	52	58.3%	41.7%
Marriotts Ridge HS	10	17	16	5	3	51	56.3%	43.8%
Howard HS	9	33	26	7	1	76	56.0%	44.0%
Wilde Lake HS	5	20	21	9	1	56	45.5%	54.5%
Reservoir HS	8	17	25	10	2	62	41.7%	58.3%
River Hill HS	3	16	18	23		60	31.7%	68.3%
Long Reach HS	3	15	26	13		57	31.6%	68.4%
Glenelg HS	2	11	21	8	2	44	31.0%	69.0%
Oakland Mills HS	1	18	24	24	3	70	28.4%	71.6%
Mt. Hebron HS	1	20	33	33	1	88	24.1%	75.9%
Atholton HS	1	14	23	27	1	66	23.1%	76.9%
Special	21	68	27	19	4	139	65.9%	34.1%
Ascend One	5	7	1			13	92.3%	7.7%
Homewood Center	3	16	3	2	2	26	79.2%	20.8%
County Diagnostic Center	1	1		1		3	66.7%	33.3%
Central Office	4	17	6	6	1	34	63.6%	36.4%
Old Cedar Lane	2	6	3	2		13	61.5%	38.5%
ARL	3	6	5	1		15	60.0%	40.0%
Cedar Lane	3	10	6	6		25	52.0%	48.0%
Grand Total	319	1218	967	497	70	3071	51.2%	48.8%

2016-2017 HCEA Job Satisfaction Survey

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	393	960	113	19	38	1523	91.1%	8.9%
Hammond ES	4	10			1	15	100.0%	0.0%
West Friendship ES	8	10			1	19	100.0%	0.0%
Phelps Luck ES	13	36	1		1	51	98.0%	2.0%
Longfellow ES	9	21		1	1	32	96.8%	3.2%
Worthington ES	10	19		1	2	32	96.7%	3.3%
Centennial Lane ES	12	30	2		2	46	95.5%	4.5%
Manor Woods ES	10	30	2			42	95.2%	4.8%
Triadelphia Ridge ES	9	27	1	1	1	39	94.7%	5.3%
Bollman Bridge ES	13	21	2			36	94.4%	5.6%
St. John's Lane ES	5	28	2		1	36	94.3%	5.7%
Dayton Oaks ES	15	33	2	1		51	94.1%	5.9%
Running Brook ES	14	18	2		1	35	94.1%	5.9%
Waverly ES	7	24	1	1		33	93.9%	6.1%
Swansfield ES	16	30	2	1		49	93.9%	6.1%
Waterloo ES	9	21	1	1	2	34	93.8%	6.3%
Stevens Forest ES	12	31	3		2	48	93.5%	6.5%
Elkridge ES	18	37	4		2	61	93.2%	6.8%
Fulton ES	9	28	3		2	42	92.5%	7.5%
Pointers Run ES	14	22	3			39	92.3%	7.7%
Guilford ES	2	21	2			25	92.0%	8.0%
Veterans ES	13	32	4		4	53	91.8%	8.2%
Rockburn ES	5	27	3		1	36	91.4%	8.6%
Hollifield Station ES	14	25	4		2	45	90.7%	9.3%
Laurel Woods ES	14	15	3		1	33	90.6%	9.4%
Gorman Crossing ES	9	19	1	2		31	90.3%	9.7%
Atholton ES	8	19	3			30	90.0%	10.0%
Northfield ES	10	33	2	3	2	50	89.6%	10.4%
Forest Ridge ES	8	25	4		1	38	89.2%	10.8%
Bushy Park ES	11	21	4			36	88.9%	11.1%
Ducketts Lane ES	8	22	4			34	88.2%	11.8%
Talbott Springs ES	10	19	4		1	34	87.9%	12.1%
Bellows Spring ES	15	28	5	1		49	87.8%	12.2%
Clemens Crossing ES	8	19	4		1	32	87.1%	12.9%
Bryant Woods ES	4	22	3	1		30	86.7%	13.3%
Deep Run ES	9	34	6	1	1	51	86.0%	14.0%
Cradlerock ES	5	13	2	1		21	85.7%	14.3%
Lisbon ES	8	16	4		2	30	85.7%	14.3%
Clarksville ES	8	11	3	1	1	24	82.6%	17.4%
Jeffers Hill ES	4	18	4	1		27	81.5%	18.5%
Ilchester ES	8	27	7	1	1	44	81.4%	18.6%
Thunder Hill ES	5	16	6		1	28	77.8%	22.2%

2016-2017 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	167	412	68	11	13	671	88.0%	12.0%
Harper's Choice MS	8	22				30	100.0%	0.0%
Elkridge Landing MS	10	22		1		33	97.0%	3.0%
Patuxent Valley MS	11	21	2		1	35	94.1%	5.9%
Murray Hill MS	4	25	2		1	32	93.5%	6.5%
Folly Quarter MS	9	13	2			24	91.7%	8.3%
Bonnie Branch MS	10	30	4			44	90.9%	9.1%
Burleigh Manor MS	7	22	3		1	33	90.6%	9.4%
Ellicott Mills MS	16	20	4		1	41	90.0%	10.0%
Mayfield Woods MS	9	25	3	1	1	39	89.5%	10.5%
Clarksville MS	5	20	3			28	89.3%	10.7%
Glenwood MS	8	16	2	1		27	88.9%	11.1%
Oakland Mills MS	9	15	3		1	28	88.9%	11.1%
Lime Kiln MS	7	24	4	1		36	86.1%	13.9%
Patapsco MS	7	25	5	1		38	84.2%	15.8%
Hammond MS	6	24	4	2		36	83.3%	16.7%
Lake Elkhorn MS	5	13	3	1	1	23	81.8%	18.2%
Mount View MS	17	18	8		3	46	81.4%	18.6%
Thomas Viaduct MS	5	30	6	2	1	44	81.4%	18.6%
Dunloggin MS	10	10	5		1	26	80.0%	20.0%
Wilde Lake MS	4	17	5	1	1	28	77.8%	22.2%
High	150	457	86	19	28	740	85.3%	14.7%
Hammond HS	15	38	4		1	58	93.0%	7.0%
Mt. Hebron HS	22	57	5	2	3	89	91.9%	8.1%
Marriotts Ridge HS	13	33	4	1		51	90.2%	9.8%
Atholton HS	12	43	5	2	4	66	88.7%	11.3%
Centennial HS	9	34	5	2	2	52	86.0%	14.0%
Long Reach HS	16	33	7	1		57	86.0%	14.0%
Oakland Mills HS	11	44	7	3	5	70	84.6%	15.4%
Reservoir HS	17	34	7	3	2	63	83.6%	16.4%
Wilde Lake HS	7	36	8	1	3	55	82.7%	17.3%
Glenelg HS	7	27	8		2	44	81.0%	19.0%
River Hill HS	8	36	11	2	2	59	77.2%	22.8%
Howard HS	13	42	15	2	4	76	76.4%	23.6%
Special	52	78	3	3	3	139	95.6%	4.4%
ARL	7	8				15	100.0%	0.0%
Ascend One	7	5			1	13	100.0%	0.0%
County Diagnostic Center	1	2				3	100.0%	0.0%
Old Cedar Lane	4	9				13	100.0%	0.0%
Central Office	12	20		1	1	34	97.0%	3.0%
Cedar Lane	8	16		1		25	96.0%	4.0%
Homewood Center	10	13	2	1		26	88.5%	11.5%
Grand Total	762	1907	270	52	82	3073	89.2%	10.8%

2016-2017 HCEA Job Satisfaction Survey

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	253	698	342	216	13	1522	63.0%	37.0%
Waterloo ES	9	21	1	2	1	34	90.9%	9.1%
Hammond ES	7	6	1	1		15	86.7%	13.3%
Cradlerock ES	3	16	1	2		22	86.4%	13.6%
Running Brook ES	21	9	2	3		35	85.7%	14.3%
Laurel Woods ES	8	20	4	1		33	84.8%	15.2%
Bollman Bridge ES	9	21	4	2		36	83.3%	16.7%
Manor Woods ES	10	24	5	2	1	42	82.9%	17.1%
Veterans ES	7	36	8	1	1	53	82.7%	17.3%
Worthington ES	8	18	5	1	1	33	81.3%	18.8%
Bellows Spring ES	15	23	9	1	1	49	79.2%	20.8%
Clarksville ES	8	11	4	1		24	79.2%	20.8%
West Friendship ES	3	12	2	2		19	78.9%	21.1%
Elkridge ES	11	35	11	4		61	75.4%	24.6%
Deep Run ES	9	29	11	2		51	74.5%	25.5%
Stevens Forest ES	7	28	8	4		47	74.5%	25.5%
Triadelphia Ridge ES	7	22	10			39	74.4%	25.6%
Guilford ES	3	15	6	1		25	72.0%	28.0%
Clemens Crossing ES	4	19	6	3		32	71.9%	28.1%
Ducketts Lane ES	6	18	10			34	70.6%	29.4%
Phelps Luck ES	5	30	11	4	2	52	70.0%	30.0%
Talbott Springs ES	9	15	6	5		35	68.6%	31.4%
Forest Ridge ES	11	15	7	5		38	68.4%	31.6%
Rockburn ES	4	20	7	5		36	66.7%	33.3%
Dayton Oaks ES	11	22	12	6		51	64.7%	35.3%
Thunder Hill ES	1	17	8	2		28	64.3%	35.7%
Longfellow ES	1	19	8	4		32	62.5%	37.5%
Pointers Run ES	6	18	8	7		39	61.5%	38.5%
Gorman Crossing ES	6	13	5	7		31	61.3%	38.7%
Lisbon ES	5	10	7	7	1	30	51.7%	48.3%
Hollifield Station ES	9	13	17	6		45	48.9%	51.1%
Ilchester ES	4	16	11	12		43	46.5%	53.5%
Centennial Lane ES	8	12	14	10	1	45	45.5%	54.5%
Waverly ES	1	14	14	4		33	45.5%	54.5%
Fulton ES	5	13	12	11	1	42	43.9%	56.1%
Jeffers Hill ES	1	10	5	11		27	40.7%	59.3%
Bushy Park ES	4	10	16	5		35	40.0%	60.0%
Northfield ES	2	14	13	21		50	32.0%	68.0%
Bryant Woods ES	2	7	6	14		29	31.0%	69.0%
Atholton ES	1	8	13	8		30	30.0%	70.0%
Swansfield ES	2	12	16	17	2	49	29.8%	70.2%
St. John's Lane ES		5	18	12	1	36	14.3%	85.7%

2016-2017 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	124	293	160	86	9	672	62.9%	37.1%
Glenwood MS	9	17	1			27	96.3%	3.7%
Clarksville MS	11	14	3			28	89.3%	10.7%
Oakland Mills MS	5	18	4		1	28	85.2%	14.8%
Patuxent Valley MS	11	18	3	3		35	82.9%	17.1%
Folly Quarter MS	11	9	3	2		25	80.0%	20.0%
Ellicott Mills MS	10	19	8	4		41	70.7%	29.3%
Mount View MS	15	16	8	5	2	46	70.5%	29.5%
Harper's Choice MS	3	18	2	7		30	70.0%	30.0%
Burleigh Manor MS	6	17	7	3		33	69.7%	30.3%
Elkridge Landing MS	7	16	7	3		33	69.7%	30.3%
Mayfield Woods MS	10	17	7	6		40	67.5%	32.5%
Wilde Lake MS	2	16	8	2		28	64.3%	35.7%
Dunloggin MS	4	12	8	1	1	26	64.0%	36.0%
Bonnie Branch MS	6	21	16	1		44	61.4%	38.6%
Murray Hill MS	3	14	8	6	1	32	54.8%	45.2%
Lake Elkhorn MS	2	7	6	5	2	22	45.0%	55.0%
Patapsco MS	4	12	12	10		38	42.1%	57.9%
Hammond MS	1	13	14	8		36	38.9%	61.1%
Thomas Viaduct MS	3	10	21	9	1	44	30.2%	69.8%
Lime Kiln MS	1	9	14	11	1	36	28.6%	71.4%
High	82	275	207	172	8	744	48.5%	51.5%
Hammond HS	19	32	6	1		58	87.9%	12.1%
Howard HS	16	44	15	1		76	78.9%	21.1%
Wilde Lake HS	6	30	13	7		56	64.3%	35.7%
Marriotts Ridge HS	10	22	12	6	1	51	64.0%	36.0%
Centennial HS	7	24	16	4	1	52	60.8%	39.2%
Long Reach HS	3	31	12	11	1	58	59.6%	40.4%
Reservoir HS	7	20	23	12	1	63	43.5%	56.5%
Atholton HS	7	20	22	17		66	40.9%	59.1%
Glenelg HS	3	13	17	12		45	35.6%	64.4%
River Hill HS	3	16	13	27	1	60	32.2%	67.8%
Oakland Mills HS		11	32	24	3	70	16.4%	83.6%
Mt. Hebron HS	1	12	26	50		89	14.6%	85.4%
Special	29	60	28	18	4	139	65.9%	34.1%
County Diagnostic Center	2	1				3	100.0%	0.0%
Ascend One	4	8	1			13	92.3%	7.7%
Homewood Center	7	13	2	4		26	76.9%	23.1%
ARL	3	8	2	2		15	73.3%	26.7%
Old Cedar Lane	2	6	4	1		13	61.5%	38.5%
Cedar Lane	4	8	8	2	3	25	54.5%	45.5%
Central Office	5	13	9	7		34	52.9%	47.1%
Grand Total	488	1326	737	492	34	3077	59.6%	40.4%

2016-2017 HCEA Job Satisfaction Survey

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	430	792	177	120	2	1521	80.4%	19.6%
Clarksville ES	9	15				24	100.0%	0.0%
Hammond ES	11	4				15	100.0%	0.0%
Laurel Woods ES	15	18				33	100.0%	0.0%
Ducketts Lane ES	15	18	1			34	97.1%	2.9%
Waterloo ES	17	16	1			34	97.1%	2.9%
Veterans ES	14	37	2			53	96.2%	3.8%
Guilford ES	6	18	1			25	96.0%	4.0%
Cradlerock ES	9	12	1			22	95.5%	4.5%
Clemens Crossing ES	6	23		2		31	93.5%	6.5%
Manor Woods ES	16	23	2	1		42	92.9%	7.1%
Deep Run ES	16	30	3	1	1	51	92.0%	8.0%
Bellows Spring ES	17	28	4			49	91.8%	8.2%
Running Brook ES	25	7	2	1		35	91.4%	8.6%
West Friendship ES	9	8	1	1		19	89.5%	10.5%
Talbott Springs ES	12	19	4			35	88.6%	11.4%
Phelps Luck ES	12	33	4	2		51	88.2%	11.8%
Worthington ES	11	18	2	2		33	87.9%	12.1%
Waverly ES	7	21	2	2		32	87.5%	12.5%
Bollman Bridge ES	10	20	3	2		35	85.7%	14.3%
Bushy Park ES	7	23	3	3		36	83.3%	16.7%
Thunder Hill ES	9	14	4	1		28	82.1%	17.9%
Elkridge ES	16	34	8	3		61	82.0%	18.0%
Stevens Forest ES	12	27	8	1		48	81.3%	18.8%
Dayton Oaks ES	14	27	6	4		51	80.4%	19.6%
St. John's Lane ES	6	22	5	2	1	36	80.0%	20.0%
Triadelphia Ridge ES	10	21	6	2		39	79.5%	20.5%
Rockburn ES	7	21	7	1		36	77.8%	22.2%
Gorman Crossing ES	13	11	6	1		31	77.4%	22.6%
Lisbon ES	8	15	3	4		30	76.7%	23.3%
Forest Ridge ES	15	14	6	3		38	76.3%	23.7%
Longfellow ES	5	19	4	4		32	75.0%	25.0%
Pointers Run ES	8	21	6	4		39	74.4%	25.6%
Centennial Lane ES	10	23	6	7		46	71.7%	28.3%
Hollifield Station ES	11	21	8	5		45	71.1%	28.9%
Ilchester ES	14	15	6	9		44	65.9%	34.1%
Fulton ES	6	20	8	7		41	63.4%	36.6%
Jeffers Hill ES	7	9	3	8		27	59.3%	40.7%
Swansfield ES	4	22	8	15		49	53.1%	46.9%
Atholton ES	3	12	12	3		30	50.0%	50.0%
Bryant Woods ES	3	12	9	6		30	50.0%	50.0%
Northfield ES	5	19	12	13		49	49.0%	51.0%

2016-2017 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	185	364	81	34	2	666	82.7%	17.3%
Clarksville MS	14	13	1			28	96.4%	3.6%
Folly Quarter MS	17	7	1			25	96.0%	4.0%
Oakland Mills MS	11	14	1	1	1	28	92.6%	7.4%
Bonnie Branch MS	12	28	4			44	90.9%	9.1%
Patuxent Valley MS	14	16	2	1		33	90.9%	9.1%
Ellicott Mills MS	13	23	2	2		40	90.0%	10.0%
Glenwood MS	13	11	3			27	88.9%	11.1%
Murray Hill MS	7	21	3	1		32	87.5%	12.5%
Mount View MS	16	22	7	1		46	82.6%	17.4%
Elkridge Landing MS	7	20	5	1		33	81.8%	18.2%
Patapsco MS	9	22	6	1		38	81.6%	18.4%
Dunloggin MS	9	11	3	2	1	26	80.0%	20.0%
Mayfield Woods MS	9	23	4	4		40	80.0%	20.0%
Wilde Lake MS	3	19	4	2		28	78.6%	21.4%
Harper's Choice MS	6	17	6	1		30	76.7%	23.3%
Burleigh Manor MS	6	19	5	3		33	75.8%	24.2%
Hammond MS	5	19	6	3		33	72.7%	27.3%
Lake Elkhorn MS	2	14	3	3		22	72.7%	27.3%
Lime Kiln MS	4	22	5	5		36	72.2%	27.8%
Thomas Viaduct MS	8	23	10	3		44	70.5%	29.5%
High	143	388	128	79	4	742	72.0%	28.0%
Hammond HS	27	29	2			58	96.6%	3.4%
Marriotts Ridge HS	20	29	2			51	96.1%	3.9%
Wilde Lake HS	10	37	4	4		55	85.5%	14.5%
Howard HS	13	51	7	4	1	76	85.3%	14.7%
Centennial HS	16	27	4	5		52	82.7%	17.3%
Reservoir HS	17	34	8	3	1	63	82.3%	17.7%
Glenelg HS	5	29	10	1		45	75.6%	24.4%
Long Reach HS	11	30	10	8		59	69.5%	30.5%
Atholton HS	7	35	10	13	1	66	64.6%	35.4%
Mt. Hebron HS	6	39	27	17		89	50.6%	49.4%
River Hill HS	8	22	20	10		60	50.0%	50.0%
Oakland Mills HS	3	26	24	14	1	68	43.3%	56.7%
Special	50	67	14	7		138	84.8%	15.2%
Ascend One	8	4				12	100.0%	0.0%
County Diagnostic Center	2	1				3	100.0%	0.0%
ARL	8	6	1			15	93.3%	6.7%
Homewood Center	12	12	1	1		26	92.3%	7.7%
Old Cedar Lane	4	8	1			13	92.3%	7.7%
Central Office	8	18	4	4		34	76.5%	23.5%
Cedar Lane	4	14	5	2		25	72.0%	28.0%
Grand Total	808	1611	400	240	8	3067	79.1%	20.9%

2016-2017 HCEA Job Satisfaction Survey

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	358	806	260	90	3	1517	76.9%	23.1%
Hammond ES	9	5				14	100.0%	0.0%
Running Brook ES	23	11	1			35	97.1%	2.9%
Clarksville ES	10	13	1			24	95.8%	4.2%
Ducketts Lane ES	17	15	1	1		34	94.1%	5.9%
Thunder Hill ES	6	20		2		28	92.9%	7.1%
Centennial Lane ES	15	27	4			46	91.3%	8.7%
Waterloo ES	8	23	3			34	91.2%	8.8%
Hollifield Station ES	14	27	4			45	91.1%	8.9%
Talbott Springs ES	11	20	4			35	88.6%	11.4%
Manor Woods ES	8	29	4	1		42	88.1%	11.9%
Deep Run ES	15	29	5	1	1	51	88.0%	12.0%
Bellows Spring ES	16	27	6			49	87.8%	12.2%
Guilford ES	3	18	2	1		24	87.5%	12.5%
Cradlerock ES	6	13	3			22	86.4%	13.6%
Phelps Luck ES	15	29	8			52	84.6%	15.4%
Laurel Woods ES	11	16	5			32	84.4%	15.6%
West Friendship ES	9	7	2	1		19	84.2%	15.8%
Lisbon ES	7	18	5			30	83.3%	16.7%
Atholton ES	9	15	5			29	82.8%	17.2%
Worthington ES	7	19	5	1	1	33	81.3%	18.8%
Dayton Oaks ES	9	32	6	4		51	80.4%	19.6%
Gorman Crossing ES	12	12	4	2		30	80.0%	20.0%
Veterans ES	13	29	11			53	79.2%	20.8%
Bollman Bridge ES	11	17	6	2		36	77.8%	22.2%
St. John's Lane ES	4	24	6	2		36	77.8%	22.2%
Northfield ES	9	29	10	2		50	76.0%	24.0%
Pointers Run ES	9	20	8	2		39	74.4%	25.6%
Rockburn ES	5	21	8	2		36	72.2%	27.8%
Bushy Park ES	8	17	9	1		35	71.4%	28.6%
Elkridge ES	12	31	11	7		61	70.5%	29.5%
Jeffers Hill ES	3	16	5	3		27	70.4%	29.6%
Triadelphia Ridge ES	6	19	9	3	1	38	67.6%	32.4%
Forest Ridge ES	7	18	9	4		38	65.8%	34.2%
Clemens Crossing ES	5	16	7	4		32	65.6%	34.4%
Stevens Forest ES	9	21	12	5		47	63.8%	36.2%
Waverly ES	3	18	12			33	63.6%	36.4%
Longfellow ES	1	16	12	3		32	53.1%	46.9%
Bryant Woods ES	4	11	10	4		29	51.7%	48.3%
Fulton ES	3	18	8	12		41	51.2%	48.8%
Swansfield ES	3	22	12	12		49	51.0%	49.0%
Ilchester ES	3	16	17	8		44	43.2%	56.8%

2016-2017 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	174	350	95	48		667	78.6%	21.4%
Bonnie Branch MS	11	29	4			44	90.9%	9.1%
Clarksville MS	10	15	2	1		28	89.3%	10.7%
Glenwood MS	9	15	2	1		27	88.9%	11.1%
Patapsco MS	6	27	2	3		38	86.8%	13.2%
Thomas Viaduct MS	25	13	5	1		44	86.4%	13.6%
Oakland Mills MS	8	16	4			28	85.7%	14.3%
Folly Quarter MS	11	10	3	1		25	84.0%	16.0%
Mayfield Woods MS	14	19	5	2		40	82.5%	17.5%
Murray Hill MS	6	20	4	2		32	81.3%	18.8%
Ellicott Mills MS	11	22	5	3		41	80.5%	19.5%
Patuxent Valley MS	10	18	5	2		35	80.0%	20.0%
Mount View MS	15	21	7	3		46	78.3%	21.7%
Hammond MS	9	18	3	5		35	77.1%	22.9%
Lime Kiln MS	6	20	6	2		34	76.5%	23.5%
Lake Elkhorn MS	2	14	4	2		22	72.7%	27.3%
Burleigh Manor MS	6	17	6	3		32	71.9%	28.1%
Elkridge Landing MS	5	17	6	5		33	66.7%	33.3%
Harper's Choice MS	4	15	9	2		30	63.3%	36.7%
Wilde Lake MS	3	13	7	4		27	59.3%	40.7%
Dunloggin MS	3	11	6	6		26	53.8%	46.2%
High	149	401	137	51	4	742	74.5%	25.5%
Hammond HS	33	23	2			58	96.6%	3.4%
Howard HS	14	51	8	3		76	85.5%	14.5%
Reservoir HS	13	37	7	5	1	63	80.6%	19.4%
Oakland Mills HS	9	44	12	4	1	70	76.8%	23.2%
River Hill HS	8	37	9	5		59	76.3%	23.7%
Centennial HS	11	28	9	4		52	75.0%	25.0%
Marriotts Ridge HS	15	23	9	4		51	74.5%	25.5%
Mt. Hebron HS	12	53	17	6		88	73.9%	26.1%
Wilde Lake HS	5	32	15	4		56	66.1%	33.9%
Atholton HS	8	33	19	3	2	65	65.1%	34.9%
Glenelg HS	13	15	13	4		45	62.2%	37.8%
Long Reach HS	8	25	17	9		59	55.9%	44.1%
Special	40	69	20	9	1	139	79.0%	21.0%
County Diagnostic Center	3					3	100.0%	0.0%
Homewood Center	7	18	1			26	96.2%	3.8%
Ascend One	5	7		1		13	92.3%	7.7%
ARL	6	7	2			15	86.7%	13.3%
Old Cedar Lane	5	5	2	1		13	76.9%	23.1%
Central Office	8	16	6	4		34	70.6%	29.4%
Cedar Lane	3	12	7	3		25	60.0%	40.0%
Grand Total	721	1626	512	198	8	3065	76.8%	23.2%

2016-2017 HCEA Job Satisfaction Survey

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	237	779	279	114	112	1521	72.1%	27.9%
Hammond ES	9	3	1		1	14	92.3%	7.7%
West Friendship ES	8	8	2		1	19	88.9%	11.1%
Worthington ES	8	21	4			33	87.9%	12.1%
Manor Woods ES	9	26	3	2	2	42	87.5%	12.5%
Ducketts Lane ES	10	18	4	1	1	34	84.8%	15.2%
Jeffers Hill ES	2	19	3	1	2	27	84.0%	16.0%
Waterloo ES	7	19	4	1	2	33	83.9%	16.1%
Dayton Oaks ES	5	35	8		3	51	83.3%	16.7%
Clarksville ES	12	6	4		2	24	81.8%	18.2%
Stevens Forest ES	7	29	7	1	4	48	81.8%	18.2%
Bollman Bridge ES	11	18	3	4		36	80.6%	19.4%
Centennial Lane ES	10	23	5	3	4	45	80.5%	19.5%
Talbott Springs ES	10	17	5	2	1	35	79.4%	20.6%
Deep Run ES	9	28	9	1	4	51	78.7%	21.3%
Guilford ES	3	15	4	1	2	25	78.3%	21.7%
Forest Ridge ES	4	23	5	3	3	38	77.1%	22.9%
Running Brook ES	11	16	5	3		35	77.1%	22.9%
Veterans ES	4	33	9	2	5	53	77.1%	22.9%
Hollifield Station ES	6	26	8	2	3	45	76.2%	23.8%
Lisbon ES	7	12	4	2	5	30	76.0%	24.0%
Pointers Run ES	7	20	6	3	3	39	75.0%	25.0%
Bellows Spring ES	10	23	9	3	4	49	73.3%	26.7%
Bushy Park ES	3	20	7	2	4	36	71.9%	28.1%
Laurel Woods ES	5	18	8	1	1	33	71.9%	28.1%
Rockburn ES	6	17	8	1	4	36	71.9%	28.1%
Cradlerock ES	2	13	3	3	1	22	71.4%	28.6%
Elkridge ES	11	30	14	3	3	61	70.7%	29.3%
Clemens Crossing ES	2	19	5	4	1	31	70.0%	30.0%
Atholton ES	4	15	7	2	2	30	67.9%	32.1%
Fulton ES	4	21	6	6	5	42	67.6%	32.4%
Ilchester ES	4	21	9	5	3	42	64.1%	35.9%
Triadelphia Ridge ES	6	15	12	1	5	39	61.8%	38.2%
Longfellow ES		19	9	3	1	32	61.3%	38.7%
Phelps Luck ES	2	27	11	8	4	52	60.4%	39.6%
Swansfield ES	3	21	5	11	9	49	60.0%	40.0%
Gorman Crossing ES	1	16	7	5	2	31	58.6%	41.4%
Waverly ES	1	17	9	4	2	33	58.1%	41.9%
St. John's Lane ES	2	16	12	2	4	36	56.3%	43.8%
Thunder Hill ES	4	10	10	2	2	28	53.8%	46.2%
Bryant Woods ES	4	12	8	6		30	53.3%	46.7%
Northfield ES	4	14	17	10	5	50	40.0%	60.0%

2016-2017 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	103	376	121	43	24	667	74.5%	25.5%
Folly Quarter MS	6	16	1	1		24	91.7%	8.3%
Patuxent Valley MS	6	26	2	1		35	91.4%	8.6%
Oakland Mills MS	5	19	4			28	85.7%	14.3%
Elkridge Landing MS	3	21	3	3	3	33	80.0%	20.0%
Ellicott Mills MS	7	25	5	3	1	41	80.0%	20.0%
Clarksville MS	4	18	4	2		28	78.6%	21.4%
Patapsco MS	5	22	8		3	38	77.1%	22.9%
Thomas Viaduct MS	10	22	8	2	2	44	76.2%	23.8%
Mount View MS	11	20	10		5	46	75.6%	24.4%
Hammond MS	7	16	4	4	2	33	74.2%	25.8%
Wilde Lake MS	1	19	2	5		27	74.1%	25.9%
Bonnie Branch MS	7	24	12		1	44	72.1%	27.9%
Glenwood MS	6	12	6	1	2	27	72.0%	28.0%
Burleigh Manor MS	6	17	6	3	1	33	71.9%	28.1%
Harper's Choice MS	2	18	8		1	29	71.4%	28.6%
Mayfield Woods MS	6	21	5	7	1	40	69.2%	30.8%
Lime Kiln MS	6	18	8	3	1	36	68.6%	31.4%
Dunloggin MS	3	13	6	3	1	26	64.0%	36.0%
Lake Elkhorn MS		13	9	1		23	56.5%	43.5%
Murray Hill MS	2	16	10	4		32	56.3%	43.8%
High	127	358	129	73	51	738	70.6%	29.4%
Marriotts Ridge HS	14	27	4	1	4	50	89.1%	10.9%
Centennial HS	13	27	2	4	5	51	87.0%	13.0%
River Hill HS	18	28	2	5	6	59	86.8%	13.2%
Hammond HS	14	30	11	2	1	58	77.2%	22.8%
Reservoir HS	22	22	10	5	3	62	74.6%	25.4%
Howard HS	9	44	14	6	3	76	72.6%	27.4%
Oakland Mills HS	3	41	14	3	8	69	72.1%	27.9%
Atholton HS	9	35	12	6	3	65	71.0%	29.0%
Wilde Lake HS	3	30	10	10	3	56	62.3%	37.7%
Long Reach HS	6	28	15	8	1	58	59.6%	40.4%
Glenelg HS	6	17	9	7	6	45	59.0%	41.0%
Mt. Hebron HS	10	29	26	16	8	89	48.1%	51.9%
Special	19	54	13	11	42	139	75.3%	24.7%
Ascend One	2	5			6	13	100.0%	0.0%
County Diagnostic Center	1	1			1	3	100.0%	0.0%
ARL	3	9	1		2	15	92.3%	7.7%
Old Cedar Lane	3	5		1	4	13	88.9%	11.1%
Homewood Center	5	12	5	2	2	26	70.8%	29.2%
Cedar Lane	3	12	3	4	3	25	68.2%	31.8%
Central Office	2	6	2	3	21	34	61.5%	38.5%
Grand Total	486	1567	542	241	229	3065	72.4%	27.6%

2016-2017 HCEA Job Satisfaction Survey

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	310	843	235	131	6	1525	75.9%	24.1%
Bushy Park ES	14	22				36	100.0%	0.0%
Hammond ES	8	6			1	15	100.0%	0.0%
West Friendship ES	10	9				19	100.0%	0.0%
Worthington ES	11	21	1			33	97.0%	3.0%
Ilchester ES	19	23	2			44	95.5%	4.5%
Laurel Woods ES	10	20	3			33	90.9%	9.1%
Gorman Crossing ES	8	18	3		1	30	89.7%	10.3%
Ducketts Lane ES	11	19	3	1		34	88.2%	11.8%
Guilford ES	5	17	2	1		25	88.0%	12.0%
Clarksville ES	11	10	1	2		24	87.5%	12.5%
Lisbon ES	8	18	3	1		30	86.7%	13.3%
Bollman Bridge ES	10	21	3	2		36	86.1%	13.9%
Deep Run ES	9	33	7		1	50	85.7%	14.3%
Fulton ES	7	29	1	5		42	85.7%	14.3%
Hollifield Station ES	7	31	4	3		45	84.4%	15.6%
Northfield ES	14	28	4	4		50	84.0%	16.0%
Bellows Spring ES	10	31	6	2		49	83.7%	16.3%
Running Brook ES	13	16	6			35	82.9%	17.1%
Dayton Oaks ES	13	29	4	5		51	82.4%	17.6%
Triadelphia Ridge ES	6	26	4	3		39	82.1%	17.9%
Forest Ridge ES	4	26	6	2		38	78.9%	21.1%
Jeffers Hill ES	4	17	3	3		27	77.8%	22.2%
Cradlerock ES	3	14	1	4		22	77.3%	22.7%
Talbott Springs ES	8	18	7	1	1	35	76.5%	23.5%
Waterloo ES	5	21	8			34	76.5%	23.5%
Longfellow ES	1	23	6	2		32	75.0%	25.0%
Centennial Lane ES	9	24	9	3	1	46	73.3%	26.7%
Thunder Hill ES	5	15	3	5		28	71.4%	28.6%
Atholton ES	6	15	8	1		30	70.0%	30.0%
Veterans ES	11	26	6	10		53	69.8%	30.2%
Clemens Crossing ES	6	16	7	3		32	68.8%	31.3%
Waverly ES	2	20	10		1	33	68.8%	31.3%
Stevens Forest ES	5	27	14	2		48	66.7%	33.3%
Manor Woods ES	6	21	10	5		42	64.3%	35.7%
Bryant Woods ES	4	15	6	5		30	63.3%	36.7%
Elkridge ES	9	29	14	9		61	62.3%	37.7%
Pointers Run ES	4	20	8	7		39	61.5%	38.5%
St. John's Lane ES	1	20	10	5		36	58.3%	41.7%
Swansfield ES	6	18	10	15		49	49.0%	51.0%
Phelps Luck ES	3	19	20	10		52	42.3%	57.7%
Rockburn ES	4	10	12	10		36	38.9%	61.1%

2016-2017 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	145	357	110	56	1	669	75.1%	24.9%
Clarksville MS	12	15	1			28	96.4%	3.6%
Folly Quarter MS	16	8		1		25	96.0%	4.0%
Thomas Viaduct MS	14	25	3	1	1	44	90.7%	9.3%
Murray Hill MS	8	20	4			32	87.5%	12.5%
Ellicott Mills MS	9	25	4	2		40	85.0%	15.0%
Hammond MS	7	23	4	2		36	83.3%	16.7%
Wilde Lake MS	4	19	2	3		28	82.1%	17.9%
Dunloggin MS	7	14	4	1		26	80.8%	19.2%
Lime Kiln MS	2	27	4	3		36	80.6%	19.4%
Bonnie Branch MS	6	27	8	3		44	75.0%	25.0%
Oakland Mills MS	8	13	6	1		28	75.0%	25.0%
Mount View MS	15	19	7	5		46	73.9%	26.1%
Patapsco MS	11	17	6	4		38	73.7%	26.3%
Burleigh Manor MS	7	16	7	2		32	71.9%	28.1%
Mayfield Woods MS	8	18	10	3		39	66.7%	33.3%
Elkridge Landing MS	2	19	8	4		33	63.6%	36.4%
Patuxent Valley MS	4	17	9	5		35	60.0%	40.0%
Harper's Choice MS	3	14	8	5		30	56.7%	43.3%
Lake Elkhorn MS		11	6	5		22	50.0%	50.0%
Glenwood MS	2	10	9	6		27	44.4%	55.6%
High	161	382	133	60	7	743	73.8%	26.2%
River Hill HS	28	26	5	1		60	90.0%	10.0%
Reservoir HS	27	28	5	2	1	63	88.7%	11.3%
Centennial HS	11	34	6	1		52	86.5%	13.5%
Hammond HS	16	31	7	3	1	58	82.5%	17.5%
Marriotts Ridge HS	16	25	7	3		51	80.4%	19.6%
Glenelg HS	7	26	3	8	1	45	75.0%	25.0%
Howard HS	13	43	15	4		75	74.7%	25.3%
Atholton HS	14	33	12	7		66	71.2%	28.8%
Long Reach HS	8	32	11	7	1	59	69.0%	31.0%
Oakland Mills HS	7	39	19	4	1	70	66.7%	33.3%
Wilde Lake HS	5	27	15	9		56	57.1%	42.9%
Mt. Hebron HS	9	38	28	11	2	88	54.7%	45.3%
Special	33	79	17	8	2	139	81.8%	18.2%
Homewood Center	9	16		1		26	96.2%	3.8%
Ascend One	4	8		1		13	92.3%	7.7%
Cedar Lane	9	13	1	1	1	25	91.7%	8.3%
ARL	4	7	4			15	73.3%	26.7%
Central Office	6	17	8	3		34	67.6%	32.4%
County Diagnostic Center		2	1			3	66.7%	33.3%
Old Cedar Lane		8	2	2	1	13	66.7%	33.3%
Grand Total	649	1661	495	255	16	3076	75.5%	24.5%

2016-2017 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	360	866	185	83	19	1513	82.1%	17.9%
Clarksville ES	10	14				24	100.0%	0.0%
Talbott Springs ES	14	20				34	100.0%	0.0%
Running Brook ES	17	17	1			35	97.1%	2.9%
Manor Woods ES	12	28		2		42	95.2%	4.8%
West Friendship ES	8	10		1		19	94.7%	5.3%
Rockburn ES	13	20	2		1	36	94.3%	5.7%
Ducketts Lane ES	11	19	2		1	33	93.8%	6.3%
Hammond ES	6	8		1		15	93.3%	6.7%
Elkridge ES	14	37	5		3	59	91.1%	8.9%
Cradlerock ES	8	12	1	1		22	90.9%	9.1%
Laurel Woods ES	16	14	2	1		33	90.9%	9.1%
Stevens Forest ES	10	33	4	1		48	89.6%	10.4%
Phelps Luck ES	11	35	4	2		52	88.5%	11.5%
Guilford ES	6	16	3			25	88.0%	12.0%
Longfellow ES	3	25	3	1		32	87.5%	12.5%
Forest Ridge ES	11	22	4	1		38	86.8%	13.2%
Bellows Spring ES	18	23	5	2		48	85.4%	14.6%
Thunder Hill ES	7	16	3	1		27	85.2%	14.8%
Clemens Crossing ES	8	18	5		1	32	83.9%	16.1%
Gorman Crossing ES	11	15	2	3		31	83.9%	16.1%
Worthington ES	9	17	4	1	1	32	83.9%	16.1%
Deep Run ES	10	31	8		2	51	83.7%	16.3%
Bollman Bridge ES	10	18	3	3		34	82.4%	17.6%
Pointers Run ES	10	22	2	5		39	82.1%	17.9%
Waverly ES	5	22	5	1		33	81.8%	18.2%
Veterans ES	10	33	10			53	81.1%	18.9%
Hollifield Station ES	6	30	4	5		45	80.0%	20.0%
Triadelphia Ridge ES	8	23	7	1		39	79.5%	20.5%
Waterloo ES	13	14	5	2		34	79.4%	20.6%
Lisbon ES	5	18	4	2	1	30	79.3%	20.7%
Northfield ES	9	29	8	4		50	76.0%	24.0%
Atholton ES	2	20	6	1		29	75.9%	24.1%
Dayton Oaks ES	9	28	11	1	2	51	75.5%	24.5%
St. John's Lane ES	3	23	8	1	1	36	74.3%	25.7%
Jeffers Hill ES	3	15	5	2	1	26	72.0%	28.0%
Fulton ES	7	22	5	7		41	70.7%	29.3%
Bryant Woods ES	2	19	7	2		30	70.0%	30.0%
Ilchester ES	6	23	9	4	2	44	69.0%	31.0%
Centennial Lane ES	10	19	10	6		45	64.4%	35.6%
Swansfield ES	5	24	9	8	2	48	63.0%	37.0%
Bushy Park ES	4	14	9	8	1	36	51.4%	48.6%

2016-2017 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	147	361	116	39	5	668	76.6%	23.4%
Clarksville MS	14	11	3			28	89.3%	10.7%
Oakland Mills MS	10	15	2	1		28	89.3%	10.7%
Bonnie Branch MS	10	29	5			44	88.6%	11.4%
Dunloggin MS	8	15	3			26	88.5%	11.5%
Murray Hill MS	5	23	4			32	87.5%	12.5%
Mayfield Woods MS	9	25	3	2	1	40	87.2%	12.8%
Folly Quarter MS	7	14	4			25	84.0%	16.0%
Ellicott Mills MS	12	22	4	3		41	82.9%	17.1%
Elkridge Landing MS	12	15	4	2		33	81.8%	18.2%
Mount View MS	14	21	10		1	46	77.8%	22.2%
Patuxent Valley MS	5	22	6	2		35	77.1%	22.9%
Wilde Lake MS	3	18	5	2		28	75.0%	25.0%
Lake Elkhorn MS	2	15	5	1		23	73.9%	26.1%
Harper's Choice MS	6	15	6	2	1	30	72.4%	27.6%
Patapsco MS	7	20	7	4		38	71.1%	28.9%
Glenwood MS	6	13	7	1		27	70.4%	29.6%
Burleigh Manor MS	6	14	7	2	1	30	69.0%	31.0%
Lime Kiln MS	2	20	10	3		35	62.9%	37.1%
Hammond MS	5	15	7	7	1	35	58.8%	41.2%
Thomas Viaduct MS	4	19	14	7		44	52.3%	47.7%
High	141	389	139	54	15	738	73.3%	26.7%
Marriotts Ridge HS	12	32	6		1	51	88.0%	12.0%
Centennial HS	15	29	2	6		52	84.6%	15.4%
Glenelg HS	10	25	7	1	2	45	81.4%	18.6%
Howard HS	17	43	9	5	1	75	81.1%	18.9%
Reservoir HS	15	33	12		3	63	80.0%	20.0%
Hammond HS	18	25	12	2	1	58	75.4%	24.6%
River Hill HS	11	32	9	6		58	74.1%	25.9%
Wilde Lake HS	11	29	12	4		56	71.4%	28.6%
Atholton HS	12	32	13	8		65	67.7%	32.3%
Long Reach HS	8	28	14	7	2	59	63.2%	36.8%
Oakland Mills HS	4	38	16	10	2	70	61.8%	38.2%
Mt. Hebron HS	8	43	27	5	3	86	61.4%	38.6%
Special	41	67	18	6	5	137	81.8%	18.2%
County Diagnostic Center	2	1				3	100.0%	0.0%
ARL	8	6	1			15	93.3%	6.7%
Homewood Center	5	19	1	1		26	92.3%	7.7%
Central Office	9	17	3	3	1	33	81.3%	18.8%
Ascend One	7	3	3			13	76.9%	23.1%
Old Cedar Lane	4	5	2	1	1	13	75.0%	25.0%
Cedar Lane	3	12	5	1	3	24	71.4%	28.6%
Grand Total	689	1683	458	182	44	3056	78.8%	21.2%

2016-2017 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	139	568	467	312	29	1515	47.6%	52.4%
Laurel Woods ES	5	20	5	2	1	33	78.1%	21.9%
Jeffers Hill ES	1	19	4	2		26	76.9%	23.1%
Talbott Springs ES	7	18	6	3	1	35	73.5%	26.5%
Stevens Forest ES	4	29	10	4	1	48	70.2%	29.8%
Worthington ES	7	15	6	4	1	33	68.8%	31.3%
Running Brook ES	13	10	9	2		34	67.6%	32.4%
Hammond ES	3	7	5			15	66.7%	33.3%
Rockburn ES	4	18	12	2		36	61.1%	38.9%
Ducketts Lane ES	2	17	9	4	2	34	59.4%	40.6%
Bryant Woods ES	1	15	8	4	1	29	57.1%	42.9%
Lisbon ES	2	14	5	7	2	30	57.1%	42.9%
Guilford ES	2	12	5	6		25	56.0%	44.0%
Waterloo ES	8	11	10	5		34	55.9%	44.1%
Bellows Spring ES	8	18	18	4	1	49	54.2%	45.8%
Triadelphia Ridge ES	3	18	8	10		39	53.8%	46.2%
Bollman Bridge ES	2	17	11	6		36	52.8%	47.2%
Cradlerock ES		11	9	1		21	52.4%	47.6%
Longfellow ES	1	15	8	7	1	32	51.6%	48.4%
Clemens Crossing ES	5	11	8	8		32	50.0%	50.0%
Veterans ES	7	19	18	8	1	53	50.0%	50.0%
West Friendship ES	5	4	6	3	1	19	50.0%	50.0%
Clarksville ES	3	8	8	4	1	24	47.8%	52.2%
Phelps Luck ES	4	20	16	11	1	52	47.1%	52.9%
Forest Ridge ES	2	15	9	12		38	44.7%	55.3%
Fulton ES	2	16	8	15	1	42	43.9%	56.1%
Hollifield Station ES		18	15	10	2	45	41.9%	58.1%
St. John's Lane ES	2	11	13	6	3	35	40.6%	59.4%
Pointers Run ES	4	11	11	11	1	38	40.5%	59.5%
Swansfield ES	1	18	14	15		48	39.6%	60.4%
Waverly ES		12	14	5	2	33	38.7%	61.3%
Elkridge ES	4	19	20	17		60	38.3%	61.7%
Northfield ES	3	15	17	13	2	50	37.5%	62.5%
Bushy Park ES	3	10	12	11		36	36.1%	63.9%
Deep Run ES	2	15	29	3	1	50	34.7%	65.3%
Manor Woods ES	3	11	15	12	1	42	34.1%	65.9%
Ilchester ES	3	12	10	19		44	34.1%	65.9%
Dayton Oaks ES	2	15	14	19	1	51	34.0%	66.0%
Gorman Crossing ES	1	9	12	9		31	32.3%	67.7%
Thunder Hill ES	5	3	14	5		27	29.6%	70.4%
Centennial Lane ES	5	6	20	15		46	23.9%	76.1%
Atholton ES		5	15	8		28	17.9%	82.1%

2016-2017 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	55	239	190	175	12	671	44.6%	55.4%
Harper's Choice MS	5	16	3	6		30	70.0%	30.0%
Folly Quarter MS	6	9	8	2		25	60.0%	40.0%
Patuxent Valley MS	1	19	7	8		35	57.1%	42.9%
Mount View MS	10	14	6	13	3	46	55.8%	44.2%
Clarksville MS	5	10	8	4	1	28	55.6%	44.4%
Oakland Mills MS	3	11	7	5	1	27	53.8%	46.2%
Dunloggin MS		13	5	7	1	26	52.0%	48.0%
Glenwood MS	3	10	6	8		27	48.1%	51.9%
Hammond MS	3	13	10	8	2	36	47.1%	52.9%
Burleigh Manor MS	2	13	9	8	1	33	46.9%	53.1%
Bonnie Branch MS	4	15	14	10		43	44.2%	55.8%
Thomas Viaduct MS		18	18	8		44	40.9%	59.1%
Murray Hill MS	1	12	9	10		32	40.6%	59.4%
Mayfield Woods MS	4	12	15	9		40	40.0%	60.0%
Ellicott Mills MS	3	11	11	14	2	41	35.9%	64.1%
Lake Elkhorn MS		8	9	6		23	34.8%	65.2%
Elkridge Landing MS	2	9	9	13		33	33.3%	66.7%
Lime Kiln MS	1	11	12	12		36	33.3%	66.7%
Wilde Lake MS		8	11	8	1	28	29.6%	70.4%
Patapsco MS	2	7	13	16		38	23.7%	76.3%
High	69	265	183	202	20	739	46.5%	53.5%
Centennial HS	8	22	12	9	1	52	58.8%	41.2%
Reservoir HS	9	23	14	12	5	63	55.2%	44.8%
River Hill HS	7	23	15	13		58	51.7%	48.3%
Glenelg HS	6	16	10	12	1	45	50.0%	50.0%
Howard HS	8	29	12	25	2	76	50.0%	50.0%
Long Reach HS	6	21	10	21	1	59	46.6%	53.4%
Hammond HS	5	20	11	19	2	57	45.5%	54.5%
Wilde Lake HS	3	21	16	15	1	56	43.6%	56.4%
Atholton HS	5	23	20	18		66	42.4%	57.6%
Marriotts Ridge HS	6	15	15	14	1	51	42.0%	58.0%
Mt. Hebron HS	5	29	26	23	4	87	41.0%	59.0%
Oakland Mills HS	1	23	22	21	2	69	35.8%	64.2%
Special	20	60	28	20	11	139	62.5%	37.5%
ARL	4	9	1	1		15	86.7%	13.3%
Central Office	3	20	2	4	5	34	79.3%	20.7%
Old Cedar Lane	2	8	2	1		13	76.9%	23.1%
County Diagnostic Center	1	1		1		3	66.7%	33.3%
Homewood Center	4	9	6	5	2	26	54.2%	45.8%
Cedar Lane	2	10	10	2	1	25	50.0%	50.0%
Ascend One	4		5	3	1	13	33.3%	66.7%
Grand Total	283	1132	868	709	72	3064	47.3%	52.7%

2016-2017 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	338	882	218	79	5	1522	80.4%	19.6%
Cradlerock ES	2	20				22	100.0%	0.0%
Bushy Park ES	15	19	2			36	94.4%	5.6%
Clemens Crossing ES	11	19	1	1		32	93.8%	6.3%
Thunder Hill ES	7	17	2		1	27	92.3%	7.7%
Guilford ES	9	14		2		25	92.0%	8.0%
Ducketts Lane ES	11	20	1	2		34	91.2%	8.8%
Laurel Woods ES	12	18	3			33	90.9%	9.1%
Gorman Crossing ES	9	19	2	1		31	90.3%	9.7%
Hollifield Station ES	10	30	4	1		45	88.9%	11.1%
Northfield ES	8	36	4	2		50	88.0%	12.0%
Bellows Spring ES	16	27	5	1		49	87.8%	12.2%
Clarksville ES	8	13	1	2		24	87.5%	12.5%
Hammond ES	5	8	2			15	86.7%	13.3%
Ilchester ES	6	32	3	3		44	86.4%	13.6%
Deep Run ES	11	32	7			50	86.0%	14.0%
Running Brook ES	21	9	5			35	85.7%	14.3%
Waterloo ES	10	19	2	3		34	85.3%	14.7%
Worthington ES	9	19	4	1		33	84.8%	15.2%
West Friendship ES	6	10	3			19	84.2%	15.8%
Elkridge ES	14	37	5	5		61	83.6%	16.4%
Lisbon ES	4	21	5			30	83.3%	16.7%
Stevens Forest ES	9	31	6	2		48	83.3%	16.7%
Veterans ES	14	29	9	1		53	81.1%	18.9%
St. John's Lane ES	3	26	5	2		36	80.6%	19.4%
Atholton ES	7	17	4	2		30	80.0%	20.0%
Talbott Springs ES	12	15	4	3	1	35	79.4%	20.6%
Phelps Luck ES	6	34	11		1	52	78.4%	21.6%
Longfellow ES	3	22	5	2		32	78.1%	21.9%
Pointers Run ES	7	22	7	2	1	39	76.3%	23.7%
Bollman Bridge ES	11	16	5	4		36	75.0%	25.0%
Rockburn ES	9	18	9			36	75.0%	25.0%
Manor Woods ES	6	25	7	4		42	73.8%	26.2%
Forest Ridge ES	7	21	9	1		38	73.7%	26.3%
Jeffers Hill ES	2	16	6	1	1	26	72.0%	28.0%
Triadelphia Ridge ES	5	23	6	5		39	71.8%	28.2%
Dayton Oaks ES	10	26	12	3		51	70.6%	29.4%
Fulton ES	5	23	12	2		42	66.7%	33.3%
Bryant Woods ES	3	16	7	4		30	63.3%	36.7%
Centennial Lane ES	9	19	14	3		45	62.2%	37.8%
Swansfield ES	5	25	8	11		49	61.2%	38.8%
Waverly ES	1	17	11	3		32	56.3%	43.8%

2016-2017 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	177	390	65	35	2	669	85.0%	15.0%
Elkridge Landing MS	9	23		1		33	97.0%	3.0%
Folly Quarter MS	14	10		1		25	96.0%	4.0%
Thomas Viaduct MS	16	25	2		1	44	95.3%	4.7%
Clarksville MS	12	14	2			28	92.9%	7.1%
Patapsco MS	7	27	2	2		38	89.5%	10.5%
Lake Elkhorn MS	2	18	1	2		23	87.0%	13.0%
Murray Hill MS	5	21	3	1		30	86.7%	13.3%
Patuxent Valley MS	10	20	3	2		35	85.7%	14.3%
Mount View MS	21	17	4	3	1	46	84.4%	15.6%
Bonnie Branch MS	11	25	5	2		43	83.7%	16.3%
Lime Kiln MS	5	25	5	1		36	83.3%	16.7%
Ellicott Mills MS	10	24	5	2		41	82.9%	17.1%
Mayfield Woods MS	10	23	4	3		40	82.5%	17.5%
Oakland Mills MS	7	16	4	1		28	82.1%	17.9%
Dunloggin MS	5	16	4	1		26	80.8%	19.2%
Harper's Choice MS	9	15	5	1		30	80.0%	20.0%
Burleigh Manor MS	6	20	4	3		33	78.8%	21.2%
Hammond MS	8	20	5	3		36	77.8%	22.2%
Glenwood MS	8	12	3	3		26	76.9%	23.1%
Wilde Lake MS	2	19	4	3		28	75.0%	25.0%
High	186	428	79	41	7	741	83.7%	16.3%
Reservoir HS	22	35	2	2	2	63	93.4%	6.6%
Atholton HS	18	42	5	1		66	90.9%	9.1%
Marriotts Ridge HS	21	25	4	1		51	90.2%	9.8%
River Hill HS	24	28	5	2		59	88.1%	11.9%
Glenelg HS	12	26	3	4		45	84.4%	15.6%
Oakland Mills HS	7	50	9	2	1	69	83.8%	16.2%
Howard HS	16	47	9	4		76	82.9%	17.1%
Mt. Hebron HS	20	51	12	3	3	89	82.6%	17.4%
Long Reach HS	9	37	4	7		57	80.7%	19.3%
Hammond HS	14	31	5	7	1	58	78.9%	21.1%
Centennial HS	16	23	11	2		52	75.0%	25.0%
Wilde Lake HS	7	33	10	6		56	71.4%	28.6%
Special	41	78	13	5	2	139	86.9%	13.1%
Ascend One	10	3				13	100.0%	0.0%
ARL	7	7		1		15	93.3%	6.7%
Cedar Lane	6	16	2	1		25	88.0%	12.0%
Homewood Center	9	13	3	1		26	84.6%	15.4%
Central Office	4	23	4	1	2	34	84.4%	15.6%
Old Cedar Lane	3	7	3			13	76.9%	23.1%
County Diagnostic Center	1	1		1		3	66.7%	33.3%
Grand Total	742	1778	375	160	16	3071	82.5%	17.5%

2016-2017 HCEA Job Satisfaction Survey

14) My administrators/supervisors respect the negotiated contracts.

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Elementary	502	847	110	45	13	1517	89.7%	10.3%
Bellows Spring ES	23	26				49	100.0%	0.0%
Clarksville ES	13	11				24	100.0%	0.0%
Hammond ES	12	3				15	100.0%	0.0%
Manor Woods ES	26	16				42	100.0%	0.0%
Running Brook ES	26	8			1	35	100.0%	0.0%
West Friendship ES	11	8				19	100.0%	0.0%
Talbott Springs ES	16	18	1			35	97.1%	2.9%
Waterloo ES	21	12		1		34	97.1%	2.9%
Ducketts Lane ES	12	20	1			33	97.0%	3.0%
Laurel Woods ES	18	14	1			33	97.0%	3.0%
Clemens Crossing ES	12	19		1		32	96.9%	3.1%
Worthington ES	16	15		1	1	33	96.9%	3.1%
Lisbon ES	5	23	1		1	30	96.6%	3.4%
Veterans ES	18	33	2			53	96.2%	3.8%
Guilford ES	8	16		1		25	96.0%	4.0%
Deep Run ES	16	31	2		1	50	95.9%	4.1%
Stevens Forest ES	18	27	2		1	48	95.7%	4.3%
Cradlerock ES	11	9	1			21	95.2%	4.8%
Bollman Bridge ES	15	19	1	1		36	94.4%	5.6%
Longfellow ES	8	22		2		32	93.8%	6.3%
Pointers Run ES	14	21	1	2	1	39	92.1%	7.9%
Bushy Park ES	6	27	2	1		36	91.7%	8.3%
Rockburn ES	15	18	3			36	91.7%	8.3%
Centennial Lane ES	13	28	3	1	1	46	91.1%	8.9%
Triadelphia Ridge ES	9	25	4		1	39	89.5%	10.5%
Elkridge ES	15	38	4	3	1	61	88.3%	11.7%
Jeffers Hill ES	4	18	3			25	88.0%	12.0%
Fulton ES	8	26		5	1	40	87.2%	12.8%
Gorman Crossing ES	14	13	3	1		31	87.1%	12.9%
Dayton Oaks ES	13	31	5	2		51	86.3%	13.7%
St. John's Lane ES	5	25	5		1	36	85.7%	14.3%
Forest Ridge ES	12	19	4	2		37	83.8%	16.2%
Phelps Luck ES	11	31	6	3	1	52	82.4%	17.6%
Hollifield Station ES	12	25	5	3		45	82.2%	17.8%
Waverly ES	5	22	6			33	81.8%	18.2%
Thunder Hill ES	6	16	5			27	81.5%	18.5%
Atholton ES	3	21	5	1		30	80.0%	20.0%
Ilchester ES	11	24	7	2		44	79.5%	20.5%
Northfield ES	8	28	8	4	1	49	75.0%	25.0%
Swansfield ES	8	25	10	6		49	67.3%	32.7%
Bryant Woods ES	5	14	9	2		30	63.3%	36.7%

2016-2017 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	248	360	47	11	3	669	91.3%	8.7%
Mount View MS	28	17	1			46	97.8%	2.2%
Patuxent Valley MS	11	23		1		35	97.1%	2.9%
Murray Hill MS	9	22	1			32	96.9%	3.1%
Clarksville MS	15	12	1			28	96.4%	3.6%
Oakland Mills MS	16	11	1			28	96.4%	3.6%
Glenwood MS	17	9	1			27	96.3%	3.7%
Folly Quarter MS	17	6	1			24	95.8%	4.2%
Mayfield Woods MS	15	21	1	1	2	40	94.7%	5.3%
Elkridge Landing MS	11	20	1	1		33	93.9%	6.1%
Ellicott Mills MS	12	25	2	1	1	41	92.5%	7.5%
Dunloggin MS	15	9	1	1		26	92.3%	7.7%
Bonnie Branch MS	17	23	4			44	90.9%	9.1%
Lake Elkhorn MS	2	18	1	1		22	90.9%	9.1%
Thomas Viaduct MS	16	23	5			44	88.6%	11.4%
Burleigh Manor MS	9	20	4			33	87.9%	12.1%
Harper's Choice MS	11	15	4			30	86.7%	13.3%
Patapsco MS	7	25	5			37	86.5%	13.5%
Wilde Lake MS	4	20	3	1		28	85.7%	14.3%
Lime Kiln MS	7	22	5	2		36	80.6%	19.4%
Hammond MS	9	19	5	2		35	80.0%	20.0%
High	187	442	80	22	8	739	86.0%	14.0%
Marriotts Ridge HS	23	27	1			51	98.0%	2.0%
Hammond HS	26	30	2			58	96.6%	3.4%
Howard HS	26	46	3		1	76	96.0%	4.0%
Reservoir HS	22	36	4		1	63	93.5%	6.5%
Centennial HS	20	27	4	1		52	90.4%	9.6%
Wilde Lake HS	9	38	6	1		54	87.0%	13.0%
Glenelg HS	12	27	5	1		45	86.7%	13.3%
Long Reach HS	9	39	6	4	1	59	82.8%	17.2%
River Hill HS	18	30	10	1		59	81.4%	18.6%
Mt. Hebron HS	7	58	15	5	4	89	76.5%	23.5%
Oakland Mills HS	3	48	12	4		67	76.1%	23.9%
Atholton HS	12	36	12	5	1	66	73.8%	26.2%
Special	48	74	6	6	5	139	91.0%	9.0%
Ascend One	6	6			1	13	100.0%	0.0%
County Diagnostic Center	2	1				3	100.0%	0.0%
Homewood Center	13	12	1			26	96.2%	3.8%
Cedar Lane	7	16		1	1	25	95.8%	4.2%
ARL	8	6		1		15	93.3%	6.7%
Old Cedar Lane	3	9		1		13	92.3%	7.7%
Central Office	6	22	3	2	1	34	84.8%	15.2%
Grand Total	985	1723	243	84	29	3064	89.2%	10.8%

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	310	704	219	84	196	1513	77.0%	23.0%
Hammond ES	7	7				14	100.0%	0.0%
Waterloo ES	13	13	1		7	34	96.3%	3.7%
Clarksville ES	10	7	1		6	24	94.4%	5.6%
Running Brook ES	18	12	2		2	34	93.8%	6.3%
Talbott Springs ES	13	15	1	1	5	35	93.3%	6.7%
West Friendship ES	6	8		1	4	19	93.3%	6.7%
Worthington ES	12	15	1	1	4	33	93.1%	6.9%
Rockburn ES	13	18	2	1	2	36	91.2%	8.8%
Bushy Park ES	5	21	1	2	7	36	89.7%	10.3%
Laurel Woods ES	11	15	2	1	4	33	89.7%	10.3%
Bellows Spring ES	18	20	5		6	49	88.4%	11.6%
Guilford ES	5	16	2	1	1	25	87.5%	12.5%
Stevens Forest ES	5	29	4	1	8	47	87.2%	12.8%
Clemens Crossing ES	9	18	3	1	1	32	87.1%	12.9%
Manor Woods ES	16	17	4	1	4	42	86.8%	13.2%
Ducketts Lane ES	7	19	3	1	4	34	86.7%	13.3%
Cradlerock ES	5	13	2	1	1	22	85.7%	14.3%
Jeffers Hill ES	4	17	3	1	1	26	84.0%	16.0%
Pointers Run ES	12	13	4	1	8	38	83.3%	16.7%
Waverly ES	1	24	6		2	33	80.6%	19.4%
Dayton Oaks ES	7	30	7	2	5	51	80.4%	19.6%
Bollman Bridge ES	10	16	4	3	3	36	78.8%	21.2%
Gorman Crossing ES	10	12	2	4	3	31	78.6%	21.4%
Phelps Luck ES	10	24	8	2	7	51	77.3%	22.7%
Bryant Woods ES	2	17	5	1	5	30	76.0%	24.0%
Centennial Lane ES	7	23	5	5	6	46	75.0%	25.0%
Deep Run ES	6	26	11	1	5	49	72.7%	27.3%
Veterans ES	9	25	11	2	6	53	72.3%	27.7%
Northfield ES	6	24	6	6	7	49	71.4%	28.6%
Fulton ES	5	19	5	5	7	41	70.6%	29.4%
Forest Ridge ES	5	17	7	3	6	38	68.8%	31.3%
St. John's Lane ES	2	16	7	2	9	36	66.7%	33.3%
Triadelphia Ridge ES	4	16	9	1	9	39	66.7%	33.3%
Hollifield Station ES	9	16	11	3	6	45	64.1%	35.9%
Atholton ES	1	17	9	2	1	30	62.1%	37.9%
Thunder Hill ES	4	9	7	1	5	26	61.9%	38.1%
Longfellow ES	2	14	8	2	6	32	61.5%	38.5%
Lisbon ES	3	11	9	1	5	29	58.3%	41.7%
Elkridge ES	6	24	18	5	7	60	56.6%	43.4%
Swansfield ES	4	19	12	10	4	49	51.1%	48.9%
Ilchester ES	8	11	11	8	6	44	50.0%	50.0%

2016-2017 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	158	327	80	33	69	667	81.1%	18.9%
Folly Quarter MS	16	8				24	100.0%	0.0%
Clarksville MS	11	14	1		2	28	96.2%	3.8%
Dunloggin MS	10	9	1		6	26	95.0%	5.0%
Mount View MS	17	19	3		7	46	92.3%	7.7%
Oakland Mills MS	10	11	2		5	28	91.3%	8.7%
Bonnie Branch MS	8	28	4		4	44	90.0%	10.0%
Ellicott Mills MS	8	23	3	1	6	41	88.6%	11.4%
Harper's Choice MS	8	15	4		3	30	85.2%	14.8%
Thomas Viaduct MS	9	23	4	2	5	43	84.2%	15.8%
Glenwood MS	11	9	2	2	3	27	83.3%	16.7%
Mayfield Woods MS	6	23	4	2	5	40	82.9%	17.1%
Burleigh Manor MS	3	20	2	3	4	32	82.1%	17.9%
Murray Hill MS	6	18	5	1	2	32	80.0%	20.0%
Lime Kiln MS	4	20	4	3	5	36	77.4%	22.6%
Patuxent Valley MS	5	21	6	2	1	35	76.5%	23.5%
Hammond MS	6	15	4	6	4	35	67.7%	32.3%
Patapsco MS	7	16	7	4	3	37	67.6%	32.4%
Elkridge Landing MS	6	14	7	3	3	33	66.7%	33.3%
Wilde Lake MS	5	13	7	2	1	28	66.7%	33.3%
Lake Elkhorn MS	2	8	10	2		22	45.5%	54.5%
High	140	358	122	44	77	741	75.0%	25.0%
Marriotts Ridge HS	18	26	3		4	51	93.6%	6.4%
Reservoir HS	20	28	5		9	62	90.6%	9.4%
Hammond HS	11	31	8		8	58	84.0%	16.0%
Howard HS	15	41	10	2	7	75	82.4%	17.6%
Wilde Lake HS	6	35	7	4	4	56	78.8%	21.2%
Centennial HS	13	23	5	5	5	51	78.3%	21.7%
River Hill HS	17	26	12	2	2	59	75.4%	24.6%
Glenelg HS	8	19	5	4	9	45	75.0%	25.0%
Long Reach HS	7	31	8	5	8	59	74.5%	25.5%
Atholton HS	12	32	14	3	5	66	72.1%	27.9%
Mt. Hebron HS	10	47	21	4	7	89	69.5%	30.5%
Oakland Mills HS	3	19	24	15	9	70	36.1%	63.9%
Special	27	35	10	4	63	139	81.6%	18.4%
ARL	8	4			3	15	100.0%	0.0%
Ascend One	3	2			8	13	100.0%	0.0%
County Diagnostic Center	2	1				3	100.0%	0.0%
Homewood Center	6	11	2	1	6	26	85.0%	15.0%
Cedar Lane	3	10	4	1	7	25	72.2%	27.8%
Old Cedar Lane	2	3	1	1	6	13	71.4%	28.6%
Central Office	1	3	2	1	27	34	57.1%	42.9%
Grand Total	635	1424	431	165	405	3060	77.6%	22.4%

2016-2017 HCEA Job Satisfaction Survey

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	287	698	250	174	106	1515	69.9%	30.1%
Lisbon ES	5	21			3	29	100.0%	0.0%
Clarksville ES	11	11		1	1	24	95.7%	4.3%
West Friendship ES	9	8		1	1	19	94.4%	5.6%
Running Brook ES	19	13	1	1	1	35	94.1%	5.9%
Talbott Springs ES	13	19	2		1	35	94.1%	5.9%
Ducketts Lane ES	10	19	2		3	34	93.5%	6.5%
Waterloo ES	11	18	1	1	3	34	93.5%	6.5%
Hammond ES	8	6		1		15	93.3%	6.7%
Deep Run ES	17	26	4		3	50	91.5%	8.5%
Centennial Lane ES	14	24	2	3	3	46	88.4%	11.6%
Triadelphia Ridge ES	6	24	4		5	39	88.2%	11.8%
Worthington ES	12	15	2	2	2	33	87.1%	12.9%
Bellows Spring ES	14	24	5	2	4	49	84.4%	15.6%
Bollman Bridge ES	6	21	2	3	4	36	84.4%	15.6%
Veterans ES	10	31	2	6	3	52	83.7%	16.3%
Guilford ES	6	13	2	2	1	24	82.6%	17.4%
Forest Ridge ES	9	18	5	1	4	37	81.8%	18.2%
Manor Woods ES	5	23	5	2	6	41	80.0%	20.0%
Waverly ES	1	25	7			33	78.8%	21.2%
Laurel Woods ES	14	11	7		1	33	78.1%	21.9%
Ilchester ES	6	22	5	3	7	43	77.8%	22.2%
Clemens Crossing ES	5	19	6	1	1	32	77.4%	22.6%
Cradlerock ES	4	12	5		1	22	76.2%	23.8%
Pointers Run ES	8	19	5	5	2	39	73.0%	27.0%
Gorman Crossing ES	7	14	4	4	2	31	72.4%	27.6%
Hollifield Station ES	7	23	8	4	3	45	71.4%	28.6%
Bushy Park ES	4	17	7	4	3	35	65.6%	34.4%
Stevens Forest ES	2	28	11	5	2	48	65.2%	34.8%
Fulton ES	5	21	8	6	2	42	65.0%	35.0%
Rockburn ES	3	18	8	5	1	35	61.8%	38.2%
Dayton Oaks ES	8	21	11	7	4	51	61.7%	38.3%
Longfellow ES	1	14	7	5	5	32	55.6%	44.4%
Northfield ES	3	17	11	14	5	50	44.4%	55.6%
Jeffers Hill ES	3	7	8	7	1	26	40.0%	60.0%
Phelps Luck ES	5	15	18	13	1	52	39.2%	60.8%
Atholton ES	1	9	10	6	4	30	38.5%	61.5%
St. John's Lane ES	4	8	11	9	4	36	37.5%	62.5%
Thunder Hill ES	1	9	11	6		27	37.0%	63.0%
Swansfield ES	2	15	14	16	2	49	36.2%	63.8%
Bryant Woods ES	3	7	12	6	2	30	35.7%	64.3%
Elkridge ES	5	13	17	22	3	60	31.6%	68.4%

2016-2017 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	101	295	148	92	33	669	62.3%	37.7%
Folly Quarter MS	15	9		1		25	96.0%	4.0%
Glenwood MS	9	14	1		3	27	95.8%	4.2%
Clarksville MS	13	11	3		1	28	88.9%	11.1%
Thomas Viaduct MS	9	25	6	2	2	44	81.0%	19.0%
Burleigh Manor MS	6	17	4	2	4	33	79.3%	20.7%
Oakland Mills MS	3	16	2	4	3	28	76.0%	24.0%
Patapsco MS	8	20	7	3		38	73.7%	26.3%
Mount View MS	9	21	8	4	3	45	71.4%	28.6%
Patuxent Valley MS	8	15	7	4	1	35	67.6%	32.4%
Lime Kiln MS	1	19	8	4	2	34	62.5%	37.5%
Bonnie Branch MS	3	24	9	8		44	61.4%	38.6%
Dunloggin MS	1	13	6	4	2	26	58.3%	41.7%
Ellicott Mills MS	5	16	11	6	3	41	55.3%	44.7%
Murray Hill MS		17	9	6		32	53.1%	46.9%
Mayfield Woods MS	2	16	11	7	4	40	50.0%	50.0%
Wilde Lake MS	1	12	11	3	1	28	48.1%	51.9%
Lake Elkhorn MS		10	5	7		22	45.5%	54.5%
Hammond MS	5	8	14	7	2	36	38.2%	61.8%
Elkridge Landing MS	2	6	15	9	1	33	25.0%	75.0%
Harper's Choice MS	1	6	11	11	1	30	24.1%	75.9%
High	73	276	193	135	64	741	51.6%	48.4%
Hammond HS	11	32	8	3	4	58	79.6%	20.4%
River Hill HS	12	31	10	1	4	58	79.6%	20.4%
Marriotts Ridge HS	13	22	9	3	4	51	74.5%	25.5%
Centennial HS	9	22	12	7	2	52	62.0%	38.0%
Reservoir HS	9	28	16	7	3	63	61.7%	38.3%
Glenelg HS	3	19	10	5	8	45	59.5%	40.5%
Wilde Lake HS	4	23	19	7	3	56	50.9%	49.1%
Atholton HS	4	25	16	17	3	65	46.8%	53.2%
Howard HS	2	27	23	19	5	76	40.8%	59.2%
Long Reach HS	4	15	19	14	6	58	36.5%	63.5%
Mt. Hebron HS	1	21	27	28	12	89	28.6%	71.4%
Oakland Mills HS	1	11	24	24	10	70	20.0%	80.0%
Special	16	33	8	6	75	138	77.8%	22.2%
ARL	7	2			5	14	100.0%	0.0%
Ascend One	1	2			10	13	100.0%	0.0%
Central Office	1	1			32	34	100.0%	0.0%
Old Cedar Lane		1			12	13	100.0%	0.0%
Cedar Lane	3	10	3	3	6	25	68.4%	31.6%
Homewood Center	4	12	5	3	2	26	66.7%	33.3%
County Diagnostic Center					3	3	0.0%	0.0%
Grand Total	477	1302	599	407	278	3063	63.9%	36.1%

2016-2017 HCEA Job Satisfaction Survey

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

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Elementary	407	544	361	151	51	1514	65.0%	35.0%
Guilford ES	7	15	1		1	24	95.7%	4.3%
Laurel Woods ES	12	19	2			33	93.9%	6.1%
Longfellow ES	20	9	1	1	1	32	93.5%	6.5%
Bryant Woods ES	18	9	1	1	1	30	93.1%	6.9%
Swansfield ES	37	6		5		48	89.6%	10.4%
Stevens Forest ES	21	21	3	2	1	48	89.4%	10.6%
Elkridge ES	42	11	2	5		60	88.3%	11.7%
Atholton ES	17	9	3	1		30	86.7%	13.3%
Phelps Luck ES	35	10	4	3		52	86.5%	13.5%
Hollifield Station ES	19	18	2	4	2	45	86.0%	14.0%
Jeffers Hill ES	15	6	2	3		26	80.8%	19.2%
Running Brook ES	10	17	6	1	1	35	79.4%	20.6%
Ducketts Lane ES	7	19	5	2		33	78.8%	21.2%
Bollman Bridge ES	15	12	7	1	1	36	77.1%	22.9%
Hammond ES	3	7	3		1	14	76.9%	23.1%
Cradlerock ES	8	8	4	1	1	22	76.2%	23.8%
Forest Ridge ES	13	15	7	2	1	38	75.7%	24.3%
Thunder Hill ES	8	12	5	2		27	74.1%	25.9%
Waterloo ES	8	16	6	3		33	72.7%	27.3%
Deep Run ES	5	30	11	3	1	50	71.4%	28.6%
Rockburn ES	14	10	9	1	1	35	70.6%	29.4%
Dayton Oaks ES	15	17	14	3	2	51	65.3%	34.7%
Northfield ES	4	23	18	2	2	49	57.4%	42.6%
Pointers Run ES	5	17	16	1		39	56.4%	43.6%
St. John's Lane ES	3	17	14	2		36	55.6%	44.4%
Fulton ES	7	14	10	7	3	41	55.3%	44.7%
Veterans ES	7	21	18	5	2	53	54.9%	45.1%
Gorman Crossing ES	2	14	12	2	1	31	53.3%	46.7%
Bellows Spring ES	5	15	11	10	8	49	48.8%	51.2%
Triadelphia Ridge ES	4	13	12	6	3	38	48.6%	51.4%
Talbott Springs ES	5	11	13	5	1	35	47.1%	52.9%
Waverly ES	1	14	12	6		33	45.5%	54.5%
Worthington ES	2	12	15	3	1	33	43.8%	56.3%
Manor Woods ES	4	13	13	9	3	42	43.6%	56.4%
Centennial Lane ES	3	15	15	10	3	46	41.9%	58.1%
Bushy Park ES		14	14	7	1	36	40.0%	60.0%
Ilchester ES	1	14	18	9	2	44	35.7%	64.3%
Lisbon ES	1	9	10	8	2	30	35.7%	64.3%
West Friendship ES	1	4	10	4		19	26.3%	73.7%
Clarksville ES	1	4	13	6		24	20.8%	79.2%
Clemens Crossing ES	2	4	19	5	2	32	20.0%	80.0%

2016-2017 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	171	246	163	80	11	671	63.2%	36.8%
Lake Elkhorn MS	18	4		1		23	95.7%	4.3%
Harper's Choice MS	18	10		2		30	93.3%	6.7%
Wilde Lake MS	14	12	1	1		28	92.9%	7.1%
Bonnie Branch MS	13	27	4			44	90.9%	9.1%
Murray Hill MS	16	13	2	1		32	90.6%	9.4%
Hammond MS	13	18	4			35	88.6%	11.4%
Mayfield Woods MS	13	21	4	2		40	85.0%	15.0%
Patuxent Valley MS	4	24	5	1	1	35	82.4%	17.6%
Oakland Mills MS	12	10	4	1	1	28	81.5%	18.5%
Thomas Viaduct MS	19	16	7	1	1	44	81.4%	18.6%
Elkridge Landing MS	8	18	7			33	78.8%	21.2%
Dunloggin MS	2	12	7	4	1	26	56.0%	44.0%
Ellicott Mills MS	8	12	16	5		41	48.8%	51.2%
Patapsco MS	4	13	18	3		38	44.7%	55.3%
Mount View MS	4	13	17	9	3	46	39.5%	60.5%
Lime Kiln MS	1	11	20	4		36	33.3%	66.7%
Burleigh Manor MS	1	6	14	10	1	32	22.6%	77.4%
Folly Quarter MS	1	2	11	11		25	12.0%	88.0%
Glenwood MS		3	12	10	2	27	12.0%	88.0%
Clarksville MS	2	1	10	14	1	28	11.1%	88.9%
High	178	278	160	83	38	737	65.2%	34.8%
Oakland Mills HS	41	19	2	3	5	70	92.3%	7.7%
Long Reach HS	26	26	4	1	1	58	91.2%	8.8%
Hammond HS	22	29	4	2	1	58	89.5%	10.5%
Wilde Lake HS	22	24	7	3		56	82.1%	17.9%
Mt. Hebron HS	17	45	16	5	6	89	74.7%	25.3%
Reservoir HS	19	27	12	4	1	63	74.2%	25.8%
Howard HS	14	37	20	1	2	74	70.8%	29.2%
Atholton HS	7	33	15	6	4	65	65.6%	34.4%
Glenelg HS	5	8	17	6	8	44	36.1%	63.9%
Centennial HS	4	11	25	7	4	51	31.9%	68.1%
Marriotts Ridge HS	1	11	21	15	3	51	25.0%	75.0%
River Hill HS		8	17	30	3	58	14.5%	85.5%
Special	22	31	9	6	71	139	77.9%	22.1%
Old Cedar Lane		2			11	13	100.0%	0.0%
Homewood Center	16	6	2	1	1	26	88.0%	12.0%
Cedar Lane	4	11	3		7	25	83.3%	16.7%
Ascend One	1	3	1		8	13	80.0%	20.0%
ARL	1	5	2	4	3	15	50.0%	50.0%
Central Office			1		33	34	0.0%	100.0%
County Diagnostic Center					3	3	0.0%	0.0%
Grand Total	778	1099	693	320	171	3061	64.9%	35.1%

2016-2017 HCEA Job Satisfaction Survey

18) Too much instructional time is spent administering assessments.

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Elementary	468	626	262	30	130	1516	78.9%	21.1%
Lisbon ES	11	15	1		2	29	96.3%	3.7%
Northfield ES	20	25	1	2	2	50	93.8%	6.3%
Waverly ES	16	11	2		4	33	93.1%	6.9%
Bushy Park ES	15	14	3		4	36	90.6%	9.4%
Triadelphia Ridge ES	16	15	4		4	39	88.6%	11.4%
Stevens Forest ES	13	24	4	1	6	48	88.1%	11.9%
Atholton ES	7	14	3		6	30	87.5%	12.5%
Hollifield Station ES	12	23	5		5	45	87.5%	12.5%
Longfellow ES	8	18	4		2	32	86.7%	13.3%
St. John's Lane ES	18	13	5			36	86.1%	13.9%
Ilchester ES	13	22	5	1	3	44	85.4%	14.6%
Pointers Run ES	18	10	4	1	4	37	84.8%	15.2%
Waterloo ES	8	13	4		8	33	84.0%	16.0%
Forest Ridge ES	15	16	5	1	1	38	83.8%	16.2%
Centennial Lane ES	17	19	7	1	2	46	81.8%	18.2%
Bellows Spring ES	12	18	5	2	12	49	81.1%	18.9%
Laurel Woods ES	5	20	5	1	2	33	80.6%	19.4%
Dayton Oaks ES	20	20	8	2	1	51	80.0%	20.0%
Manor Woods ES	14	18	8		2	42	80.0%	20.0%
Swansfield ES	14	22	9		4	49	80.0%	20.0%
Elkridge ES	18	28	11	2	2	61	78.0%	22.0%
Gorman Crossing ES	12	11	6	1	1	31	76.7%	23.3%
Phelps Luck ES	10	28	11	1	2	52	76.0%	24.0%
Worthington ES	10	12	7		4	33	75.9%	24.1%
Fulton ES	20	10	7	3	2	42	75.0%	25.0%
Talbott Springs ES	9	14	8		4	35	74.2%	25.8%
Veterans ES	15	21	11	2	4	53	73.5%	26.5%
Clemens Crossing ES	6	16	7	1	2	32	73.3%	26.7%
Thunder Hill ES	8	11	6	1	1	27	73.1%	26.9%
Deep Run ES	13	21	12	1	3	50	72.3%	27.7%
Bollman Bridge ES	13	9	9		4	35	71.0%	29.0%
Jeffers Hill ES	4	13	6	2	1	26	68.0%	32.0%
Bryant Woods ES	8	11	8	1	2	30	67.9%	32.1%
Clarksville ES	5	9	7		3	24	66.7%	33.3%
Cradlerock ES	6	8	6	1	1	22	66.7%	33.3%
Rockburn ES	7	13	10		6	36	66.7%	33.3%
Running Brook ES	8	12	10		4	34	66.7%	33.3%
Ducketts Lane ES	13	8	11		2	34	65.6%	34.4%
West Friendship ES	4	7	5	1	1	18	64.7%	35.3%
Guilford ES	3	10	8		3	24	61.9%	38.1%
Hammond ES	4	4	4	1	2	15	61.5%	38.5%

2016-2017 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	260	259	95	16	35	665	82.4%	17.6%
Murray Hill MS	17	14			1	32	100.0%	0.0%
Glenwood MS	15	9	2		1	27	92.3%	7.7%
Folly Quarter MS	14	9	2			25	92.0%	8.0%
Elkridge Landing MS	17	11	3			31	90.3%	9.7%
Lime Kiln MS	19	12	4		1	36	88.6%	11.4%
Mount View MS	17	19	3	2	5	46	87.8%	12.2%
Dunloggin MS	11	10	3		1	25	87.5%	12.5%
Clarksville MS	13	10	4		1	28	85.2%	14.8%
Burleigh Manor MS	18	10	3	2		33	84.8%	15.2%
Mayfield Woods MS	15	16	6		3	40	83.8%	16.2%
Thomas Viaduct MS	15	18	8		3	44	80.5%	19.5%
Hammond MS	11	13	5	1	3	33	80.0%	20.0%
Ellicott Mills MS	13	17	6	2	3	41	78.9%	21.1%
Wilde Lake MS	6	16	5	1		28	78.6%	21.4%
Harper's Choice MS	12	9	5	1	3	30	77.8%	22.2%
Patapsco MS	12	16	7	1	2	38	77.8%	22.2%
Oakland Mills MS	8	10	4	2	3	27	75.0%	25.0%
Bonnie Branch MS	19	12	9	2	2	44	73.8%	26.2%
Patuxent Valley MS	6	16	7	2	3	34	71.0%	29.0%
Lake Elkhorn MS	2	12	9			23	60.9%	39.1%
High	304	271	97	13	52	737	83.9%	16.1%
Wilde Lake HS	25	26	2		3	56	96.2%	3.8%
Glenelg HS	22	12	3		7	44	91.9%	8.1%
Hammond HS	24	22	4	1	6	57	90.2%	9.8%
Long Reach HS	25	22	6		4	57	88.7%	11.3%
Mt. Hebron HS	46	28	11		3	88	87.1%	12.9%
Reservoir HS	28	23	7	3	2	63	83.6%	16.4%
River Hill HS	23	24	7	3	2	59	82.5%	17.5%
Howard HS	21	37	10	3	5	76	81.7%	18.3%
Atholton HS	30	20	12		4	66	80.6%	19.4%
Centennial HS	20	16	8	1	7	52	80.0%	20.0%
Marriotts Ridge HS	22	18	10			50	80.0%	20.0%
Oakland Mills HS	18	23	17	2	9	69	68.3%	31.7%
Special	21	30	17	7	64	139	68.0%	32.0%
Ascend One	6	2			5	13	100.0%	0.0%
Old Cedar Lane	2	2			9	13	100.0%	0.0%
Central Office	1	3		1	29	34	80.0%	20.0%
Homewood Center	7	11	6	1	1	26	72.0%	28.0%
ARL	2	3	3	2	5	15	50.0%	50.0%
Cedar Lane	3	5	8	3	6	25	42.1%	57.9%
County Diagnostic Center					3	3	0.0%	0.0%
Grand Total	1053	1186	471	66	281	3057	80.7%	19.3%

2016-2017 HCEA Job Satisfaction Survey

19) HCPSS professional development experiences are meaningful and worthwhile.

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Elementary	79	585	525	292	38	1519	44.8%	55.2%
Jeffers Hill ES	3	16	5	1		25	76.0%	24.0%
Talbott Springs ES	3	20	10	1		34	67.6%	32.4%
Laurel Woods ES	3	19	10	1		33	66.7%	33.3%
Stevens Forest ES	5	27	11	5		48	66.7%	33.3%
Bryant Woods ES	1	18	10	1		30	63.3%	36.7%
West Friendship ES	1	11	2	5		19	63.2%	36.8%
Guilford ES	3	12	6	3	1	25	62.5%	37.5%
Running Brook ES	5	16	10	3	1	35	61.8%	38.2%
Forest Ridge ES	1	20	11	4	2	38	58.3%	41.7%
Worthington ES	4	15	13	1		33	57.6%	42.4%
Cradlerock ES	1	11	6	3	1	22	57.1%	42.9%
Phelps Luck ES	1	26	14	9	2	52	54.0%	46.0%
Gorman Crossing ES	1	15	9	5	1	31	53.3%	46.7%
Bollman Bridge ES	2	17	11	6		36	52.8%	47.2%
Longfellow ES	3	12	10	4	2	31	51.7%	48.3%
Centennial Lane ES	2	20	14	8	2	46	50.0%	50.0%
Elkridge ES	3	26	17	13	2	61	49.2%	50.8%
Deep Run ES	3	21	21	5	1	51	48.0%	52.0%
Bellows Spring ES	3	20	17	8	1	49	47.9%	52.1%
Fulton ES	3	16	12	9	1	41	47.5%	52.5%
Hammond ES	1	6	5	3		15	46.7%	53.3%
Bushy Park ES	2	14	12	7	1	36	45.7%	54.3%
Ducketts Lane ES	5	10	12	6	1	34	45.5%	54.5%
Dayton Oaks ES	2	20	14	14	1	51	44.0%	56.0%
Manor Woods ES	1	17	18	5	1	42	43.9%	56.1%
Hollifield Station ES	2	16	16	8	3	45	42.9%	57.1%
Atholton ES	1	11	10	7	1	30	41.4%	58.6%
Thunder Hill ES	1	9	13	3	1	27	38.5%	61.5%
St. John's Lane ES	3	10	16	6	1	36	37.1%	62.9%
Waterloo ES	1	11	14	8		34	35.3%	64.7%
Clarksville ES		8	10	5	1	24	34.8%	65.2%
Northfield ES	1	16	17	15		49	34.7%	65.3%
Lisbon ES	2	8	14	6		30	33.3%	66.7%
Veterans ES	1	14	21	14	3	53	30.0%	70.0%
Swansfield ES	1	13	17	18		49	28.6%	71.4%
Rockburn ES		10	14	12		36	27.8%	72.2%
Waverly ES		9	15	9		33	27.3%	72.7%
Triadelphia Ridge ES		9	16	11	3	39	25.0%	75.0%
Pointers Run ES	1	6	20	10	1	38	18.9%	81.1%
Ilchester ES	2	5	19	16	2	44	16.7%	83.3%
Clemens Crossing ES	1	4	12	14	1	32	16.1%	83.9%

2016-2017 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	38	221	241	150	16	666	39.8%	60.2%
Thomas Viaduct MS	6	21	13	2	1	43	64.3%	35.7%
Oakland Mills MS	2	14	7	3	2	28	61.5%	38.5%
Lake Elkhorn MS		12	7	3		22	54.5%	45.5%
Dunloggin MS	5	6	8	5	2	26	45.8%	54.2%
Patuxent Valley MS	2	14	15	4		35	45.7%	54.3%
Harper's Choice MS	1	12	9	7	1	30	44.8%	55.2%
Folly Quarter MS	1	9	9	4	2	25	43.5%	56.5%
Bonnie Branch MS	3	15	15	11		44	40.9%	59.1%
Hammond MS	2	12	14	7		35	40.0%	60.0%
Lime Kiln MS	1	13	16	6		36	38.9%	61.1%
Mount View MS	2	14	9	17	3	45	38.1%	61.9%
Murray Hill MS	3	9	9	11		32	37.5%	62.5%
Elkridge Landing MS	2	10	14	7		33	36.4%	63.6%
Mayfield Woods MS	1	12	16	9	2	40	34.2%	65.8%
Ellicott Mills MS	1	13	18	9		41	34.1%	65.9%
Burleigh Manor MS	1	9	12	9	2	33	32.3%	67.7%
Patapsco MS		12	14	12		38	31.6%	68.4%
Wilde Lake MS	2	6	11	7		26	30.8%	69.2%
Clarksville MS	2	5	14	7		28	25.0%	75.0%
Glenwood MS	1	3	11	10	1	26	16.0%	84.0%
High	19	163	251	279	28	740	25.6%	74.4%
River Hill HS	4	20	17	19		60	40.0%	60.0%
Oakland Mills HS	1	22	21	21	4	69	35.4%	64.6%
Reservoir HS		18	25	17	3	63	30.0%	70.0%
Hammond HS		16	14	24	2	56	29.6%	70.4%
Long Reach HS	3	12	21	18	5	59	27.8%	72.2%
Centennial HS	2	11	16	20	3	52	26.5%	73.5%
Marriotts Ridge HS	1	12	21	16		50	26.0%	74.0%
Atholton HS	1	13	24	27	1	66	21.5%	78.5%
Mt. Hebron HS	1	16	25	44	2	88	19.8%	80.2%
Howard HS	3	11	31	27	4	76	19.4%	80.6%
Glenelg HS	1	6	15	20	3	45	16.7%	83.3%
Wilde Lake HS	2	6	21	26	1	56	14.5%	85.5%
Special	14	55	28	26	15	138	56.1%	43.9%
Central Office	4	17	2	3	8	34	80.8%	19.2%
Ascend One	3	4	3		3	13	70.0%	30.0%
County Diagnostic Center	1	1		1		3	66.7%	33.3%
Cedar Lane	1	14	3	5	2	25	65.2%	34.8%
Old Cedar Lane	1	4	2	4	1	12	45.5%	54.5%
ARL	2	4	7	2		15	40.0%	60.0%
Homewood Center	2	6	9	9		26	30.8%	69.2%
Grand Total	150	1024	1045	747	97	3063	39.6%	60.4%

2016-2017 HCEA Job Satisfaction Survey

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	513	570	332	72	31	1518	72.8%	27.2%
Bushy Park ES	19	14	1	2		36	91.7%	8.3%
Ilchester ES	28	11	4		1	44	90.7%	9.3%
Centennial Lane ES	26	15	5			46	89.1%	10.9%
Rockburn ES	14	18	4			36	88.9%	11.1%
Northfield ES	29	14	5	1	1	50	87.8%	12.2%
Fulton ES	23	12	4	1	2	42	87.5%	12.5%
Atholton ES	13	12	4		1	30	86.2%	13.8%
Waverly ES	14	13	5		1	33	84.4%	15.6%
Triadelphia Ridge ES	13	19	5	1	1	39	84.2%	15.8%
Pointers Run ES	14	17	6		1	38	83.8%	16.2%
St. John's Lane ES	11	18	6		1	36	82.9%	17.1%
Lisbon ES	12	12	4	1	1	30	82.8%	17.2%
Dayton Oaks ES	27	14	8	2		51	80.4%	19.6%
Gorman Crossing ES	7	17	6		1	31	80.0%	20.0%
Hollifield Station ES	18	16	9		2	45	79.1%	20.9%
Forest Ridge ES	15	14	6	2		37	78.4%	21.6%
Clemens Crossing ES	11	13	5	2	1	32	77.4%	22.6%
Phelps Luck ES	21	17	9	3	2	52	76.0%	24.0%
Deep Run ES	13	24	12	2		51	72.5%	27.5%
Worthington ES	12	11	8	1	1	33	71.9%	28.1%
Manor Woods ES	16	14	8	4		42	71.4%	28.6%
Swansfield ES	25	10	8	6		49	71.4%	28.6%
Elkridge ES	18	24	14	4	1	61	70.0%	30.0%
Laurel Woods ES	6	16	10		1	33	68.8%	31.3%
Running Brook ES	4	18	8	2		32	68.8%	31.3%
Thunder Hill ES	10	7	7	1	2	27	68.0%	32.0%
Bollman Bridge ES	10	14	12			36	66.7%	33.3%
Veterans ES	14	20	16	3		53	64.2%	35.8%
Waterloo ES	5	16	8	4	1	34	63.6%	36.4%
West Friendship ES	4	8	6	1		19	63.2%	36.8%
Bryant Woods ES	5	12	9	2	2	30	60.7%	39.3%
Bellows Spring ES	10	19	11	8	1	49	60.4%	39.6%
Guilford ES	3	12	10			25	60.0%	40.0%
Cradlerock ES	5	8	7	2		22	59.1%	40.9%
Ducketts Lane ES	7	13	10	4		34	58.8%	41.2%
Clarksville ES	5	9	8	2		24	58.3%	41.7%
Longfellow ES	6	12	11	3		32	56.3%	43.8%
Jeffers Hill ES	5	8	9	2	1	25	54.2%	45.8%
Stevens Forest ES	8	16	19	3	1	47	52.2%	47.8%
Talbott Springs ES	7	8	16	2	2	35	45.5%	54.5%
Hammond ES		5	8	1	1	15	35.7%	64.3%

2016-2017 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	203	271	145	37	16	672	72.3%	27.7%
Hammond MS	16	13	2	3	2	36	85.3%	14.7%
Mayfield Woods MS	15	18	4	2		39	84.6%	15.4%
Patapsco MS	18	13	4	2	1	38	83.8%	16.2%
Burleigh Manor MS	12	15	6			33	81.8%	18.2%
Glenwood MS	7	14	4	1	1	27	80.8%	19.2%
Ellicott Mills MS	18	14	7	2		41	78.0%	22.0%
Folly Quarter MS	7	12	4	2		25	76.0%	24.0%
Elkridge Landing MS	13	12	5	3		33	75.8%	24.2%
Clarksville MS	3	18	6	1		28	75.0%	25.0%
Lime Kiln MS	12	14	8	1	1	36	74.3%	25.7%
Mount View MS	7	25	8	4	2	46	72.7%	27.3%
Dunloggin MS	7	11	6	1	1	26	72.0%	28.0%
Thomas Viaduct MS	10	21	11	2		44	70.5%	29.5%
Bonnie Branch MS	15	14	12	1	2	44	69.0%	31.0%
Wilde Lake MS	7	12	8	1		28	67.9%	32.1%
Patuxent Valley MS	9	14	11		1	35	67.6%	32.4%
Lake Elkhorn MS	6	7	7		3	23	65.0%	35.0%
Murray Hill MS	11	7	11	2	1	32	58.1%	41.9%
Oakland Mills MS	6	8	9	4	1	28	51.9%	48.1%
Harper's Choice MS	4	9	12	5		30	43.3%	56.7%
High	262	252	158	46	22	740	71.6%	28.4%
Mt. Hebron HS	46	25	14	2	2	89	81.6%	18.4%
River Hill HS	25	21	8	5		59	78.0%	22.0%
Wilde Lake HS	17	25	10	2	1	55	77.8%	22.2%
Oakland Mills HS	26	22	16	1	4	69	73.8%	26.2%
Atholton HS	28	19	11	6	2	66	73.4%	26.6%
Glenelg HS	20	13	9	3		45	73.3%	26.7%
Marriotts Ridge HS	18	19	11	3		51	72.5%	27.5%
Howard HS	18	33	17	5	2	75	69.9%	30.1%
Long Reach HS	20	20	16	2	1	59	69.0%	31.0%
Hammond HS	15	22	13	6	2	58	66.1%	33.9%
Reservoir HS	17	18	19	5	4	63	59.3%	40.7%
Centennial HS	12	15	14	6	4	51	57.4%	42.6%
Special	31	37	44	17	10	139	52.7%	47.3%
Old Cedar Lane	5	2	5		1	13	58.3%	41.7%
Ascend One	7		4	2		13	53.8%	46.2%
Central Office	6	11	10	5	2	34	53.1%	46.9%
Cedar Lane	5	6	8	2	4	25	52.4%	47.6%
Homewood Center	4	9	10	2	1	26	52.0%	48.0%
County Diagnostic Center	1		1		1	3	50.0%	50.0%
ARL	2	3	4	6		15	33.3%	66.7%
Grand Total	1009	1130	679	172	79	3069	71.5%	28.5%

2016-2017 HCEA Job Satisfaction Survey

21) I am paid fairly.

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Elementary	56	589	538	329	2	1514	42.7%	57.3%
Clemens Crossing ES	6	15	8	3		32	65.6%	34.4%
Laurel Woods ES	1	19	9	3	1	33	62.5%	37.5%
Lisbon ES		17	9	4		30	56.7%	43.3%
Triadelphia Ridge ES	3	19	12	5		39	56.4%	43.6%
Waverly ES		18	11	3		32	56.3%	43.8%
Bellows Spring ES	2	25	11	11		49	55.1%	44.9%
Ducketts Lane ES	1	17	10	5		33	54.5%	45.5%
Rockburn ES	4	15	13	4		36	52.8%	47.2%
St. John's Lane ES	1	18	12	5		36	52.8%	47.2%
Longfellow ES	2	14	11	4		31	51.6%	48.4%
Atholton ES		15	10	5		30	50.0%	50.0%
Bryant Woods ES		15	9	6		30	50.0%	50.0%
Bushy Park ES	2	16	14	4		36	50.0%	50.0%
Clarksville ES	2	10	3	9		24	50.0%	50.0%
Worthington ES	2	14	7	10		33	48.5%	51.5%
West Friendship ES	2	7	7	3		19	47.4%	52.6%
Manor Woods ES	2	17	14	8		41	46.3%	53.7%
Stevens Forest ES	2	20	18	8		48	45.8%	54.2%
Talbott Springs ES		14	10	9		33	42.4%	57.6%
Gorman Crossing ES	1	12	9	9		31	41.9%	58.1%
Deep Run ES	2	19	23	7		51	41.2%	58.8%
Phelps Luck ES	1	20	23	7		51	41.2%	58.8%
Cradlerock ES	1	8	4	9		22	40.9%	59.1%
Jeffers Hill ES		11	9	7		27	40.7%	59.3%
Thunder Hill ES	1	10	10	6		27	40.7%	59.3%
Swansfield ES	2	17	17	11		47	40.4%	59.6%
Guilford ES	2	8	12	3		25	40.0%	60.0%
Hammond ES		6	5	4		15	40.0%	60.0%
Elkridge ES	3	21	26	11		61	39.3%	60.7%
Hollifield Station ES	1	16	18	10		45	37.8%	62.2%
Ilchester ES	1	15	18	9		43	37.2%	62.8%
Running Brook ES		13	14	8		35	37.1%	62.9%
Bollman Bridge ES	2	11	14	9		36	36.1%	63.9%
Waterloo ES	1	11	15	7		34	35.3%	64.7%
Forest Ridge ES		13	12	13		38	34.2%	65.8%
Centennial Lane ES	1	14	19	12		46	32.6%	67.4%
Veterans ES		16	22	13	1	52	31.4%	68.6%
Fulton ES	1	11	12	18		42	28.6%	71.4%
Pointers Run ES	2	8	18	10		38	26.3%	73.7%
Northfield ES	1	12	18	19		50	26.0%	74.0%
Dayton Oaks ES	1	12	21	17		51	25.5%	74.5%

2016-2017 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	35	301	210	118	4	668	50.6%	49.4%
Harper's Choice MS	2	19	6	3		30	70.0%	30.0%
Patuxent Valley MS	4	20	9	2		35	68.6%	31.4%
Folly Quarter MS	1	15	8	1		25	64.0%	36.0%
Glenwood MS	1	16	5	5		27	63.0%	37.0%
Lake Elkhorn MS		14	5	4		23	60.9%	39.1%
Hammond MS	1	18	7	7	1	34	57.6%	42.4%
Thomas Viaduct MS	4	20	11	8	1	44	55.8%	44.2%
Clarksville MS		15	5	7		27	55.6%	44.4%
Oakland Mills MS	3	12	11	2		28	53.6%	46.4%
Wilde Lake MS	1	14	7	6		28	53.6%	46.4%
Elkridge Landing MS	1	16	11	5		33	51.5%	48.5%
Bonnie Branch MS	4	18	14	8		44	50.0%	50.0%
Lime Kiln MS		18	15	3		36	50.0%	50.0%
Patapsco MS	3	15	10	9		37	48.6%	51.4%
Mount View MS	4	17	13	11	1	46	46.7%	53.3%
Dunloggin MS	3	9	9	5		26	46.2%	53.8%
Murray Hill MS	1	12	15	4		32	40.6%	59.4%
Mayfield Woods MS	2	12	18	7	1	40	35.9%	64.1%
Burleigh Manor MS		10	14	9		33	30.3%	69.7%
Ellicott Mills MS		11	17	12		40	27.5%	72.5%
High	27	311	254	147	1	740	45.7%	54.3%
Hammond HS	1	33	16	8		58	58.6%	41.4%
Long Reach HS	6	27	15	11		59	55.9%	44.1%
Oakland Mills HS	2	33	25	9		69	50.7%	49.3%
Glenelg HS	4	17	9	14		44	47.7%	52.3%
Marriotts Ridge HS	2	22	15	12		51	47.1%	52.9%
Reservoir HS	2	27	22	12		63	46.0%	54.0%
Mt. Hebron HS	1	37	30	21		89	42.7%	57.3%
Howard HS		32	32	12		76	42.1%	57.9%
Centennial HS	1	20	17	12	1	51	42.0%	58.0%
Wilde Lake HS	4	19	20	13		56	41.1%	58.9%
River Hill HS	2	21	26	10		59	39.0%	61.0%
Atholton HS	2	23	27	13		65	38.5%	61.5%
Special	9	72	36	21	1	139	58.7%	41.3%
County Diagnostic Center	1	2				3	100.0 %	0.0%
Cedar Lane	3	12	4	5	1	25	62.5%	37.5%
Old Cedar Lane		8	4	1		13	61.5%	38.5%
ARL	1	8	5	1		15	60.0%	40.0%
Homewood Center	1	14	6	5		26	57.7%	42.3%
Central Office	2	16	8	8		34	52.9%	47.1%
Ascend One	1	5	6	1		13	46.2%	53.8%
Grand Total	127	1273	1038	615	8	3061	45.9%	54.1%

2016-2017 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	19	147	413	912	28	1519	11.1%	88.9%
Bryant Woods ES	2	8	13	6	1	30	34.5%	65.5%
Talbott Springs ES		12	13	10		35	34.3%	65.7%
Laurel Woods ES	1	9	9	13	1	33	31.3%	68.8%
Guilford ES	1	6	7	11		25	28.0%	72.0%
Ducketts Lane ES	1	6	9	16	2	34	21.9%	78.1%
Running Brook ES	1	6	6	20	1	34	21.2%	78.8%
Gorman Crossing ES		6	9	14	2	31	20.7%	79.3%
Veterans ES		9	21	22	1	53	17.3%	82.7%
St. John's Lane ES		6	10	19		35	17.1%	82.9%
Deep Run ES	1	7	18	22	2	50	16.7%	83.3%
Stevens Forest ES	2	5	20	21		48	14.6%	85.4%
Bushy Park ES		5	6	24	1	36	14.3%	85.7%
Hammond ES		2	5	7	1	15	14.3%	85.7%
Cradlerock ES		3	10	9		22	13.6%	86.4%
Lisbon ES		4	10	16		30	13.3%	86.7%
Clarksville ES		3	7	14		24	12.5%	87.5%
Longfellow ES		4	13	15		32	12.5%	87.5%
Jeffers Hill ES		3	7	16	1	27	11.5%	88.5%
Bollman Bridge ES		4	12	19	1	36	11.4%	88.6%
Thunder Hill ES		3	7	17		27	11.1%	88.9%
Phelps Luck ES	1	4	15	29	2	51	10.2%	89.8%
Fulton ES	1	3	8	28	2	42	10.0%	90.0%
Hollifield Station ES	3	1	12	27	2	45	9.3%	90.7%
Waterloo ES		3	9	21		33	9.1%	90.9%
Forest Ridge ES		3	8	24	3	38	8.6%	91.4%
Manor Woods ES	2	1	10	28	1	42	7.3%	92.7%
Atholton ES		2	9	19		30	6.7%	93.3%
Swansfield ES		3	14	31		48	6.3%	93.8%
Bellows Spring ES		3	16	30		49	6.1%	93.9%
Waverly ES		2	10	21		33	6.1%	93.9%
Worthington ES		2	12	19		33	6.1%	93.9%
West Friendship ES		1	6	12		19	5.3%	94.7%
Elkridge ES	2	1	11	46	1	61	5.0%	95.0%
Centennial Lane ES		2	7	37		46	4.3%	95.7%
Dayton Oaks ES	1	1	13	35	1	51	4.0%	96.0%
Clemens Crossing ES		1	5	26		32	3.1%	96.9%
Rockburn ES		1	9	25	1	36	2.9%	97.1%
Triadelphia Ridge ES		1	8	30		39	2.6%	97.4%
Northfield ES		1	6	42		49	2.0%	98.0%
Ilchester ES			6	37	1	44	0.0%	100.0%
Pointers Run ES			7	32		39	0.0%	100.0%

2016-2017 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	7	65	168	409	18	667	11.1%	88.9%
Lake Elkhorn MS		8	3	12		23	34.8%	65.2%
Harper's Choice MS		9	9	11	1	30	31.0%	69.0%
Wilde Lake MS	1	5	8	14		28	21.4%	78.6%
Patuxent Valley MS	1	5	12	15	2	35	18.2%	81.8%
Clarksville MS	1	3	2	20	1	27	15.4%	84.6%
Bonnie Branch MS		6	15	21	1	43	14.3%	85.7%
Lime Kiln MS		5	7	24		36	13.9%	86.1%
Dunloggin MS		3	5	16	2	26	12.5%	87.5%
Ellicott Mills MS		5	7	28	1	41	12.5%	87.5%
Thomas Viaduct MS	1	4	15	23	1	44	11.6%	88.4%
Murray Hill MS	1	2	7	21		31	9.7%	90.3%
Patapsco MS	1	2	12	21	1	37	8.3%	91.7%
Elkridge Landing MS		2	8	22	1	33	6.3%	93.8%
Burleigh Manor MS	1	1	8	23		33	6.1%	93.9%
Mount View MS		2	7	33	3	45	4.8%	95.2%
Oakland Mills MS		1	11	13	2	27	4.0%	96.0%
Glenwood MS		1	4	22		27	3.7%	96.3%
Mayfield Woods MS		1	12	27		40	2.5%	97.5%
Folly Quarter MS			6	18	1	25	0.0%	100.0%
Hammond MS			10	25	1	36	0.0%	100.0%
High	4	46	182	480	25	737	7.0%	93.0%
Howard HS	1	13	31	28	2	75	19.2%	80.8%
Hammond HS	1	6	13	37		57	12.3%	87.7%
Centennial HS		5	12	30	5	52	10.6%	89.4%
Oakland Mills HS		5	26	35	3	69	7.6%	92.4%
Glenelg HS		3	9	33		45	6.7%	93.3%
Marriotts Ridge HS		3	15	32	1	51	6.0%	94.0%
Long Reach HS	1	2	17	34	4	58	5.6%	94.4%
River Hill HS	1	2	15	39	3	60	5.3%	94.7%
Reservoir HS		3	14	44	1	62	4.9%	95.1%
Atholton HS		2	8	53	3	66	3.2%	96.8%
Wilde Lake HS		1	11	40	2	54	1.9%	98.1%
Mt. Hebron HS		1	11	75	1	88	1.1%	98.9%
Special	9	24	39	58	6	136	25.4%	74.6%
ARL	2	5	3	3	2	15	53.8%	46.2%
Central Office	5	6	13	9	1	34	33.3%	66.7%
Homewood Center		5	3	17		25	20.0%	80.0%
Cedar Lane	1	3	7	12	1	24	17.4%	82.6%
Ascend One	1	1	6	4	1	13	16.7%	83.3%
Old Cedar Lane		2	5	6		13	15.4%	84.6%
County Diagnostic Center				2	1	3	0.0%	100.0%
Grand Total	39	282	802	1859	77	3059	10.8%	89.2%

2016-2017 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	144	858	346	124	37	1509	68.1%	31.9%
Pointers Run ES	6	27	3	3		39	84.6%	15.4%
Rockburn ES	2	27	6		1	36	82.9%	17.1%
Northfield ES	9	29	7	3	1	49	79.2%	20.8%
Thunder Hill ES	1	21	5	1		28	78.6%	21.4%
Clemens Crossing ES	4	21	5	2		32	78.1%	21.9%
Running Brook ES	3	22	4	3	1	33	78.1%	21.9%
Bushy Park ES	4	23	7	1		35	77.1%	22.9%
Lisbon ES	4	19	4	3		30	76.7%	23.3%
Bellows Spring ES	3	33	8	3	1	48	76.6%	23.4%
Guilford ES	5	14	6			25	76.0%	24.0%
Deep Run ES	9	28	10	2	1	50	75.5%	24.5%
Hammond ES	2	9	1	3		15	73.3%	26.7%
Gorman Crossing ES		21	7	1	2	31	72.4%	27.6%
Centennial Lane ES	8	23	7	5	3	46	72.1%	27.9%
Waterloo ES	5	17	7	2	2	33	71.0%	29.0%
St. John's Lane ES	1	23	9	1	1	35	70.6%	29.4%
Ilchester ES	8	22	7	6	1	44	69.8%	30.2%
Worthington ES	5	18	7	3		33	69.7%	30.3%
Veterans ES	2	34	13	3	1	53	69.2%	30.8%
Atholton ES	3	17	9			29	69.0%	31.0%
Fulton ES	6	22	9	4		41	68.3%	31.7%
Laurel Woods ES	2	19	9	1	1	32	67.7%	32.3%
Phelps Luck ES	4	29	13	3	1	50	67.3%	32.7%
Cradlerock ES	3	11	5	2		21	66.7%	33.3%
Triadelphia Ridge ES	4	22	11	2		39	66.7%	33.3%
Waverly ES	3	19	8	3		33	66.7%	33.3%
Stevens Forest ES	1	30	12	4	1	48	66.0%	34.0%
Manor Woods ES	4	22	10	4	1	41	65.0%	35.0%
Dayton Oaks ES	3	29	8	10	1	51	64.0%	36.0%
Swansfield ES	4	26	10	7	1	48	63.8%	36.2%
Bryant Woods ES	1	18	10	1		30	63.3%	36.7%
Forest Ridge ES	2	20	9	4	2	37	62.9%	37.1%
Elkridge ES	9	28	12	10	2	61	62.7%	37.3%
Ducketts Lane ES	3	17	9	3	2	34	62.5%	37.5%
Jeffers Hill ES	1	14	6	4	2	27	60.0%	40.0%
Clarksville ES	3	9	5	4	2	23	57.1%	42.9%
Hollifield Station ES	1	23	16	2	3	45	57.1%	42.9%
West Friendship ES	1	9	7	2		19	52.6%	47.4%
Talbott Springs ES	2	15	16	2		35	48.6%	51.4%
Longfellow ES	1	13	13	3	2	32	46.7%	53.3%
Bollman Bridge ES	2	14	15	4	1	36	45.7%	54.3%

2016-2017 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	54	358	157	56	38	663	65.9%	34.1%
Lake Elkhorn MS	1	17	3	1	1	23	81.8%	18.2%
Lime Kiln MS	5	23	6	1		35	80.0%	20.0%
Mayfield Woods MS	3	23	5	4	3	38	74.3%	25.7%
Mount View MS	7	25	12		2	46	72.7%	27.3%
Folly Quarter MS	3	14	6	1	1	25	70.8%	29.2%
Thomas Viaduct MS	1	28	10	2	3	44	70.7%	29.3%
Dunloggin MS	4	12	5	2	3	26	69.6%	30.4%
Oakland Mills MS	3	15	7	1	1	27	69.2%	30.8%
Harper's Choice MS	1	19	5	4	1	30	69.0%	31.0%
Glenwood MS	2	15	5	3	2	27	68.0%	32.0%
Murray Hill MS	3	18	8	2		31	67.7%	32.3%
Elkridge Landing MS	1	18	9	2	3	33	63.3%	36.7%
Clarksville MS	1	16	3	7		27	63.0%	37.0%
Patuxent Valley MS	5	15	9	3	3	35	62.5%	37.5%
Ellicott Mills MS	1	23	11	4	2	41	61.5%	38.5%
Bonnie Branch MS	5	20	14	2	2	43	61.0%	39.0%
Hammond MS	3	15	10	4	4	36	56.3%	43.8%
Wilde Lake MS		14	9	2	3	28	56.0%	44.0%
Burleigh Manor MS	3	13	8	7	1	32	51.6%	48.4%
Patapsco MS	2	15	12	4	3	36	51.5%	48.5%
High	82	383	178	61	33	737	66.1%	33.9%
Hammond HS	4	41	10	2	1	58	78.9%	21.1%
Marriotts Ridge HS	4	31	9	4	3	51	72.9%	27.1%
Atholton HS	8	39	17	1	1	66	72.3%	27.7%
River Hill HS	9	32	12	5	2	60	70.7%	29.3%
Oakland Mills HS	6	40	16	4	4	70	69.7%	30.3%
Reservoir HS	9	30	15	5	3	62	66.1%	33.9%
Wilde Lake HS	10	24	14	5	1	54	64.2%	35.8%
Long Reach HS	8	27	13	7	4	59	63.6%	36.4%
Howard HS	4	40	19	8	5	76	62.0%	38.0%
Mt. Hebron HS	13	38	25	8	2	86	60.7%	39.3%
Glenelg HS	4	21	13	6	1	45	56.8%	43.2%
Centennial HS	3	20	15	6	6	50	52.3%	47.7%
Special	8	58	35	23	11	135	53.2%	46.8%
Homewood Center		20	3	3		26	76.9%	23.1%
County Diagnostic Center		2	1			3	66.7%	33.3%
Cedar Lane		12	5	3	2	22	60.0%	40.0%
Ascend One		5	5	2	1	13	41.7%	58.3%
Central Office	3	9	12	8	2	34	37.5%	62.5%
Old Cedar Lane		4	4	3	2	13	36.4%	63.6%
ARL	1	3	4	4	3	15	33.3%	66.7%
Grand Total	288	1657	716	264	119	3044	66.5%	33.5%

2016-2017 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	510	883	80	20	21	1514	93.3%	6.7%
Lisbon ES	8	21			1	30	100.0%	0.0%
Pointers Run ES	21	17			1	39	100.0%	0.0%
Running Brook ES	11	22			2	35	100.0%	0.0%
Stevens Forest ES	16	31			1	48	100.0%	0.0%
Thunder Hill ES	7	21				28	100.0%	0.0%
Waverly ES	6	27				33	100.0%	0.0%
Veterans ES	16	36	1			53	98.1%	1.9%
Phelps Luck ES	12	38	1		1	52	98.0%	2.0%
Hollifield Station ES	13	27	1		4	45	97.6%	2.4%
Rockburn ES	13	22	1			36	97.2%	2.8%
Talbott Springs ES	6	27	1			34	97.1%	2.9%
Ducketts Lane ES	13	19	1			33	97.0%	3.0%
Laurel Woods ES	7	25	1			33	97.0%	3.0%
Clemens Crossing ES	13	18		1		32	96.9%	3.1%
Atholton ES	8	21	1			30	96.7%	3.3%
Bryant Woods ES	11	18	1			30	96.7%	3.3%
Jeffers Hill ES	10	15		1	1	27	96.2%	3.8%
Guilford ES	8	16		1		25	96.0%	4.0%
Bellows Spring ES	27	20	2			49	95.9%	4.1%
Cradlerock ES	10	11	1			22	95.5%	4.5%
St. John's Lane ES	17	17	2			36	94.4%	5.6%
Forest Ridge ES	16	16	2		3	37	94.1%	5.9%
Northfield ES	17	30	3			50	94.0%	6.0%
Worthington ES	11	20	1	1		33	93.9%	6.1%
Gorman Crossing ES	5	24	1	1		31	93.5%	6.5%
Hammond ES	6	8		1		15	93.3%	6.7%
Fulton ES	15	23	2	1		41	92.7%	7.3%
Manor Woods ES	15	23	3		1	42	92.7%	7.3%
Deep Run ES	16	31	4			51	92.2%	7.8%
Bushy Park ES	13	19	3			35	91.4%	8.6%
Elkridge ES	27	27	4	2	1	61	90.0%	10.0%
Longfellow ES	6	21	1	2		30	90.0%	10.0%
Swansfield ES	20	23	4	1		48	89.6%	10.4%
Bollman Bridge ES	13	18	3	1	1	36	88.6%	11.4%
Centennial Lane ES	17	21	3	2		43	88.4%	11.6%
Dayton Oaks ES	22	22	5	1	1	51	88.0%	12.0%
Ilchester ES	11	24	5		3	43	87.5%	12.5%
Triadelphia Ridge ES	12	20	6			38	84.2%	15.8%
Waterloo ES	5	23	5	1		34	82.4%	17.6%
West Friendship ES	5	9	4	1		19	73.7%	26.3%
Clarksville ES	4	12	6	2		24	66.7%	33.3%

2016-2017 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	205	403	42	9	8	667	92.3%	7.7%
Clarksville MS	4	23				27	100.0%	0.0%
Dunloggin MS	10	15			1	26	100.0%	0.0%
Folly Quarter MS	14	11				25	100.0%	0.0%
Mount View MS	18	27	1			46	97.8%	2.2%
Bonnie Branch MS	18	25	1			44	97.7%	2.3%
Mayfield Woods MS	7	31	1			39	97.4%	2.6%
Murray Hill MS	8	22	1			31	96.8%	3.2%
Ellicott Mills MS	17	21	2			40	95.0%	5.0%
Patuxent Valley MS	12	20	2		1	35	94.1%	5.9%
Elkridge Landing MS	8	22	2		1	33	93.8%	6.3%
Harper's Choice MS	13	14	1	1	1	30	93.1%	6.9%
Glenwood MS	14	11	2			27	92.6%	7.4%
Lake Elkhorn MS	8	12	1	1		22	90.9%	9.1%
Thomas Viaduct MS	13	27	3	1		44	90.9%	9.1%
Oakland Mills MS	4	20	3		1	28	88.9%	11.1%
Patapsco MS	10	22	4		2	38	88.9%	11.1%
Lime Kiln MS	9	21	4	1		35	85.7%	14.3%
Burleigh Manor MS	7	20	2	3	1	33	84.4%	15.6%
Wilde Lake MS	6	17	5			28	82.1%	17.9%
Hammond MS	5	22	7	2		36	75.0%	25.0%
High	265	412	39	13	11	740	92.9%	7.1%
Atholton HS	23	41			2	66	100.0%	0.0%
Oakland Mills HS	20	47			1	68	100.0%	0.0%
Hammond HS	25	31	1		1	58	98.2%	1.8%
Mt. Hebron HS	43	44	2			89	97.8%	2.2%
Marriotts Ridge HS	19	28	3			50	94.0%	6.0%
Glenelg HS	16	26	3			45	93.3%	6.7%
River Hill HS	28	27	3	2		60	91.7%	8.3%
Wilde Lake HS	16	33	5	1	1	56	89.1%	10.9%
Reservoir HS	23	33	6	1		63	88.9%	11.1%
Howard HS	21	42	6	4	2	75	86.3%	13.7%
Long Reach HS	12	37	5	3	1	58	86.0%	14.0%
Centennial HS	19	23	5	2	3	52	85.7%	14.3%
Special	35	80	13	6	3	137	85.8%	14.2%
Ascend One	6	6			1	13	100.0%	0.0%
County Diagnostic Center	2	1				3	100.0%	0.0%
Homewood Center	9	15		1		25	96.0%	4.0%
Cedar Lane	2	20	3			25	88.0%	12.0%
Old Cedar Lane	2	8	3			13	76.9%	23.1%
Central Office	5	19	3	5	1	33	75.0%	25.0%
ARL	5	6	4			15	73.3%	26.7%
Grand Total	1015	1778	174	48	43	3058	92.6%	7.4%

2016-2017 HCEA Job Satisfaction Survey

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

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Elementary	137	910	299	112	62	1520	71.8%	28.2%
Laurel Woods ES	10	19	4			33	87.9%	12.1%
Waverly ES	1	26	4		1	32	87.1%	12.9%
Hammond ES		12	1	1		14	85.7%	14.3%
Bellows Spring ES	4	37	7		1	49	85.4%	14.6%
Talbott Springs ES	4	25	6			35	82.9%	17.1%
Worthington ES	4	22	5	1	1	33	81.3%	18.8%
Cradlerock ES	2	15		4	1	22	81.0%	19.0%
Ducketts Lane ES	3	22	5	1	2	33	80.6%	19.4%
Waterloo ES	4	20	4	2	4	34	80.0%	20.0%
Running Brook ES	11	16	5	2	1	35	79.4%	20.6%
Guilford ES	1	18	4	1		24	79.2%	20.8%
Stevens Forest ES	6	32	5	5		48	79.2%	20.8%
West Friendship ES	4	11	2	2		19	78.9%	21.1%
Thunder Hill ES	2	18	5	1	2	28	76.9%	23.1%
Veterans ES	4	35	8	4	2	53	76.5%	23.5%
Atholton ES	1	20	6	1	2	30	75.0%	25.0%
Bollman Bridge ES	2	25	7	2		36	75.0%	25.0%
Bryant Woods ES	2	19	5	2	2	30	75.0%	25.0%
Pointers Run ES	5	22	7	3	2	39	73.0%	27.0%
Centennial Lane ES	4	28	9	3	2	46	72.7%	27.3%
Manor Woods ES	5	24	7	4	1	41	72.5%	27.5%
Triadelphia Ridge ES	1	25	6	4	3	39	72.2%	27.8%
Clemens Crossing ES	2	20	9		1	32	71.0%	29.0%
Gorman Crossing ES	1	21	5	4		31	71.0%	29.0%
Jeffers Hill ES		19	7	1		27	70.4%	29.6%
Lisbon ES	4	15	6	2	2	29	70.4%	29.6%
Elkridge ES	2	38	11	6	4	61	70.2%	29.8%
Deep Run ES	4	31	13	2	1	51	70.0%	30.0%
Phelps Luck ES	4	31	12	4	1	52	68.6%	31.4%
St. John's Lane ES	6	18	10	1	1	36	68.6%	31.4%
Bushy Park ES	3	20	10	1	2	36	67.6%	32.4%
Dayton Oaks ES	1	32	11	5	1	50	67.3%	32.7%
Forest Ridge ES	4	17	9	2	6	38	65.6%	34.4%
Swansfield ES	5	25	10	8	1	49	62.5%	37.5%
Longfellow ES	3	15	10	1	3	32	62.1%	37.9%
Hollifield Station ES	2	24	12	4	3	45	61.9%	38.1%
Fulton ES	1	23	9	7	2	42	60.0%	40.0%
Ilchester ES	4	20	11	6	3	44	58.5%	41.5%
Northfield ES	3	25	15	6	1	50	57.1%	42.9%
Rockburn ES	4	16	10	5	1	36	57.1%	42.9%
Clarksville ES	3	9	6	4	2	24	54.5%	45.5%

2016-2017 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	58	380	147	48	37	670	69.2%	30.8%
Patapsco MS	4	24	6	1	2	37	80.0%	20.0%
Elkridge Landing MS	4	22	5	2		33	78.8%	21.2%
Bonnie Branch MS	2	29	8	1	4	44	77.5%	22.5%
Thomas Viaduct MS	7	26	9	1	1	44	76.7%	23.3%
Folly Quarter MS	4	14	5	1	1	25	75.0%	25.0%
Glenwood MS	3	15	6		3	27	75.0%	25.0%
Wilde Lake MS	2	18	6	1	1	28	74.1%	25.9%
Lake Elkhorn MS	1	15	3	3	1	23	72.7%	27.3%
Lime Kiln MS		25	9	2		36	69.4%	30.6%
Oakland Mills MS	1	17	8		2	28	69.2%	30.8%
Mount View MS	12	16	12	1	5	46	68.3%	31.7%
Clarksville MS		17	5	3	3	28	68.0%	32.0%
Patuxent Valley MS	5	18	9	2	1	35	67.6%	32.4%
Burleigh Manor MS	4	18	7	4		33	66.7%	33.3%
Ellicott Mills MS	1	23	8	5	4	41	64.9%	35.1%
Mayfield Woods MS	1	23	7	6	3	40	64.9%	35.1%
Murray Hill MS	1	17	9	2	3	32	62.1%	37.9%
Hammond MS	3	17	8	5	1	34	60.6%	39.4%
Dunloggin MS	1	13	8	4		26	53.8%	46.2%
Harper's Choice MS	2	13	9	4	2	30	53.6%	46.4%
High	53	382	183	85	35	738	61.9%	38.1%
Hammond HS	6	37	7	7		57	75.4%	24.6%
Marriotts Ridge HS	5	30	8	4	3	50	74.5%	25.5%
Howard HS	6	44	21	1	3	75	69.4%	30.6%
Centennial HS	4	27	12	5	4	52	64.6%	35.4%
Oakland Mills HS	2	40	15	9	4	70	63.6%	36.4%
River Hill HS	4	30	16	5	3	58	61.8%	38.2%
Long Reach HS	5	28	13	8	5	59	61.1%	38.9%
Reservoir HS	7	29	19	5	2	62	60.0%	40.0%
Wilde Lake HS	5	26	13	10	2	56	57.4%	42.6%
Atholton HS	2	33	15	11	5	66	57.4%	42.6%
Glenelg HS	5	20	14	5	1	45	56.8%	43.2%
Mt. Hebron HS	2	38	30	15	3	88	47.1%	52.9%
Special	16	66	35	16	5	138	61.7%	38.3%
County Diagnostic Center	1	1			1	3	100.0%	0.0%
Cedar Lane	4	15	2	2	2	25	82.6%	17.4%
Homewood Center	4	15	2	4	1	26	76.0%	24.0%
ARL	2	8	4		1	15	71.4%	28.6%
Central Office	3	15	9	7		34	52.9%	47.1%
Ascend One	2	4	5	1		12	50.0%	50.0%
Old Cedar Lane		4	9			13	30.8%	69.2%
Grand Total	264	1738	664	261	139	3066	68.4%	31.6%

2016-2017 HCEA Job Satisfaction Survey

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	211	909	300	80	9	1509	74.7%	25.3%
Hammond ES	3	12				15	100.0%	0.0%
Talbott Springs ES	12	20	1			33	97.0%	3.0%
Laurel Woods ES	10	21	2			33	93.9%	6.1%
Bollman Bridge ES	8	24	3	1		36	88.9%	11.1%
Bryant Woods ES	4	22	4			30	86.7%	13.3%
Running Brook ES	14	15	4	1		34	85.3%	14.7%
Bellows Spring ES	9	31	6	1		47	85.1%	14.9%
Worthington ES	6	22	5			33	84.8%	15.2%
West Friendship ES	5	11	1	2		19	84.2%	15.8%
Stevens Forest ES	8	30	6	2	1	47	82.6%	17.4%
Waterloo ES	5	21	6		1	33	81.3%	18.8%
Clemens Crossing ES	3	22	5	1		31	80.6%	19.4%
Deep Run ES	7	33	9	1		50	80.0%	20.0%
Phelps Luck ES	4	36	8	2	1	51	80.0%	20.0%
Triadelphia Ridge ES	5	26	6	2		39	79.5%	20.5%
Bushy Park ES	4	24	6	2		36	77.8%	22.2%
Gorman Crossing ES	5	19	6	1		31	77.4%	22.6%
Ducketts Lane ES	5	21	7	1		34	76.5%	23.5%
Jeffers Hill ES	2	18	3	4		27	74.1%	25.9%
Thunder Hill ES	2	18	6	1	1	28	74.1%	25.9%
Veterans ES	6	31	12	1	2	52	74.0%	26.0%
Lisbon ES	3	19	6	2		30	73.3%	26.7%
Cradlerock ES	2	14	3	3		22	72.7%	27.3%
Waverly ES	6	18	9			33	72.7%	27.3%
Guilford ES	3	15	5	2		25	72.0%	28.0%
Ilchester ES	5	25	11	1		42	71.4%	28.6%
Dayton Oaks ES	4	32	13	2		51	70.6%	29.4%
Centennial Lane ES	5	26	11	2	1	45	70.5%	29.5%
Fulton ES	5	23	8	4	1	41	70.0%	30.0%
Rockburn ES	4	21	8	3		36	69.4%	30.6%
St. John's Lane ES	1	24	10	1		36	69.4%	30.6%
Longfellow ES	4	18	9	1		32	68.8%	31.3%
Hollifield Station ES	5	25	11	3	1	45	68.2%	31.8%
Northfield ES	4	29	9	7		49	67.3%	32.7%
Manor Woods ES	5	22	11	3		41	65.9%	34.1%
Forest Ridge ES	5	20	13			38	65.8%	34.2%
Pointers Run ES	7	18	11	2		38	65.8%	34.2%
Elkridge ES	4	33	18	6		61	60.7%	39.3%
Atholton ES	2	16	8	4		30	60.0%	40.0%
Swansfield ES	5	24	11	9		49	59.2%	40.8%

2016-2017 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	94	414	117	37	5	667	76.7%	23.3%
Clarksville MS	4	21	2	1		28	89.3%	10.7%
Bonnie Branch MS	8	31	5			44	88.6%	11.4%
Folly Quarter MS	9	13	3			25	88.0%	12.0%
Burleigh Manor MS	2	26	4	1		33	84.8%	15.2%
Patuxent Valley MS	8	21	5	1		35	82.9%	17.1%
Elkridge Landing MS	3	24	5	1		33	81.8%	18.2%
Oakland Mills MS	4	18	5		1	28	81.5%	18.5%
Thomas Viaduct MS	7	27	8	1	1	44	79.1%	20.9%
Lime Kiln MS	3	25	7	1		36	77.8%	22.2%
Mount View MS	13	21	5	5	1	45	77.3%	22.7%
Glenwood MS	5	15	3	3	1	27	76.9%	23.1%
Wilde Lake MS	2	19	6	1		28	75.0%	25.0%
Harper's Choice MS	8	14	5	3		30	73.3%	26.7%
Dunloggin MS	5	14	3	4		26	73.1%	26.9%
Patapsco MS	1	25	8	2		36	72.2%	27.8%
Ellicott Mills MS	1	27	9	3	1	41	70.0%	30.0%
Hammond MS	5	18	7	3		33	69.7%	30.3%
Murray Hill MS	4	17	8	3		32	65.6%	34.4%
Lake Elkhorn MS	1	14	6	2		23	65.2%	34.8%
Mayfield Woods MS	1	24	13	2		40	62.5%	37.5%
High	65	432	188	47	8	740	67.9%	32.1%
Howard HS	7	54	14	1		76	80.3%	19.7%
Centennial HS	4	36	10	2		52	76.9%	23.1%
Hammond HS	8	35	8	6		57	75.4%	24.6%
Marriotts Ridge HS	9	28	9	4		50	74.0%	26.0%
Oakland Mills HS	2	44	19	1	4	70	69.7%	30.3%
Reservoir HS	6	37	17	2	1	63	69.4%	30.6%
Long Reach HS	6	34	14	4	1	59	69.0%	31.0%
River Hill HS	7	32	17	2		58	67.2%	32.8%
Wilde Lake HS	5	32	12	7		56	66.1%	33.9%
Glenelg HS	3	25	11	5	1	45	63.6%	36.4%
Atholton HS	3	34	24	3	1	65	57.8%	42.2%
Mt. Hebron HS	5	41	33	10		89	51.7%	48.3%
Special	26	82	23	7	1	139	78.3%	21.7%
County Diagnostic Center	2	1				3	100.0%	0.0%
Homewood Center	5	19	2			26	92.3%	7.7%
ARL	4	8	2	1		15	80.0%	20.0%
Old Cedar Lane	3	7	2	1		13	76.9%	23.1%
Cedar Lane	3	15	6		1	25	75.0%	25.0%
Central Office	5	20	5	4		34	73.5%	26.5%
Ascend One	3	6	4			13	69.2%	30.8%
Grand Total	396	1837	628	171	23	3055	73.6%	26.4%

2016-2017 HCEA Job Satisfaction Survey

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	53	146	548	729	44	1520	13.5%	86.5%
Fulton ES	3	10	8	18	3	42	33.3%	66.7%
Jeffers Hill ES	5	4	9	9		27	33.3%	66.7%
Triadelphia Ridge ES	1	8	12	15	3	39	25.0%	75.0%
Swansfield ES	4	8	18	19		49	24.5%	75.5%
Ilchester ES	6	4	16	15	2	43	24.4%	75.6%
Guilford ES	2	4	6	13		25	24.0%	76.0%
Gorman Crossing ES		6	10	15		31	19.4%	80.6%
Forest Ridge ES	2	5	13	17	1	38	18.9%	81.1%
Clemens Crossing ES	2	4	15	11		32	18.8%	81.3%
Longfellow ES	2	4	13	13		32	18.8%	81.3%
Northfield ES	1	8	18	21	1	49	18.8%	81.3%
Bryant Woods ES	1	4	10	12	3	30	18.5%	81.5%
Dayton Oaks ES	2	7	16	26		51	17.6%	82.4%
West Friendship ES		3	5	10	1	19	16.7%	83.3%
Elkridge ES	2	7	27	25		61	14.8%	85.2%
Talbott Springs ES	1	4	16	13	1	35	14.7%	85.3%
Rockburn ES		5	12	18	1	36	14.3%	85.7%
Bushy Park ES	2	3	23	8		36	13.9%	86.1%
Worthington ES	1	3	11	14	4	33	13.8%	86.2%
Waverly ES	2	2	13	15		32	12.5%	87.5%
Bollman Bridge ES	1	3	15	16	1	36	11.4%	88.6%
St. John's Lane ES		4	22	10		36	11.1%	88.9%
Stevens Forest ES	3	2	20	21	2	48	10.9%	89.1%
Pointers Run ES	2	2	10	23	1	38	10.8%	89.2%
Phelps Luck ES	1	4	14	31	1	51	10.0%	90.0%
Manor Woods ES	1	3	14	24		42	9.5%	90.5%
Centennial Lane ES		4	16	24	1	45	9.1%	90.9%
Waterloo ES	2	1	12	18	1	34	9.1%	90.9%
Hollifield Station ES	1	3	15	26		45	8.9%	91.1%
Ducketts Lane ES		3	9	22		34	8.8%	91.2%
Bellows Spring ES		4	15	28	2	49	8.5%	91.5%
Hammond ES	1		2	9	3	15	8.3%	91.7%
Deep Run ES	1	3	22	23	2	51	8.2%	91.8%
Atholton ES		2	15	13		30	6.7%	93.3%
Running Brook ES		2	5	27	1	35	5.9%	94.1%
Cradlerock ES		1	8	12	1	22	4.8%	95.2%
Thunder Hill ES		1	13	13	1	28	3.7%	96.3%
Lisbon ES	1		15	14		30	3.3%	96.7%
Veterans ES		1	20	28	3	52	2.0%	98.0%
Clarksville ES			7	17		24	0.0%	100.0%
Laurel Woods ES			8	22	3	33	0.0%	100.0%

2016-2017 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	22	61	227	338	22	670	12.8%	87.2%
Dunloggin MS	5	4	5	10	1	25	37.5%	62.5%
Wilde Lake MS	3	6	9	9	1	28	33.3%	66.7%
Harper's Choice MS	1	6	8	15		30	23.3%	76.7%
Ellicott Mills MS	4	5	17	14	1	41	22.5%	77.5%
Clarksville MS	1	4	7	15	1	28	18.5%	81.5%
Elkridge Landing MS	1	4	14	13	1	33	15.6%	84.4%
Patapsco MS	1	4	8	24	1	38	13.5%	86.5%
Burleigh Manor MS		4	11	18		33	12.1%	87.9%
Mount View MS	2	3	18	19	3	45	11.9%	88.1%
Mayfield Woods MS	3	1	9	27		40	10.0%	90.0%
Bonnie Branch MS		4	19	18	3	44	9.8%	90.2%
Murray Hill MS		3	13	15	1	32	9.7%	90.3%
Lake Elkhorn MS		2	7	12	2	23	9.5%	90.5%
Patuxent Valley MS		3	12	19	1	35	8.8%	91.2%
Lime Kiln MS		3	21	11	1	36	8.6%	91.4%
Folly Quarter MS		2	5	17	1	25	8.3%	91.7%
Hammond MS	1	1	15	15	3	35	6.3%	93.8%
Oakland Mills MS		1	8	19		28	3.6%	96.4%
Thomas Viaduct MS		1	10	32	1	44	2.3%	97.7%
Glenwood MS			11	16		27	0.0%	100.0%
High	37	73	257	342	33	742	15.5%	84.5%
Mt. Hebron HS	10	12	22	43	2	89	25.3%	74.7%
Long Reach HS	5	7	20	22	5	59	22.2%	77.8%
Atholton HS	3	11	21	30	1	66	21.5%	78.5%
Wilde Lake HS	3	7	26	17	3	56	18.9%	81.1%
Glenelg HS	5	3	13	22	2	45	18.6%	81.4%
Centennial HS	3	6	19	22	2	52	18.0%	82.0%
River Hill HS		9	24	24	3	60	15.8%	84.2%
Reservoir HS	3	6	20	29	3	61	15.5%	84.5%
Howard HS	2	4	23	44	3	76	8.2%	91.8%
Marriotts Ridge HS	1	3	16	30		50	8.0%	92.0%
Oakland Mills HS	1	3	35	26	5	70	6.2%	93.8%
Hammond HS	1	2	18	33	4	58	5.6%	94.4%
Special	6	9	36	79	8	138	11.5%	88.5%
Cedar Lane	1	6	6	12		25	28.0%	72.0%
Homewood Center	2	1	8	14	1	26	12.0%	88.0%
Old Cedar Lane		1	4	6	2	13	9.1%	90.9%
Central Office	2		9	21	2	34	6.3%	93.8%
ARL			2	9	3	14	0.0%	100.0%
Ascend One			2	11		13	0.0%	100.0%
County Diagnostic Center			1	2		3	0.0%	100.0%
Grand Total	118	289	1068	1488	107	3070	13.7%	86.3%

2016-2017 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	56	86	558	768	49	1517	9.7%	90.3%
Jeffers Hill ES	7	1	11	8		27	29.6%	70.4%
Swansfield ES	6	8	22	13		49	28.6%	71.4%
Fulton ES	6	2	11	21	2	42	20.0%	80.0%
Thunder Hill ES		5	11	9	1	26	20.0%	80.0%
Northfield ES	4	5	23	16	1	49	18.8%	81.3%
Lisbon ES	2	3	13	11	1	30	17.2%	82.8%
Pointers Run ES	2	4	11	21	1	39	15.8%	84.2%
Hollifield Station ES	4	2	17	22		45	13.3%	86.7%
Talbott Springs ES		4	13	16	2	35	12.1%	87.9%
Guilford ES	1	2	8	14		25	12.0%	88.0%
Bushy Park ES	2	2	22	9		35	11.4%	88.6%
Bryant Woods ES	1	2	15	9	2	29	11.1%	88.9%
Centennial Lane ES	2	3	19	21	1	46	11.1%	88.9%
Triadelphia Ridge ES	2	2	11	21	2	38	11.1%	88.9%
West Friendship ES	2		5	11	1	19	11.1%	88.9%
Elkridge ES	1	5	29	26		61	9.8%	90.2%
Gorman Crossing ES		3	11	17		31	9.7%	90.3%
Bollman Bridge ES	1	2	9	21	3	36	9.1%	90.9%
Rockburn ES		3	9	23	1	36	8.6%	91.4%
St. John's Lane ES	1	2	23	9	1	36	8.6%	91.4%
Hammond ES	1		1	10	3	15	8.3%	91.7%
Phelps Luck ES	1	3	15	31	1	51	8.0%	92.0%
Dayton Oaks ES	1	3	21	26		51	7.8%	92.2%
Worthington ES	1	1	8	19	4	33	6.9%	93.1%
Atholton ES	1	1	20	8		30	6.7%	93.3%
Longfellow ES		2	14	16		32	6.3%	93.8%
Waterloo ES	1	1	9	21	1	33	6.3%	93.8%
Waverly ES		2	13	18		33	6.1%	93.9%
Forest Ridge ES	1	1	14	20	2	38	5.6%	94.4%
Manor Woods ES		2	11	26	3	42	5.1%	94.9%
Cradlerock ES		1	7	12	1	21	5.0%	95.0%
Ilchester ES	1	1	16	24	2	44	4.8%	95.2%
Stevens Forest ES		2	19	25	1	47	4.3%	95.7%
Bellows Spring ES	1	1	16	29	2	49	4.3%	95.7%
Clarksville ES		1	6	17		24	4.2%	95.8%
Deep Run ES	1	1	21	26	2	51	4.1%	95.9%
Veterans ES	1	1	15	34	2	53	3.9%	96.1%
Laurel Woods ES		1	8	21	3	33	3.3%	96.7%
Clemens Crossing ES	1		19	11	1	32	3.2%	96.8%
Running Brook ES		1	5	28	1	35	2.9%	97.1%
Ducketts Lane ES			7	27		34	0.0%	100.0%

2016-2017 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	22	45	244	331	27	669	10.4%	89.6%
Lime Kiln MS	3	5	16	11	1	36	22.9%	77.1%
Hammond MS	2	5	12	14	3	36	21.2%	78.8%
Harper's Choice MS	1	5	8	15		29	20.7%	79.3%
Lake Elkhorn MS	1	3	7	11		22	18.2%	81.8%
Murray Hill MS	1	4	11	15	1	32	16.1%	83.9%
Ellicott Mills MS	4	2	13	19	2	40	15.8%	84.2%
Patuxent Valley MS	1	3	13	16	2	35	12.1%	87.9%
Mayfield Woods MS	2	2	10	24	2	40	10.5%	89.5%
Mount View MS		4	16	23	3	46	9.3%	90.7%
Thomas Viaduct MS	1	3	18	21	1	44	9.3%	90.7%
Elkridge Landing MS	1	2	14	16		33	9.1%	90.9%
Dunloggin MS	1	1	10	12	2	26	8.3%	91.7%
Folly Quarter MS		2	5	17	1	25	8.3%	91.7%
Patapsco MS	1	2	15	20		38	7.9%	92.1%
Wilde Lake MS	1	1	16	8	2	28	7.7%	92.3%
Clarksville MS	1		8	16	2	27	4.0%	96.0%
Oakland Mills MS	1		8	18	1	28	3.7%	96.3%
Bonnie Branch MS		1	23	17	3	44	2.4%	97.6%
Burleigh Manor MS			11	21	1	33	0.0%	100.0%
Glenwood MS			10	17		27	0.0%	100.0%
High	32	69	295	317	29	742	14.2%	85.8%
Mt. Hebron HS	9	17	25	33	4	88	31.0%	69.0%
River Hill HS	4	12	25	19		60	26.7%	73.3%
Glenelg HS	5	4	17	17	2	45	20.9%	79.1%
Atholton HS	5	6	26	28	1	66	16.9%	83.1%
Wilde Lake HS	3	5	30	16	2	56	14.8%	85.2%
Long Reach HS	3	4	24	23	4	58	13.0%	87.0%
Marriotts Ridge HS		5	15	31		51	9.8%	90.2%
Oakland Mills HS	2	4	42	16	5	69	9.4%	90.6%
Reservoir HS		5	25	30	3	63	8.3%	91.7%
Centennial HS		3	22	24	3	52	6.1%	93.9%
Hammond HS	1	2	17	35	3	58	5.5%	94.5%
Howard HS		2	27	45	2	76	2.7%	97.3%
Special	9	7	36	80	6	138	12.1%	87.9%
Central Office	5	2	5	20	1	33	21.9%	78.1%
Cedar Lane	1	3	8	13		25	16.0%	84.0%
Homewood Center	1	1	7	16	1	26	8.0%	92.0%
ARL			5	8	2	15	0.0%	100.0%
Ascend One			2	11		13	0.0%	100.0%
County Diagnostic Center			1	2		3	0.0%	100.0%
Old Cedar Lane			5	6	2	13	0.0%	100.0%
Grand Total	119	207	1133	1496	111	3066	11.0%	89.0%

2016-2017 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	63	253	604	552	51	1523	21.5%	78.5%
Hammond ES	1	4	4	3	3	15	41.7%	58.3%
Waterloo ES	5	8	9	10	2	34	40.6%	59.4%
Triadelphia Ridge ES	2	13	16	6	2	39	40.5%	59.5%
Bushy Park ES	2	12	14	8		36	38.9%	61.1%
Guilford ES	3	6	6	10		25	36.0%	64.0%
Laurel Woods ES	2	8	8	12	3	33	33.3%	66.7%
Clemens Crossing ES	4	6	14	7	1	32	32.3%	67.7%
Longfellow ES	4	6	12	9	1	32	32.3%	67.7%
Centennial Lane ES	1	13	15	16	1	46	31.1%	68.9%
Ilchester ES	4	8	17	12	2	43	29.3%	70.7%
Swansfield ES	4	9	20	16		49	26.5%	73.5%
Rockburn ES	2	7	9	16	2	36	26.5%	73.5%
Pointers Run ES	3	7	16	12	1	39	26.3%	73.7%
Forest Ridge ES	1	8	15	11	3	38	25.7%	74.3%
Fulton ES	3	7	13	17	2	42	25.0%	75.0%
Waverly ES		8	14	11		33	24.2%	75.8%
Northfield ES	3	8	20	15	3	49	23.9%	76.1%
Dayton Oaks ES	3	9	26	13		51	23.5%	76.5%
Elkridge ES	1	13	31	15	1	61	23.3%	76.7%
Gorman Crossing ES	2	5	13	10		30	23.3%	76.7%
Worthington ES		7	9	14	3	33	23.3%	76.7%
West Friendship ES		4	6	8	1	19	22.2%	77.8%
Manor Woods ES	1	7	14	18	2	42	20.0%	80.0%
Jeffers Hill ES		5	15	7		27	18.5%	81.5%
Ducketts Lane ES	2	4	7	21		34	17.6%	82.4%
Running Brook ES		6	8	20	1	35	17.6%	82.4%
St. John's Lane ES		6	21	7	2	36	17.6%	82.4%
Atholton ES		5	16	9		30	16.7%	83.3%
Lisbon ES	1	4	13	12		30	16.7%	83.3%
Talbott Springs ES		5	16	12	2	35	15.2%	84.8%
Stevens Forest ES	1	6	19	21	1	48	14.9%	85.1%
Cradlerock ES		3	9	10		22	13.6%	86.4%
Bellows Spring ES	1	5	19	22	2	49	12.8%	87.2%
Phelps Luck ES	1	5	20	25	1	52	11.8%	88.2%
Thunder Hill ES	1	2	14	9	1	27	11.5%	88.5%
Bollman Bridge ES	2	2	13	18	1	36	11.4%	88.6%
Hollifield Station ES	1	4	21	18	1	45	11.4%	88.6%
Bryant Woods ES		3	13	13	1	30	10.3%	89.7%
Clarksville ES	1	1	13	9		24	8.3%	91.7%
Veterans ES	1	2	23	25	2	53	5.9%	94.1%
Deep Run ES		2	23	24	2	51	4.1%	95.9%

2016-2017 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% AGREE	% DISAGREE
Middle	62	161	239	183	28	673	34.6%	65.4%
Mount View MS	13	15	6	10	2	46	63.6%	36.4%
Hammond MS	9	9	9	6	3	36	54.5%	45.5%
Patuxent Valley MS	5	10	10	9	1	35	44.1%	55.9%
Folly Quarter MS	2	9	8	6		25	44.0%	56.0%
Lime Kiln MS	3	12	15	5	1	36	42.9%	57.1%
Elkridge Landing MS	4	10	9	10		33	42.4%	57.6%
Harper's Choice MS	3	9	5	12	1	30	41.4%	58.6%
Ellicott Mills MS	3	13	18	5	2	41	41.0%	59.0%
Clarksville MS	1	10	10	7		28	39.3%	60.7%
Glenwood MS	1	8	11	7		27	33.3%	66.7%
Burleigh Manor MS	4	6	14	8	1	33	31.3%	68.8%
Wilde Lake MS	2	6	12	7	1	28	29.6%	70.4%
Murray Hill MS	1	8	14	8	1	32	29.0%	71.0%
Patapsco MS	3	7	14	13	1	38	27.0%	73.0%
Bonnie Branch MS	3	8	19	11	3	44	26.8%	73.2%
Dunloggin MS	3	2	11	6	4	26	22.7%	77.3%
Thomas Viaduct MS	1	7	13	18	5	44	20.5%	79.5%
Lake Elkhorn MS	1	3	8	10	1	23	18.2%	81.8%
Mayfield Woods MS		6	18	15	1	40	15.4%	84.6%
Oakland Mills MS		3	15	10		28	10.7%	89.3%
High	89	158	265	203	25	740	34.5%	65.5%
Marriotts Ridge HS	7	16	13	13		49	46.9%	53.1%
Glenelg HS	5	14	15	10	1	45	43.2%	56.8%
Mt. Hebron HS	18	19	27	25		89	41.6%	58.4%
Atholton HS	7	18	28	11	2	66	39.1%	60.9%
Wilde Lake HS	7	13	24	10	2	56	37.0%	63.0%
Centennial HS	6	12	18	14	2	52	36.0%	64.0%
Reservoir HS	12	8	20	21	2	63	32.8%	67.2%
Hammond HS	8	9	13	25	3	58	30.9%	69.1%
Howard HS	11	11	22	28	3	75	30.6%	69.4%
River Hill HS	1	16	29	11	2	59	29.8%	70.2%
Long Reach HS	4	11	21	17	5	58	28.3%	71.7%
Oakland Mills HS	3	11	35	18	3	70	20.9%	79.1%
Special	7	19	36	48	28	138	23.6%	76.4%
Old Cedar Lane	2	4	4	2	1	13	50.0%	50.0%
Ascend One	1	3	3	3	3	13	40.0%	60.0%
County Diagnostic Center		1	1	1		3	33.3%	66.7%
ARL	1	2	2	7	3	15	25.0%	75.0%
Homewood Center	2	1	10	12	1	26	12.0%	88.0%
Cedar Lane		2	10	13		25	8.0%	92.0%
Central Office		1	4	9	19	33	7.1%	92.9%
Grand Total	221	591	1144	986	132	3074	27.6%	72.4%

2016-2017 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.	284	1347	836	609	5	3081
	9.2%	43.8%	27.2%	19.8%		
2. There is an atmosphere of open communication and trust in my school/worksite.	323	1422	846	472	10	3073
	10.5%	46.4%	27.6%	15.4%		
3. I personally feel successful in my work.	698	1823	418	128	5	3072
	22.8%	59.4%	13.6%	4.2%		
4. I feel involved in decision-making at my school/worksite.	319	1218	967	497	70	3071
	10.6%	40.6%	32.2%	16.6%		
5. I want to be involved in decision-making at my school/worksite.	762	1907	270	52	82	3073
	25.5%	63.8%	9.0%	1.7%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	488	1326	737	492	34	3077
	16.0%	43.6%	24.2%	16.2%		
7. In my school/worksite, I am treated as a professional.	808	1611	400	240	8	3067
	26.4%	52.7%	13.1%	7.8%		
8. There is good teamwork among staff in my school/worksite.	721	1626	512	198	8	3065
	23.6%	53.2%	16.7%	6.5%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	486	1567	542	241	229	3065
	17.1%	55.3%	19.1%	8.5%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	649	1661	495	255	16	3076
	21.2%	54.3%	16.2%	8.3%		
11. My work performance is evaluated fairly.	689	1683	458	182	44	3056
	22.9%	55.9%	15.2%	6.0%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	283	1132	868	709	72	3064
	9.5%	37.8%	29.0%	23.7%		
13. I am provided adequate work and storage space to prepare for and do my job.	742	1778	375	160	16	3071
	24.3%	58.2%	12.3%	5.2%		
14. My administrators/supervisors respect the negotiated contracts.	985	1723	243	84	29	3064
	32.5%	56.8%	8.0%	2.8%		

2016-2017 HCEA Job Satisfaction Survey

15. My planning time is respected by my school administrations/supervisors.	635	1424	431	165	405	3060
	23.9%	53.6%	16.2%	6.2%		
16. In my school, administrators/supervisors support me in enforcing discipline.	477	1302	599	407	278	3063
	17.1%	46.8%	21.5%	14.6%		
17. In my school, student misbehavior interferes with learning.	778	1099	693	320	171	3061
	26.9%	38.0%	24.0%	11.1%		
18. Too much instructional time is spent administering assessments.	1053	1186	471	66	281	3057
	37.9%	42.7%	17.0%	2.4%		
19. HCPSS professional development experiences are meaningful and worthwhile.	150	1024	1045	747	97	3063
	5.1%	34.5%	35.2%	25.2%		
20. Increased workload has contributed to a decline in my morale.	1009	1130	679	172	79	3069
	33.7%	37.8%	22.7%	5.8%		
21. I am paid fairly.	127	1273	1038	615	8	3061
	4.2%	41.7%	34.0%	20.1%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	39	282	802	1859	77	3059
	1.3%	9.5%	26.9%	62.3%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	288	1657	716	264	119	3044
	9.8%	56.6%	24.5%	9.0%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	1015	1778	174	48	43	3058
	33.7%	59.0%	5.8%	1.6%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	264	1738	664	261	139	3066
	9.0%	59.4%	22.7%	8.9%		
26. In my position, I receive appropriate and adequate support and training.	396	1837	628	171	23	3055
	13.1%	60.6%	20.7%	5.6%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	118	289	1068	1488	107	3070
	4.0%	9.8%	36.0%	50.2%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	119	207	1133	1496	111	3066
	4.0%	7.0%	38.3%	50.6%		
29. In the last 12 months, I have experienced harassing behavior from parents.	221	591	1144	986	132	3074
	7.5%	20.1%	38.9%	33.5%		

2016-2017 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.	22	98	65	45		230
	9.6%	42.6%	28.3%	19.6%		
2. There is an atmosphere of open communication and trust in my school/worksite.	23	100	76	30		229
	10.0%	43.7%	33.2%	13.1%		
3. I personally feel successful in my work.	27	153	40	9		229
	11.8%	66.8%	17.5%	3.9%		
4. I feel involved in decision-making at my school/worksite.	15	86	99	25	5	230
	6.7%	38.2%	44.0%	11.1%		
5. I want to be involved in decision-making at my school/worksite.	52	145	24	2	7	230
	23.3%	65.0%	10.8%	0.9%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	23	113	60	31	3	230
	10.1%	49.8%	26.4%	13.7%		
7. In my school/worksite, I am treated as a professional.	51	127	35	13	2	228
	22.6%	56.2%	15.5%	5.8%		
8. There is good teamwork among staff in my school/worksite.	54	113	43	18		228
	23.7%	49.6%	18.9%	7.9%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	36	109	52	13	20	230
	17.1%	51.9%	24.8%	6.2%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	55	125	35	14	1	230
	24.0%	54.6%	15.3%	6.1%		
11. My work performance is evaluated fairly.	49	123	39	14	3	228
	21.8%	54.7%	17.3%	6.2%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	15	81	66	63	1	226
	6.7%	36.0%	29.3%	28.0%		
13. I am provided adequate work and storage space to prepare for and do my job.	42	149	26	11	1	229
	18.4%	65.4%	11.4%	4.8%		
14. My administrators/supervisors respect the negotiated contracts.	64	138	19	4	4	229
	28.4%	61.3%	8.4%	1.8%		

2016-2017 HCEA Job Satisfaction Survey

15. My planning time is respected by my school administrations/supervisors.	36	114	58	13	7	228
	16.3%	51.6%	26.2%	5.9%		
16. In my school, administrators/supervisors support me in enforcing discipline.	34	93	62	33	8	230
	15.3%	41.9%	27.9%	14.9%		
17. In my school, student misbehavior interferes with learning.	80	93	43	10	3	229
	35.4%	41.2%	19.0%	4.4%		
18. Too much instructional time is spent administering assessments.	49	103	60	4	14	230
	22.7%	47.7%	27.8%	1.9%		
19. HCPSS professional development experiences are meaningful and worthwhile.	14	93	68	50	2	227
	6.2%	41.3%	30.2%	22.2%		
20. Increased workload has contributed to a decline in my morale.	77	84	49	13	4	227
	34.5%	37.7%	22.0%	5.8%		
21. I am paid fairly.	6	87	88	46	1	228
	2.6%	38.3%	38.8%	20.3%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	4	33	61	114	12	224
	1.9%	15.6%	28.8%	53.8%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	15	118	62	19	14	228
	7.0%	55.1%	29.0%	8.9%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	61	147	11	1	9	229
	27.7%	66.8%	5.0%	0.5%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	27	156	30	11	5	229
	12.1%	69.6%	13.4%	4.9%		
26. In my position, I receive appropriate and adequate support and training.	28	134	52	13		227
	12.3%	59.0%	22.9%	5.7%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	9	20	75	115	11	230
	4.1%	9.1%	34.2%	52.5%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	4	10	92	113	10	229
	1.8%	4.6%	42.0%	51.6%		
29. In the last 12 months, I have experienced harassing behavior from parents.	18	51	75	74	11	229
	8.3%	23.4%	34.4%	33.9%		

2016-2017 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.	38	212	123	97	2	472
	8.1%	45.1%	26.2%	20.6%		
2. There is an atmosphere of open communication and trust in my school/worksite.	45	219	117	86	3	470
	9.6%	46.9%	25.1%	18.4%		
3. I personally feel successful in my work.	97	279	72	20		468
	20.7%	59.6%	15.4%	4.3%		
4. I feel involved in decision-making at my school/worksite.	41	184	166	74	5	470
	8.8%	39.6%	35.7%	15.9%		
5. I want to be involved in decision-making at my school/worksite.	122	297	34	11	8	472
	26.3%	64.0%	7.3%	2.4%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	81	196	115	76	4	472
	17.3%	41.9%	24.6%	16.2%		
7. In my school/worksite, I am treated as a professional.	134	245	53	39		471
	28.5%	52.0%	11.3%	8.3%		
8. There is good teamwork among staff in my school/worksite.	107	249	91	22	2	471
	22.8%	53.1%	19.4%	4.7%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	82	256	81	28	24	471
	18.3%	57.3%	18.1%	6.3%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	95	243	91	40	1	470
	20.3%	51.8%	19.4%	8.5%		
11. My work performance is evaluated fairly.	122	246	58	34	8	468
	26.5%	53.5%	12.6%	7.4%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	39	177	135	118	1	470
	8.3%	37.7%	28.8%	25.2%		
13. I am provided adequate work and storage space to prepare for and do my job.	117	271	62	21		471
	24.8%	57.5%	13.2%	4.5%		
14. My administrators/supervisors respect the negotiated contracts.	161	260	38	10	2	471
	34.3%	55.4%	8.1%	2.1%		

2016-2017 HCEA Job Satisfaction Survey

15. My planning time is respected by my school administrations/supervisors.	106	252	63	37	11	469
	23.1%	55.0%	13.8%	8.1%		
16. In my school, administrators/supervisors support me in enforcing discipline.	62	197	102	84	23	468
	13.9%	44.3%	22.9%	18.9%		
17. In my school, student misbehavior interferes with learning.	138	148	127	41	13	467
	30.4%	32.6%	28.0%	9.0%		
18. Too much instructional time is spent administering assessments.	152	199	78	7	34	470
	34.9%	45.6%	17.9%	1.6%		
19. HCPSS professional development experiences are meaningful and worthwhile.	21	164	161	120	5	471
	4.5%	35.2%	34.5%	25.8%		
20. Increased workload has contributed to a decline in my morale.	149	204	95	17	6	471
	32.0%	43.9%	20.4%	3.7%		
21. I am paid fairly.	9	189	184	87		469
	1.9%	40.3%	39.2%	18.6%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	4	39	124	289	12	468
	0.9%	8.6%	27.2%	63.4%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	41	258	111	34	22	466
	9.2%	58.1%	25.0%	7.7%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	153	280	22	8	7	470
	33.0%	60.5%	4.8%	1.7%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	36	310	92	23	9	470
	7.8%	67.2%	20.0%	5.0%		
26. In my position, I receive appropriate and adequate support and training.	53	308	89	19	1	470
	11.3%	65.7%	19.0%	4.1%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	21	41	148	253	7	470
	4.5%	8.9%	32.0%	54.6%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	19	34	148	263	7	471
	4.1%	7.3%	31.9%	56.7%		
29. In the last 12 months, I have experienced harassing behavior from parents.	45	86	167	164	9	471
	9.7%	18.6%	36.1%	35.5%		

2016-2017 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.	158	764	498	360	1	1781
	8.9%	42.9%	28.0%	20.2%		
2. There is an atmosphere of open communication and trust in my school/worksite.	198	819	488	267	4	1776
	11.2%	46.2%	27.5%	15.1%		
3. I personally feel successful in my work.	429	1027	248	71	4	1779
	24.2%	57.9%	14.0%	4.0%		
4. I feel involved in decision-making at my school/worksite.	221	720	526	288	20	1775
	12.6%	41.0%	30.0%	16.4%		
5. I want to be involved in decision-making at my school/worksite.	494	1079	152	29	24	1778
	28.2%	61.5%	8.7%	1.7%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	314	760	403	285	16	1778
	17.8%	43.1%	22.9%	16.2%		
7. In my school/worksite, I am treated as a professional.	504	897	231	135	3	1770
	28.5%	50.8%	13.1%	7.6%		
8. There is good teamwork among staff in my school/worksite.	446	941	274	106	3	1770
	25.2%	53.3%	15.5%	6.0%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	308	932	288	132	108	1768
	18.6%	56.1%	17.3%	8.0%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	390	950	280	149	9	1778
	22.0%	53.7%	15.8%	8.4%		
11. My work performance is evaluated fairly.	392	958	283	109	22	1764
	22.5%	55.0%	16.2%	6.3%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	168	595	534	465	9	1771
	9.5%	33.8%	30.3%	26.4%		
13. I am provided adequate work and storage space to prepare for and do my job.	460	990	220	100	4	1774
	26.0%	55.9%	12.4%	5.6%		
14. My administrators/supervisors respect the negotiated contracts.	620	969	127	46	7	1769
	35.2%	55.0%	7.2%	2.6%		

2016-2017 HCEA Job Satisfaction Survey

15. My planning time is respected by my school administrations/supervisors.	458	920	252	87	51	1768
	26.7%	53.6%	14.7%	5.1%		
16. In my school, administrators/supervisors support me in enforcing discipline.	307	779	336	221	125	1768
	18.7%	47.4%	20.5%	13.5%		
17. In my school, student misbehavior interferes with learning.	381	654	427	229	80	1771
	22.5%	38.7%	25.3%	13.5%		
18. Too much instructional time is spent administering assessments.	681	674	267	45	100	1767
	40.9%	40.4%	16.0%	2.7%		
19. HCPSS professional development experiences are meaningful and worthwhile.	87	568	618	476	22	1771
	5.0%	32.5%	35.3%	27.2%		
20. Increased workload has contributed to a decline in my morale.	689	663	311	92	23	1778
	39.3%	37.8%	17.7%	5.2%		
21. I am paid fairly.	98	837	538	296	1	1770
	5.5%	47.3%	30.4%	16.7%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	18	129	455	1139	35	1776
	1.0%	7.4%	26.1%	65.4%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	183	954	407	154	62	1760
	10.8%	56.2%	24.0%	9.1%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	659	969	102	23	15	1768
	37.6%	55.3%	5.8%	1.3%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	170	993	390	161	59	1773
	9.9%	57.9%	22.8%	9.4%		
26. In my position, I receive appropriate and adequate support and training.	253	1079	326	95	10	1763
	14.4%	61.6%	18.6%	5.4%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	59	173	630	861	52	1775
	3.4%	10.0%	36.6%	50.0%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	72	133	657	855	56	1773
	4.2%	7.7%	38.3%	49.8%		
29. In the last 12 months, I have experienced harassing behavior from parents.	132	379	667	554	46	1778
	7.6%	21.9%	38.5%	32.0%		

2016-2017 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.	116	525	307	227	2	1177
	9.9%	44.7%	26.1%	19.3%		
2. There is an atmosphere of open communication and trust in my school/worksite.	131	594	288	159	2	1174
	11.2%	50.7%	24.6%	13.6%		
3. I personally feel successful in my work.	257	676	192	49	1	1175
	21.9%	57.6%	16.4%	4.2%		
4. I feel involved in decision-making at my school/worksite.	143	508	357	156	10	1174
	12.3%	43.6%	30.7%	13.4%		
5. I want to be involved in decision-making at my school/worksite.	347	724	77	14	15	1177
	29.9%	62.3%	6.6%	1.2%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	210	545	254	157	8	1174
	18.0%	46.7%	21.8%	13.5%		
7. In my school/worksite, I am treated as a professional.	364	594	127	86	1	1172
	31.1%	50.7%	10.8%	7.3%		
8. There is good teamwork among staff in my school/worksite.	295	613	198	62	2	1170
	25.3%	52.5%	17.0%	5.3%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	200	611	196	77	90	1174
	18.5%	56.4%	18.1%	7.1%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	255	638	184	95	4	1176
	21.8%	54.4%	15.7%	8.1%		
11. My work performance is evaluated fairly.	287	647	147	69	16	1166
	25.0%	56.3%	12.8%	6.0%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	107	407	374	275	4	1167
	9.2%	35.0%	32.2%	23.6%		
13. I am provided adequate work and storage space to prepare for and do my job.	273	664	176	60	1	1174
	23.3%	56.6%	15.0%	5.1%		
14. My administrators/supervisors respect the negotiated contracts.	421	642	74	27	6	1170
	36.2%	55.2%	6.4%	2.3%		

2016-2017 HCEA Job Satisfaction Survey

15. My planning time is respected by my school administrations/supervisors.	288	613	183	67	16	1167
	25.0%	53.3%	15.9%	5.8%		
16. In my school, administrators/supervisors support me in enforcing discipline.	234	555	195	123	60	1167
	21.1%	50.1%	17.6%	11.1%		
17. In my school, student misbehavior interferes with learning.	291	424	299	121	34	1169
	25.6%	37.4%	26.3%	10.7%		
18. Too much instructional time is spent administering assessments.	363	490	220	24	75	1172
	33.1%	44.7%	20.1%	2.2%		
19. HCPSS professional development experiences are meaningful and worthwhile.	65	466	396	235	10	1172
	5.6%	40.1%	34.1%	20.2%		
20. Increased workload has contributed to a decline in my morale.	444	446	219	49	14	1172
	38.3%	38.5%	18.9%	4.2%		
21. I am paid fairly.	52	500	401	216	1	1170
	4.4%	42.8%	34.3%	18.5%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	14	108	318	712	22	1174
	1.2%	9.4%	27.6%	61.8%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	115	665	269	86	31	1166
	10.1%	58.6%	23.7%	7.6%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	425	668	52	11	13	1169
	36.8%	57.8%	4.5%	1.0%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	122	748	208	76	20	1174
	10.6%	64.8%	18.0%	6.6%		
26. In my position, I receive appropriate and adequate support and training.	186	721	200	52	4	1163
	16.0%	62.2%	17.3%	4.5%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	36	114	414	578	32	1174
	3.2%	10.0%	36.3%	50.6%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	41	72	413	613	33	1172
	3.6%	6.3%	36.3%	53.8%		
29. In the last 12 months, I have experienced harassing behavior from parents.	48	211	457	429	30	1175
	4.2%	18.4%	39.9%	37.5%		

2016-2017 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.	48	267	153	108		576
	8.3%	46.4%	26.6%	18.8%		
2. There is an atmosphere of open communication and trust in my school/worksite.	61	272	165	75	2	575
	10.6%	47.5%	28.8%	13.1%		
3. I personally feel successful in my work.	124	348	81	20	1	574
	21.6%	60.7%	14.1%	3.5%		
4. I feel involved in decision-making at my school/worksite.	62	237	194	75	4	572
	10.9%	41.7%	34.2%	13.2%		
5. I want to be involved in decision-making at my school/worksite.	146	352	61	10	6	575
	25.7%	61.9%	10.7%	1.8%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	110	247	133	78	7	575
	19.4%	43.5%	23.4%	13.7%		
7. In my school/worksite, I am treated as a professional.	162	305	72	29	2	570
	28.5%	53.7%	12.7%	5.1%		
8. There is good teamwork among staff in my school/worksite.	151	302	78	40		571
	26.4%	52.9%	13.7%	7.0%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	90	324	109	32	15	570
	16.2%	58.4%	19.6%	5.8%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	117	304	99	52	1	573
	20.5%	53.1%	17.3%	9.1%		
11. My work performance is evaluated fairly.	122	306	103	36	4	571
	21.5%	54.0%	18.2%	6.3%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	46	198	171	159	1	575
	8.0%	34.5%	29.8%	27.7%		
13. I am provided adequate work and storage space to prepare for and do my job.	149	332	58	33	1	573
	26.0%	58.0%	10.1%	5.8%		
14. My administrators/supervisors respect the negotiated contracts.	215	306	40	10	1	572
	37.7%	53.6%	7.0%	1.8%		

2016-2017 HCEA Job Satisfaction Survey

15. My planning time is respected by my school administrations/supervisors.	150	310	69	29	13	571
	26.9%	55.6%	12.4%	5.2%		
16. In my school, administrators/supervisors support me in enforcing discipline.	90	251	132	86	14	573
	16.1%	44.9%	23.6%	15.4%		
17. In my school, student misbehavior interferes with learning.	145	204	146	73	6	574
	25.5%	35.9%	25.7%	12.9%		
18. Too much instructional time is spent administering assessments.	231	228	83	15	12	569
	41.5%	40.9%	14.9%	2.7%		
19. HCPSS professional development experiences are meaningful and worthwhile.	33	181	212	139	7	572
	5.8%	32.0%	37.5%	24.6%		
20. Increased workload has contributed to a decline in my morale.	197	250	96	25	7	575
	34.7%	44.0%	16.9%	4.4%		
21. I am paid fairly.	32	273	174	91	1	571
	5.6%	47.9%	30.5%	16.0%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	5	43	148	360	15	571
	0.9%	7.7%	26.6%	64.7%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	45	299	140	50	34	568
	8.4%	56.0%	26.2%	9.4%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	182	335	38	9	7	571
	32.3%	59.4%	6.7%	1.6%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	50	337	126	38	22	573
	9.1%	61.2%	22.9%	6.9%		
26. In my position, I receive appropriate and adequate support and training.	73	370	94	31	2	570
	12.9%	65.1%	16.5%	5.5%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	17	55	198	293	11	574
	3.0%	9.8%	35.2%	52.0%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	21	41	212	286	14	574
	3.8%	7.3%	37.9%	51.1%		
29. In the last 12 months, I have experienced harassing behavior from parents.	58	146	205	156	11	576
	10.3%	25.8%	36.3%	27.6%		

2016-2017 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.	41	229	204	156		630
	6.5%	36.3%	32.4%	24.8%		
2. There is an atmosphere of open communication and trust in my school/worksite.	54	228	201	141	2	626
	8.7%	36.5%	32.2%	22.6%		
3. I personally feel successful in my work.	145	377	75	28	2	627
	23.2%	60.3%	12.0%	4.5%		
4. I feel involved in decision-making at my school/worksite.	56	197	220	143	13	629
	9.1%	32.0%	35.7%	23.2%		
5. I want to be involved in decision-making at my school/worksite.	136	390	69	18	15	628
	22.2%	63.6%	11.3%	2.9%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	76	232	169	148	6	631
	12.2%	37.1%	27.0%	23.7%		
7. In my school/worksite, I am treated as a professional.	124	324	109	69	2	628
	19.8%	51.8%	17.4%	11.0%		
8. There is good teamwork among staff in my school/worksite.	129	337	118	42	2	628
	20.6%	53.8%	18.8%	6.7%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	120	315	106	59	25	625
	20.0%	52.5%	17.7%	9.8%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	146	315	111	52	5	629
	23.4%	50.5%	17.8%	8.3%		
11. My work performance is evaluated fairly.	124	323	117	49	11	624
	20.2%	52.7%	19.1%	8.0%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	57	204	165	198	1	625
	9.1%	32.7%	26.4%	31.7%		
13. I am provided adequate work and storage space to prepare for and do my job.	165	360	64	36	2	627
	26.4%	57.6%	10.2%	5.8%		
14. My administrators/supervisors respect the negotiated contracts.	172	367	65	20	3	627
	27.6%	58.8%	10.4%	3.2%		

2016-2017 HCEA Job Satisfaction Survey

15. My planning time is respected by my school administrations/supervisors.	137	331	112	39	8	627
	22.1%	53.5%	18.1%	6.3%		
16. In my school, administrators/supervisors support me in enforcing discipline.	65	240	167	126	29	627
	10.9%	40.1%	27.9%	21.1%		
17. In my school, student misbehavior interferes with learning.	146	240	144	81	13	624
	23.9%	39.3%	23.6%	13.3%		
18. Too much instructional time is spent administering assessments.	272	233	87	13	21	626
	45.0%	38.5%	14.4%	2.1%		
19. HCPSS professional development experiences are meaningful and worthwhile.	14	136	213	255	8	626
	2.3%	22.0%	34.5%	41.3%		
20. Increased workload has contributed to a decline in my morale.	250	224	109	38	8	629
	40.3%	36.1%	17.6%	6.1%		
21. I am paid fairly.	25	280	209	112		626
	4.0%	44.7%	33.4%	17.9%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	31	145	429	18	625
	0.3%	5.1%	23.9%	70.7%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	73	326	147	52	25	623
	12.2%	54.5%	24.6%	8.7%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	239	336	35	10	8	628
	38.5%	54.2%	5.6%	1.6%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	49	323	154	72	27	625
	8.2%	54.0%	25.8%	12.0%		
26. In my position, I receive appropriate and adequate support and training.	56	369	158	39	5	627
	9.0%	59.3%	25.4%	6.3%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	34	59	216	300	19	628
	5.6%	9.7%	35.5%	49.3%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	28	62	244	274	20	628
	4.6%	10.2%	40.1%	45.1%		
29. In the last 12 months, I have experienced harassing behavior from parents.	83	143	218	176	8	628
	13.4%	23.1%	35.2%	28.4%		

2016-2017 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.	37	157	89	65		348
	10.6%	45.1%	25.6%	18.7%		
2. There is an atmosphere of open communication and trust in my school/worksite.	28	175	99	46		348
	8.0%	50.3%	28.4%	13.2%		
3. I personally feel successful in my work.	75	219	36	17		347
	21.6%	63.1%	10.4%	4.9%		
4. I feel involved in decision-making at my school/worksite.	20	132	115	60	22	349
	6.1%	40.4%	35.2%	18.3%		
5. I want to be involved in decision-making at my school/worksite.	46	236	36	5	23	346
	14.2%	73.1%	11.1%	1.5%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	43	153	88	59	5	348
	12.5%	44.6%	25.7%	17.2%		
7. In my school/worksite, I am treated as a professional.	66	198	50	34	1	349
	19.0%	56.9%	14.4%	9.8%		
8. There is good teamwork among staff in my school/worksite.	63	193	62	28	1	347
	18.2%	55.8%	17.9%	8.1%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	37	168	83	37	22	347
	11.4%	51.7%	25.5%	11.4%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	55	205	51	36	2	349
	15.9%	59.1%	14.7%	10.4%		
11. My work performance is evaluated fairly.	73	219	38	14	3	347
	21.2%	63.7%	11.0%	4.1%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	32	161	93	37	25	348
	9.9%	49.8%	28.8%	11.5%		
13. I am provided adequate work and storage space to prepare for and do my job.	65	218	42	19	4	348
	18.9%	63.4%	12.2%	5.5%		
14. My administrators/supervisors respect the negotiated contracts.	81	205	36	18	7	347
	23.8%	60.3%	10.6%	5.3%		

2016-2017 HCEA Job Satisfaction Survey

15. My planning time is respected by my school administrations/supervisors.	22	91	36	17	180	346
	13.3%	54.8%	21.7%	10.2%		
16. In my school, administrators/supervisors support me in enforcing discipline.	53	143	55	51	46	348
	17.5%	47.4%	18.2%	16.9%		
17. In my school, student misbehavior interferes with learning.	116	120	62	30	17	345
	35.4%	36.6%	18.9%	9.1%		
18. Too much instructional time is spent administering assessments.	105	136	42	6	55	344
	36.3%	47.1%	14.5%	2.1%		
19. HCPSS professional development experiences are meaningful and worthwhile.	14	119	129	57	28	347
	4.4%	37.3%	40.4%	17.9%		
20. Increased workload has contributed to a decline in my morale.	69	124	113	23	17	346
	21.0%	37.7%	34.3%	7.0%		
21. I am paid fairly.	4	89	137	113	1	344
	1.2%	25.9%	39.9%	32.9%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	5	39	95	200	6	345
	1.5%	11.5%	28.0%	59.0%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	29	193	77	38	6	343
	8.6%	57.3%	22.8%	11.3%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	85	215	28	9	8	345
	25.2%	63.8%	8.3%	2.7%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	15	162	91	36	42	346
	4.9%	53.3%	29.9%	11.8%		
26. In my position, I receive appropriate and adequate support and training.	25	188	100	28	5	346
	7.3%	55.1%	29.3%	8.2%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	17	32	134	151	12	346
	5.1%	9.6%	40.1%	45.2%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	15	14	145	155	16	345
	4.6%	4.3%	44.1%	47.1%		
29. In the last 12 months, I have experienced harassing behavior from parents.	15	42	147	123	21	348
	4.6%	12.8%	45.0%	37.6%		

2016-2017 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.	13	56	18	9	1	97
	13.5%	58.3%	18.8%	9.4%		
2. There is an atmosphere of open communication and trust in my school/worksite.	13	48	27	8	1	97
	13.5%	50.0%	28.1%	8.3%		
3. I personally feel successful in my work.	29	55	9	4		97
	29.9%	56.7%	9.3%	4.1%		
4. I feel involved in decision-making at my school/worksite.	10	37	22	17	11	97
	11.6%	43.0%	25.6%	19.8%		
5. I want to be involved in decision-making at my school/worksite.	21	60	7	1	7	96
	23.6%	67.4%	7.9%	1.1%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	14	46	27	8	2	97
	14.7%	48.4%	28.4%	8.4%		
7. In my school/worksite, I am treated as a professional.	23	59	9	5		96
	24.0%	61.5%	9.4%	5.2%		
8. There is good teamwork among staff in my school/worksite.	23	48	17	8		96
	24.0%	50.0%	17.7%	8.3%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	13	52	12	11	9	97
	14.8%	59.1%	13.6%	12.5%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	28	53	11	4		96
	29.2%	55.2%	11.5%	4.2%		
11. My work performance is evaluated fairly.	25	55	13	3	1	97
	26.0%	57.3%	13.5%	3.1%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	9	41	19	16	11	96
	10.6%	48.2%	22.4%	18.8%		
13. I am provided adequate work and storage space to prepare for and do my job.	28	58	7	2	1	96
	29.5%	61.1%	7.4%	2.1%		
14. My administrators/supervisors respect the negotiated contracts.	33	54	7	1	2	97
	34.7%	56.8%	7.4%	1.1%		

2016-2017 HCEA Job Satisfaction Survey

15. My planning time is respected by my school administrations/supervisors.	8	17	11	4	56	96
	20.0%	42.5%	27.5%	10.0%		
16. In my school, administrators/supervisors support me in enforcing discipline.	11	44	16	6	19	96
	14.3%	57.1%	20.8%	7.8%		
17. In my school, student misbehavior interferes with learning.	26	42	17	7	5	97
	28.3%	45.7%	18.5%	7.6%		
18. Too much instructional time is spent administering assessments.	29	31	12	1	23	96
	39.7%	42.5%	16.4%	1.4%		
19. HCPSS professional development experiences are meaningful and worthwhile.	5	40	29	11	9	94
	5.9%	47.1%	34.1%	12.9%		
20. Increased workload has contributed to a decline in my morale.	6	21	49	12	9	97
	6.8%	23.9%	55.7%	13.6%		
21. I am paid fairly.	3	28	36	27	3	97
	3.2%	29.8%	38.3%	28.7%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	22	20	49	3	96
	2.2%	23.7%	21.5%	52.7%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	9	59	17	6	4	95
	9.9%	64.8%	18.7%	6.6%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	23	68	4		1	96
	24.2%	71.6%	4.2%	0.0%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	8	43	21	10	15	97
	9.8%	52.4%	25.6%	12.2%		
26. In my position, I receive appropriate and adequate support and training.	21	44	23	6	3	97
	22.3%	46.8%	24.5%	6.4%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	5	6	29	45	11	96
	5.9%	7.1%	34.1%	52.9%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	4	32	45	13	95
	1.2%	4.9%	39.0%	54.9%		
29. In the last 12 months, I have experienced harassing behavior from parents.	4	15	34	27	17	97
	5.0%	18.8%	42.5%	33.8%		

2016-2017 HCEA Job Satisfaction Survey

Level	High					
HCEA Member	(All)					
Profession	All ESP					
Years in Education	(All)					
Years with HCPSS	(All)					
Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total
1. Overall, morale at my school/worksite is good.	10	50	30	23	1	114
	8.8%	44.2%	26.5%	20.4%		
2. There is an atmosphere of open communication and trust in my school/worksite.	8	51	31	23	1	114
	7.1%	45.1%	27.4%	20.4%		
3. I personally feel successful in my work.	28	69	11	4	1	113
	25.0%	61.6%	9.8%	3.6%		
4. I feel involved in decision-making at my school/worksite.	7	39	32	27	6	111
	6.7%	37.1%	30.5%	25.7%		
5. I want to be involved in decision-making at my school/worksite.	14	67	17	1	13	112
	14.1%	67.7%	17.2%	1.0%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	6	43	38	24	2	113
	5.4%	38.7%	34.2%	21.6%		
7. In my school/worksite, I am treated as a professional.	19	64	19	10	2	114
	17.0%	57.1%	17.0%	8.9%		
8. There is good teamwork among staff in my school/worksite.	20	64	19	9	2	114
	17.9%	57.1%	17.0%	8.0%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	7	43	23	14	26	113
	8.0%	49.4%	26.4%	16.1%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	15	67	22	8	2	114
	13.4%	59.8%	19.6%	7.1%		
11. My work performance is evaluated fairly.	17	66	22	5	4	114
	15.5%	60.0%	20.0%	4.5%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	12	61	18	4	19	114
	12.6%	64.2%	18.9%	4.2%		
13. I am provided adequate work and storage space to prepare for and do my job.	21	68	15	5	5	114
	19.3%	62.4%	13.8%	4.6%		
14. My administrators/supervisors respect the negotiated contracts.	15	75	15	2	5	112
	14.0%	70.1%	14.0%	1.9%		

2016-2017 HCEA Job Satisfaction Survey

15. My planning time is respected by my school administrations/supervisors.	3	27	10	5	69	114
	6.7%	60.0%	22.2%	11.1%		
16. In my school, administrators/supervisors support me in enforcing discipline.	8	36	26	9	35	114
	10.1%	45.6%	32.9%	11.4%		
17. In my school, student misbehavior interferes with learning.	32	38	16	2	25	113
	36.4%	43.2%	18.2%	2.3%		
18. Too much instructional time is spent administering assessments.	32	38	10		31	111
	40.0%	47.5%	12.5%	0.0%		
19. HCPSS professional development experiences are meaningful and worthwhile.	5	27	38	24	20	114
	5.3%	28.7%	40.4%	25.5%		
20. Increased workload has contributed to a decline in my morale.	12	28	49	8	14	111
	12.4%	28.9%	50.5%	8.2%		
21. I am paid fairly.	2	31	45	35	1	114
	1.8%	27.4%	39.8%	31.0%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	2	15	37	51	7	112
	1.9%	14.3%	35.2%	48.6%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	9	57	31	9	8	114
	8.5%	53.8%	29.2%	8.5%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	26	76	4	3	3	112
	23.9%	69.7%	3.7%	2.8%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	4	59	29	13	8	113
	3.8%	56.2%	27.6%	12.4%		
26. In my position, I receive appropriate and adequate support and training.	9	63	30	8	3	113
	8.2%	57.3%	27.3%	7.3%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	3	14	41	42	14	114
	3.0%	14.0%	41.0%	42.0%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	4	7	51	43	9	114
	3.8%	6.7%	48.6%	41.0%		
29. In the last 12 months, I have experienced harassing behavior from parents.	6	15	47	27	17	112
	6.3%	15.8%	49.5%	28.4%		

2016-2017 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.	258	1211	753	557	4	2783
	9.3%	43.6%	27.1%	20.0%		
2. There is an atmosphere of open communication and trust in my school/worksite.	291	1276	762	438	9	2776
	10.5%	46.1%	27.5%	15.8%		
3. I personally feel successful in my work.	613	1650	382	124	5	2774
	22.1%	59.6%	13.8%	4.5%		
4. I feel involved in decision-making at my school/worksite.	286	1098	874	456	61	2775
	10.5%	40.5%	32.2%	16.8%		
5. I want to be involved in decision-making at my school/worksite.	706	1705	244	50	70	2775
	26.1%	63.0%	9.0%	1.8%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	444	1198	657	449	32	2780
	16.2%	43.6%	23.9%	16.3%		
7. In my school/worksite, I am treated as a professional.	735	1440	368	219	8	2770
	26.6%	52.1%	13.3%	7.9%		
8. There is good teamwork among staff in my school/worksite.	657	1463	462	179	6	2767
	23.8%	53.0%	16.7%	6.5%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	443	1424	492	221	188	2768
	17.2%	55.2%	19.1%	8.6%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	583	1508	435	239	14	2779
	21.1%	54.5%	15.7%	8.6%		
11. My work performance is evaluated fairly.	625	1519	419	165	34	2762
	22.9%	55.7%	15.4%	6.0%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	251	1010	785	661	61	2768
	9.3%	37.3%	29.0%	24.4%		
13. I am provided adequate work and storage space to prepare for and do my job.	674	1598	345	144	13	2774
	24.4%	57.9%	12.5%	5.2%		
14. My administrators/supervisors respect the negotiated contracts.	893	1553	222	76	23	2767
	32.5%	56.6%	8.1%	2.8%		

2016-2017 HCEA Job Satisfaction Survey

15. My planning time is respected by my school administrations/supervisors.	581	1310	406	152	315	2764
	23.7%	53.5%	16.6%	6.2%		
16. In my school, administrators/supervisors support me in enforcing discipline.	433	1185	551	379	218	2766
	17.0%	46.5%	21.6%	14.9%		
17. In my school, student misbehavior interferes with learning.	727	989	628	291	130	2765
	27.6%	37.5%	23.8%	11.0%		
18. Too much instructional time is spent administering assessments.	958	1080	435	59	229	2761
	37.8%	42.7%	17.2%	2.3%		
19. HCPSS professional development experiences are meaningful and worthwhile.	136	931	950	677	71	2765
	5.0%	34.6%	35.3%	25.1%		
20. Increased workload has contributed to a decline in my morale.	921	1025	611	153	63	2773
	34.0%	37.8%	22.5%	5.6%		
21. I am paid fairly.	112	1154	935	557	7	2765
	4.1%	41.8%	33.9%	20.2%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	33	256	718	1686	70	2763
	1.2%	9.5%	26.7%	62.6%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	271	1512	638	222	107	2750
	10.3%	57.2%	24.1%	8.4%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	983	1584	137	36	23	2763
	35.9%	57.8%	5.0%	1.3%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	241	1591	587	232	119	2770
	9.1%	60.0%	22.1%	8.8%		
26. In my position, I receive appropriate and adequate support and training.	357	1651	572	158	21	2759
	13.0%	60.3%	20.9%	5.8%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	107	266	960	1347	93	2773
	4.0%	9.9%	35.8%	50.3%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	105	189	1030	1349	98	2771
	3.9%	7.1%	38.5%	50.5%		
29. In the last 12 months, I have experienced harassing behavior from parents.	202	543	1025	899	107	2776
	7.6%	20.3%	38.4%	33.7%		

2016-2017 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.	26	136	83	52	1	298
	8.8%	45.8%	27.9%	17.5%		
2. There is an atmosphere of open communication and trust in my school/worksite.	32	146	84	34	1	297
	10.8%	49.3%	28.4%	11.5%		
3. I personally feel successful in my work.	85	173	36	4		298
	28.5%	58.1%	12.1%	1.3%		
4. I feel involved in decision-making at my school/worksite.	33	120	93	41	9	296
	11.5%	41.8%	32.4%	14.3%		
5. I want to be involved in decision-making at my school/worksite.	56	202	26	2	12	298
	19.6%	70.6%	9.1%	0.7%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	44	128	80	43	2	297
	14.9%	43.4%	27.1%	14.6%		
7. In my school/worksite, I am treated as a professional.	73	171	32	21		297
	24.6%	57.6%	10.8%	7.1%		
8. There is good teamwork among staff in my school/worksite.	64	163	50	19	2	298
	21.6%	55.1%	16.9%	6.4%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	43	143	50	20	41	297
	16.8%	55.9%	19.5%	7.8%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	66	153	60	16	2	297
	22.4%	51.9%	20.3%	5.4%		
11. My work performance is evaluated fairly.	64	164	39	17	10	294
	22.5%	57.7%	13.7%	6.0%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	32	122	83	48	11	296
	11.2%	42.8%	29.1%	16.8%		
13. I am provided adequate work and storage space to prepare for and do my job.	68	180	30	16	3	297
	23.1%	61.2%	10.2%	5.4%		
14. My administrators/supervisors respect the negotiated contracts.	92	170	21	8	6	297
	31.6%	58.4%	7.2%	2.7%		

2016-2017 HCEA Job Satisfaction Survey

15. My planning time is respected by my school administrations/supervisors.	54	114	25	13	90	296
	26.2%	55.3%	12.1%	6.3%		
16. In my school, administrators/supervisors support me in enforcing discipline.	44	117	48	28	60	297
	18.6%	49.4%	20.3%	11.8%		
17. In my school, student misbehavior interferes with learning.	51	110	65	29	41	296
	20.0%	43.1%	25.5%	11.4%		
18. Too much instructional time is spent administering assessments.	95	106	36	7	52	296
	38.9%	43.4%	14.8%	2.9%		
19. HCPSS professional development experiences are meaningful and worthwhile.	14	93	95	70	26	298
	5.1%	34.2%	34.9%	25.7%		
20. Increased workload has contributed to a decline in my morale.	88	105	68	19	16	296
	31.4%	37.5%	24.3%	6.8%		
21. I am paid fairly.	15	119	103	58	1	296
	5.1%	40.3%	34.9%	19.7%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	6	26	84	173	7	296
	2.1%	9.0%	29.1%	59.9%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	17	145	78	42	12	294
	6.0%	51.4%	27.7%	14.9%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	32	194	37	12	20	295
	11.6%	70.5%	13.5%	4.4%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	23	147	77	29	20	296
	8.3%	53.3%	27.9%	10.5%		
26. In my position, I receive appropriate and adequate support and training.	39	186	56	13	2	296
	13.3%	63.3%	19.0%	4.4%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	11	23	108	141	14	297
	3.9%	8.1%	38.2%	49.8%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	14	18	103	147	13	295
	5.0%	6.4%	36.5%	52.1%		
29. In the last 12 months, I have experienced harassing behavior from parents.	19	48	119	87	25	298
	7.0%	17.6%	43.6%	31.9%		

2016-2017 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.	52	214	117	87	2	472
	11.1%	45.5%	24.9%	18.5%		
2. There is an atmosphere of open communication and trust in my school/worksite.	45	219	134	71	3	472
	9.6%	46.7%	28.6%	15.1%		
3. I personally feel successful in my work.	110	290	45	24	1	470
	23.5%	61.8%	9.6%	5.1%		
4. I feel involved in decision-making at my school/worksite.	31	177	140	90	33	471
	7.1%	40.4%	32.0%	20.5%		
5. I want to be involved in decision-making at my school/worksite.	79	295	50	9	34	467
	18.2%	68.1%	11.5%	2.1%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	52	206	123	80	10	471
	11.3%	44.7%	26.7%	17.4%		
7. In my school/worksite, I am treated as a professional.	97	264	66	42	3	472
	20.7%	56.3%	14.1%	9.0%		
8. There is good teamwork among staff in my school/worksite.	92	256	79	42	1	470
	19.6%	54.6%	16.8%	9.0%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	49	214	97	56	54	470
	11.8%	51.4%	23.3%	13.5%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	85	273	66	44	4	472
	18.2%	58.3%	14.1%	9.4%		
11. My work performance is evaluated fairly.	98	285	61	21	6	471
	21.1%	61.3%	13.1%	4.5%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	45	216	108	52	52	473
	10.7%	51.3%	25.7%	12.4%		
13. I am provided adequate work and storage space to prepare for and do my job.	99	293	53	18	9	472
	21.4%	63.3%	11.4%	3.9%		
14. My administrators/supervisors respect the negotiated contracts.	111	279	48	20	11	469
	24.2%	60.9%	10.5%	4.4%		

2016-2017 HCEA Job Satisfaction Survey

15. My planning time is respected by my school administrations/supervisors.	28	113	48	23	258	470
	13.2%	53.3%	22.6%	10.8%		
16. In my school, administrators/supervisors support me in enforcing discipline.	61	182	83	56	89	471
	16.0%	47.6%	21.7%	14.7%		
17. In my school, student misbehavior interferes with learning.	147	157	80	32	53	469
	35.3%	37.7%	19.2%	7.7%		
18. Too much instructional time is spent administering assessments.	138	166	53	8	100	465
	37.8%	45.5%	14.5%	2.2%		
19. HCPSS professional development experiences are meaningful and worthwhile.	23	163	157	81	44	468
	5.4%	38.4%	37.0%	19.1%		
20. Increased workload has contributed to a decline in my morale.	74	141	179	38	37	469
	17.1%	32.6%	41.4%	8.8%		
21. I am paid fairly.	11	119	181	154	5	470
	2.4%	25.6%	38.9%	33.1%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	9	66	123	253	15	466
	2.0%	14.6%	27.3%	56.1%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	44	266	99	39	18	466
	9.8%	59.4%	22.1%	8.7%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	131	296	24	13	3	467
	28.2%	63.8%	5.2%	2.8%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	26	225	115	54	48	468
	6.2%	53.6%	27.4%	12.9%		
26. In my position, I receive appropriate and adequate support and training.	46	243	134	36	11	470
	10.0%	52.9%	29.2%	7.8%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	20	46	165	210	28	469
	4.5%	10.4%	37.4%	47.6%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	15	24	185	213	31	468
	3.4%	5.5%	42.3%	48.7%		
29. In the last 12 months, I have experienced harassing behavior from parents.	17	55	180	166	52	470
	4.1%	13.2%	43.1%	39.7%		

2016-2017 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.	14	59	33	20		126
	11.1%	46.8%	26.2%	15.9%		
2. There is an atmosphere of open communication and trust in my school/worksite.	12	65	31	18		126
	9.5%	51.6%	24.6%	14.3%		
3. I personally feel successful in my work.	35	74	13	4		126
	27.8%	58.7%	10.3%	3.2%		
4. I feel involved in decision-making at my school/worksite.	11	51	36	20	7	125
	9.3%	43.2%	30.5%	16.9%		
5. I want to be involved in decision-making at my school/worksite.	15	91	10	1	9	126
	12.8%	77.8%	8.5%	0.9%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	18	51	36	20	1	126
	14.4%	40.8%	28.8%	16.0%		
7. In my school/worksite, I am treated as a professional.	22	78	15	11		126
	17.5%	61.9%	11.9%	8.7%		
8. There is good teamwork among staff in my school/worksite.	22	67	25	10	2	126
	17.7%	54.0%	20.2%	8.1%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	11	56	24	12	23	126
	10.7%	54.4%	23.3%	11.7%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	24	70	23	8	1	126
	19.2%	56.0%	18.4%	6.4%		
11. My work performance is evaluated fairly.	28	71	17	4	5	125
	23.3%	59.2%	14.2%	3.3%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	16	63	25	11	9	124
	13.9%	54.8%	21.7%	9.6%		
13. I am provided adequate work and storage space to prepare for and do my job.	24	75	14	10	2	125
	19.5%	61.0%	11.4%	8.1%		
14. My administrators/supervisors respect the negotiated contracts.	29	77	11	4	5	126
	24.0%	63.6%	9.1%	3.3%		

2016-2017 HCEA Job Satisfaction Survey

15. My planning time is respected by my school administrations/supervisors.	7	25	10	5	78	125
	14.9%	53.2%	21.3%	10.6%		
16. In my school, administrators/supervisors support me in enforcing discipline.	13	51	16	13	33	126
	14.0%	54.8%	17.2%	14.0%		
17. In my school, student misbehavior interferes with learning.	32	47	16	8	22	125
	31.1%	45.6%	15.5%	7.8%		
18. Too much instructional time is spent administering assessments.	33	44	13	2	33	125
	35.9%	47.8%	14.1%	2.2%		
19. HCPSS professional development experiences are meaningful and worthwhile.	5	36	41	20	24	126
	4.9%	35.3%	40.2%	19.6%		
20. Increased workload has contributed to a decline in my morale.	20	38	45	12	9	124
	17.4%	33.0%	39.1%	10.4%		
21. I am paid fairly.	3	41	47	32	1	124
	2.4%	33.3%	38.2%	26.0%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	4	15	39	64	3	125
	3.3%	12.3%	32.0%	52.5%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	5	61	37	18	3	124
	4.1%	50.4%	30.6%	14.9%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	11	86	15	3	9	124
	9.6%	74.8%	13.0%	2.6%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	54	37	12	18	126
	4.6%	50.0%	34.3%	11.1%		
26. In my position, I receive appropriate and adequate support and training.	16	73	27	8	1	125
	12.9%	58.9%	21.8%	6.5%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	9	9	50	49	9	126
	7.7%	7.7%	42.7%	41.9%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	9	6	51	52	7	125
	7.6%	5.1%	43.2%	44.1%		
29. In the last 12 months, I have experienced harassing behavior from parents.	9	20	55	28	14	126
	8.0%	17.9%	49.1%	25.0%		