

OVERVIEW

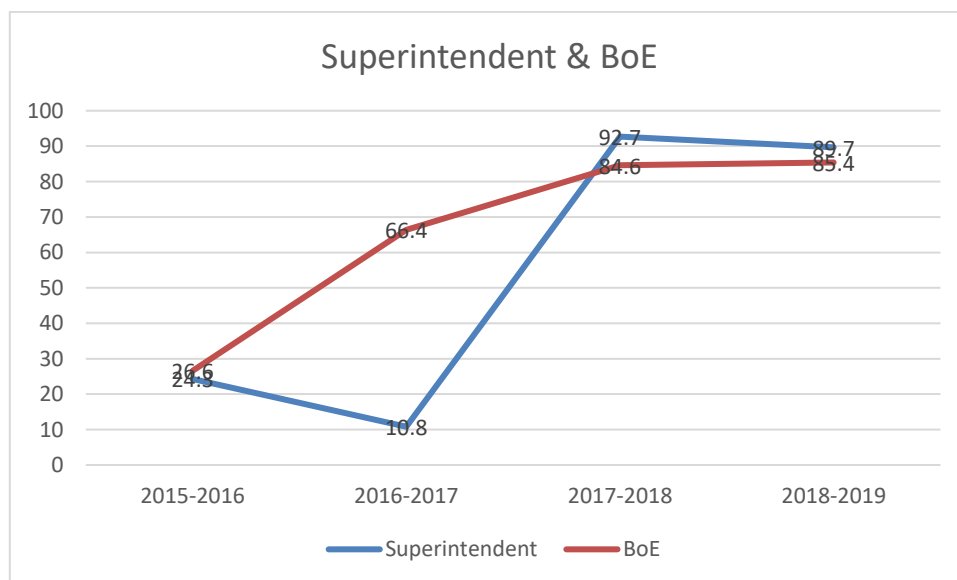
The HCEA Job Satisfaction Survey is a long-standing service provided to the Association's members and the Howard County community annually since the early 1990's. Over 3100 HCPSS employees participated in 2018-19, this represents 42% of the 7400 eligible employees. The survey is conducted by an independent firm and runs from mid-January to late February. For employees to have detailed information in the voluntary transfer process, results are released prior to April 1st.

AT A GLANCE

Statement	% Agree
I have confidence in the leadership exhibited by the HCPSS Superintendent.	89.7%
I have confidence in the leadership exhibited by the Howard County Board of Education.	85.4%
I have confidence in the leadership exhibited by HCEA.	93.7%
Overall, morale at my school/worksites is good.	66.9%
I am provided adequate time during the workday to plan, prepare for and do my job.	53.6%

SUPERINTENDENT/BOARD LEADERSHIP

Educators continue to have high confidence in both the HCPSS Superintendent and Board of Education. Over the past eight years, confidence in previous Board's stayed within the 40-60% range. Over the past two years, it has remained in the mid 80% range. Likewise, over the same period, the highest level of confidence exhibited in the previous two Superintendents was 67% (2011) and 74% (2012). Over the past two years, almost 90% of educators agree they have confidence in the current Superintendent.



2018-2019 HCEA Job Satisfaction Survey

CONFIDENCE IN HCEA

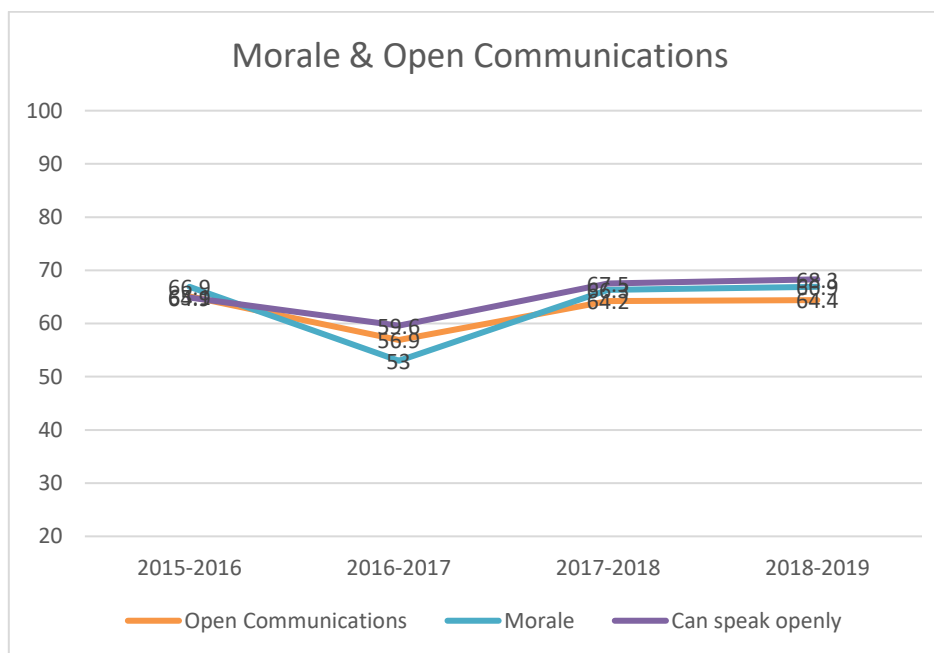
A clear majority of educators, 93.7% are confident in the leadership exhibited by the Howard County Education Association. Notably, non-union members have high levels of confidence, 82.4%, in the Associations as well.

MORALE

Agreement with the statement “Overall, morale in my school/work site is good” remained relatively static this year at 66.9% of educators agreeing. High schools are trending above this agreement level at 73.2% while middle schools are trending below at 59.6%.

In addition, educator’s feelings of an atmosphere of open communication and trust at their school has also remained consistent at 64.4% educators agreeing. This correlates with the slight increase in agreement that educators can speak openly without the fear of repercussions, from 67.5% last year to 68.3% this year.

Although agreement in these areas is up from several years ago, we have room for growth.



PROFESSION

Of the respondents, 85.2% feel successful in their work. Although this number is high, it is down slightly from 86.7% last year. It is also dramatically different than the 53.6% of educators that believe they have adequate time during the workday to plan, prepare for and do their job. Just as dramatically, only 45.9% of educators believe they are paid fairly, a drop of 6% from last year. Hopefully, the tentative agreements for the next two years will help increase agreement in this area.

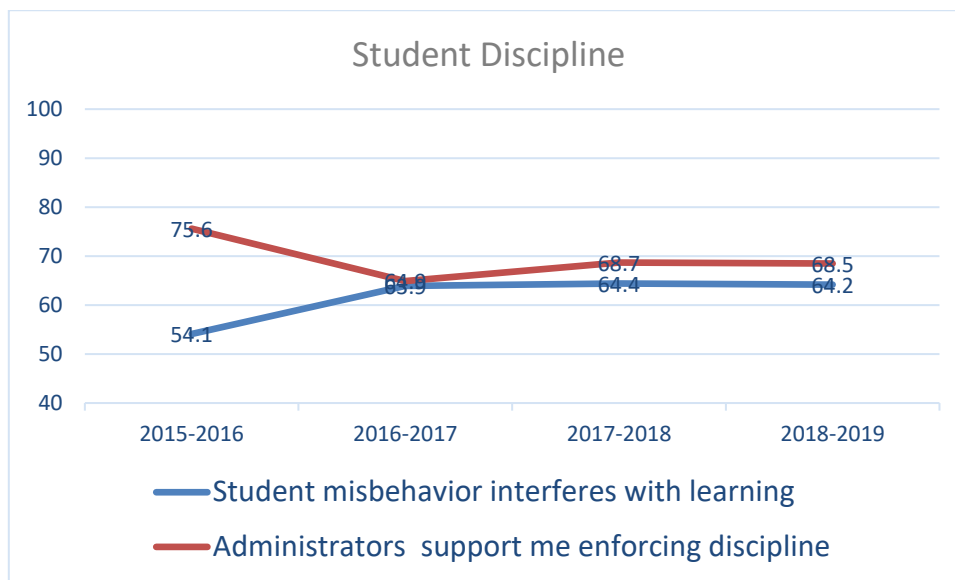
Like last year, most of our educators, 83.9%, feel they are treated as professionals at their school/work site. In addition, 80.1% report good teamwork among staff at their work site. Additionally, a high percentage of respondents, 91.9%, agree that administrators respect their negotiated contracts and 82.2% agree that their planning time is respected by administrators/supervisors.

2018-2019 HCEA Job Satisfaction Survey

In addition to planning time, this year's Job Satisfaction Survey inquired about PIP time. Only 34.4% of educators agreed that they spend their PIP time on non-instructional activities. While 72.8% of educators agree that their administrators include time for teacher-initiated collaboration.

Educator's responses that their environment is conducive to success (safety and cleanliness) dropped slightly from 76.7% to 74.5% this year but it was at 81% in 2014-2015. This data coincides with the increase of square footage employees are tasked to take care of within the same number of hours and the continued deferred maintenance costs.

Like many of the slight changes we have seen this year, there has been little change in the number of educators that agree, 68.5%, that administrators/supervisors support them in enforcing discipline, 68.7%, last year. At the same time, 64.2% of educators report that student misbehavior interferes with learning.



2018-2019 HCEA Job Satisfaction Survey

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

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	240	760	185	294		1479	67.6%	32.4%
Hammond ES	9	12				21	100.0%	0.0%
Hanover Hills ES	11	5				16	100.0%	0.0%
Rockburn ES	10	25				35	100.0%	0.0%
Waterloo ES	23	11				34	100.0%	0.0%
Triadelphia Ridge ES	16	15		1		32	96.9%	3.1%
Laurel Woods ES	16	36		3		55	94.5%	5.5%
Gorman Crossing ES	4	13		1		18	94.4%	5.6%
Worthington ES	7	25		2		34	94.1%	5.9%
Ducketts Lane ES	5	10	1			16	93.8%	6.3%
West Friendship ES	8	14	1	1		24	91.7%	8.3%
Deep Run ES	11	32	1	4		48	89.6%	10.4%
Bellows Spring ES	11	31	2	3		47	89.4%	10.6%
Bryant Woods ES	5	10	1	1		17	88.2%	11.8%
Talbott Springs ES	10	29		6		45	86.7%	13.3%
Running Brook ES	5	27	1	4		37	86.5%	13.5%
Hollifield Station ES	8	16		5		29	82.8%	17.2%
Clarksville ES	6	7		3		16	81.3%	18.8%
Bushy Park ES	4	26	3	4		37	81.1%	18.9%
Centennial Lane ES	5	16		5		26	80.8%	19.2%
Phelps Luck ES	10	23		8		41	80.5%	19.5%
Longfellow ES	5	23	1	6		35	80.0%	20.0%
Clemens Crossing ES	3	24	1	7		35	77.1%	22.9%
Stevens Forest ES	1	15	2	3		21	76.2%	23.8%
Veterans ES	8	36	4	10		58	75.9%	24.1%
Forest Ridge ES		16	2	4		22	72.7%	27.3%
Northfield ES	7	27	3	11		48	70.8%	29.2%
Elkridge ES	4	34	5	14		57	66.7%	33.3%
Waverly ES		12	3	5		20	60.0%	40.0%
Dayton Oaks ES	8	33	9	21		71	57.7%	42.3%
Swansfield ES	2	23	6	13		44	56.8%	43.2%
St. John's Lane ES	2	20	13	8		43	51.2%	48.8%
Fulton ES	3	16	8	12		39	48.7%	51.3%
Lisbon ES	2	16	9	11		38	47.4%	52.6%
Bollman Bridge ES	2	28	18	19		67	44.8%	55.2%
Guilford ES	3	5	5	5		18	44.4%	55.6%
Jeffers Hill ES		6	10	2		18	33.3%	66.7%
Manor Woods ES	2	10	16	16		44	27.3%	72.7%
Ilchester ES		9	6	20		35	25.7%	74.3%
Cradlerock ES	1	5	9	9		24	25.0%	75.0%
Pointers Run ES	1	10	25	20		56	19.6%	80.4%
Atholton ES	2	5	14	15		36	19.4%	80.6%
Thunder Hill ES		4	6	12		22	18.2%	81.8%

2018-2019 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	108	378	143	187	2	818	59.6%	40.4%
Patapsco MS	13	18		1		32	96.9%	3.1%
Ellicott Mills MS	17	21	1	2		41	92.7%	7.3%
Folly Quarter MS	7	28	1	2		38	92.1%	7.9%
Mayfield Woods MS	14	34		6		54	88.9%	11.1%
Burleigh Manor MS	8	13	1	3		25	84.0%	16.0%
Mount View MS	9	35	2	9	1	56	80.0%	20.0%
Glenwood MS	3	8	1	2		14	78.6%	21.4%
Thomas Viaduct MS	9	36	2	13		60	75.0%	25.0%
Wilde Lake MS	3	9	2	2		16	75.0%	25.0%
Patuxent Valley MS	6	31	7	6		50	74.0%	26.0%
Hammond MS	2	27	5	8		42	69.0%	31.0%
Bonnie Branch MS	7	15	2	8		32	68.8%	31.3%
Clarksville MS	2	21	4	11		38	60.5%	39.5%
Lime Kiln MS	2	10	3	6		21	57.1%	42.9%
Elkridge Landing MS	1	18	14	13		46	41.3%	58.7%
Harpers Choice MS	2	27	12	32		73	39.7%	60.3%
Oakland Mills MS	1	8	5	11	1	26	36.0%	64.0%
Dunloggin MS	1	10	22	15		48	22.9%	77.1%
Murray Hill MS	1	6	27	14		48	14.6%	85.4%
Lake Elkhorn MS		3	32	23		58	5.2%	94.8%
High	86	461	52	148		747	73.2%	26.8%
Oakland Mills HS	14	51		4		69	94.2%	5.8%
Atholton HS	15	54	1	6		76	90.8%	9.2%
Mt. Hebron HS	10	61	3	11		85	83.5%	16.5%
Centennial HS	6	49	1	10		66	83.3%	16.7%
Hammond HS	10	27	1	8		46	80.4%	19.6%
River Hill HS	5	31		9		45	80.0%	20.0%
Marriotts Ridge HS	6	23	1	7		37	78.4%	21.6%
Howard HS	6	48	9	19		82	65.9%	34.1%
Reservoir HS	3	44	9	18		74	63.5%	36.5%
Glenelg HS	7	33	4	20		64	62.5%	37.5%
Long Reach HS	2	22	3	13		40	60.0%	40.0%
Wilde Lake HS	2	18	20	23		63	31.7%	68.3%
Special	29	58	17	21		125	69.6%	30.4%
ARL	9	8		1		18	94.4%	5.6%
Old Cedar Lane	5	9		2		16	87.5%	12.5%
Ascend One	3	2		1		6	83.3%	16.7%
Homewood Center	7	22	11	6		46	63.0%	37.0%
Central Office	4	8	2	7		21	57.1%	42.9%
Cedar Lane		4	4	4		12	33.3%	66.7%
Grand Total	463	1657	397	650	2	3169	66.9%	33.1%

2018-2019 HCEA Job Satisfaction Survey

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

Work Site	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	249	729	158	340	1	1477	66.3%	33.7%
Hanover Hills ES	13	3				16	100.0%	0.0%
Waterloo ES	18	15		1		34	97.1%	2.9%
Triadelphia Ridge ES	14	17		1		32	96.9%	3.1%
Hammond ES	11	9		1		21	95.2%	4.8%
Laurel Woods ES	19	34	1	2		56	94.6%	5.4%
Rockburn ES	12	21		2		35	94.3%	5.7%
Worthington ES	11	18	3	1		33	87.9%	12.1%
Phelps Luck ES	12	23		5		40	87.5%	12.5%
Clemens Crossing ES	3	27	1	4		35	85.7%	14.3%
Stevens Forest ES	3	15	1	2		21	85.7%	14.3%
Talbott Springs ES	11	27		7		45	84.4%	15.6%
Running Brook ES	12	19	1	5		37	83.8%	16.2%
West Friendship ES	6	14	2	2		24	83.3%	16.7%
Bellows Spring ES	12	27	1	7		47	83.0%	17.0%
Forest Ridge ES		18	2	2		22	81.8%	18.2%
Clarksville ES	6	7	1	2		16	81.3%	18.8%
Ducketts Lane ES	4	9		3		16	81.3%	18.8%
Veterans ES	10	37	3	8		58	81.0%	19.0%
Deep Run ES	9	29	2	8		48	79.2%	20.8%
Gorman Crossing ES	4	10	1	3		18	77.8%	22.2%
Longfellow ES	5	22	3	5		35	77.1%	22.9%
Centennial Lane ES	2	18		6		26	76.9%	23.1%
Bryant Woods ES	3	10	1	3		17	76.5%	23.5%
Hollifield Station ES	4	17	2	6		29	72.4%	27.6%
Waverly ES		14	2	4		20	70.0%	30.0%
Northfield ES	8	24	2	14	1	49	66.7%	33.3%
Elkridge ES	3	34	1	18		56	66.1%	33.9%
Swansfield ES	3	26	5	10		44	65.9%	34.1%
Dayton Oaks ES	10	34	9	18		71	62.0%	38.0%
Bushy Park ES	3	18	6	10		37	56.8%	43.2%
Cradlerock ES	2	11	2	9		24	54.2%	45.8%
Fulton ES	1	19	11	8		39	51.3%	48.7%
Guilford ES	4	5	3	6		18	50.0%	50.0%
Lisbon ES	3	15	11	10		39	46.2%	53.8%
Bollman Bridge ES	3	27	10	27		67	44.8%	55.2%
Ilchester ES	1	10	5	19		35	31.4%	68.6%
St. John's Lane ES		12	12	19		43	27.9%	72.1%
Jeffers Hill ES		5	6	7		18	27.8%	72.2%
Pointers Run ES	2	12	21	20		55	25.5%	74.5%
Manor Woods ES		10	10	24		44	22.7%	77.3%
Thunder Hill ES		4	5	13		22	18.2%	81.8%
Atholton ES	2	3	12	18		35	14.3%	85.7%

2018-2019 HCEA Job Satisfaction Survey

Work Site	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	107	366	110	237		820	57.7%	42.3%
Patapsco MS	13	19				32	100.0%	0.0%
Folly Quarter MS	9	27	1	1		38	94.7%	5.3%
Ellicott Mills MS	15	22	2	2		41	90.2%	9.8%
Burleigh Manor MS	10	11		4		25	84.0%	16.0%
Wilde Lake MS	1	12		3		16	81.3%	18.8%
Mayfield Woods MS	14	28	1	11		54	77.8%	22.2%
Oakland Mills MS	4	15		7		26	73.1%	26.9%
Mount View MS	7	32	4	13		56	69.6%	30.4%
Patuxent Valley MS	7	26	7	10		50	66.0%	34.0%
Glenwood MS	3	6	2	3		14	64.3%	35.7%
Thomas Viaduct MS	7	31	3	20		61	62.3%	37.7%
Bonnie Branch MS	6	13	1	12		32	59.4%	40.6%
Harpers Choice MS	4	38	7	24		73	57.5%	42.5%
Hammond MS	1	21	5	15		42	52.4%	47.6%
Clarksville MS	1	17	8	12		38	47.4%	52.6%
Lime Kiln MS	1	8	5	7		21	42.9%	57.1%
Elkridge Landing MS	1	16	11	18		46	37.0%	63.0%
Murray Hill MS	1	15	12	21		49	32.7%	67.3%
Dunloggin MS	1	5	18	24		48	12.5%	87.5%
Lake Elkhorn MS	1	4	23	30		58	8.6%	91.4%
High	87	417	51	189	3	747	67.7%	32.3%
Hammond HS	12	30		3		45	93.3%	6.7%
Oakland Mills HS	16	47	2	4		69	91.3%	8.7%
Atholton HS	11	50		15		76	80.3%	19.7%
Mt. Hebron HS	11	53	4	17		85	75.3%	24.7%
Marriotts Ridge HS	5	21	1	10		37	70.3%	29.7%
Howard HS	9	45	7	22		83	65.1%	34.9%
Long Reach HS	3	22	3	12		40	62.5%	37.5%
Centennial HS	4	35	4	20	3	66	61.9%	38.1%
Reservoir HS	6	39	6	23		74	60.8%	39.2%
River Hill HS	5	22	2	16		45	60.0%	40.0%
Glenelg HS	2	36	3	23		64	59.4%	40.6%
Wilde Lake HS	3	17	19	24		63	31.7%	68.3%
Special	30	54	10	30	1	125	67.7%	32.3%
Ascend One	4	2				6	100.0%	0.0%
Old Cedar Lane	5	10		1		16	93.8%	6.3%
ARL	5	11		2		18	88.9%	11.1%
Homewood Center	8	20	6	12		46	60.9%	39.1%
Central Office	5	6	1	9		21	52.4%	47.6%
Cedar Lane	1	1	3	6	1	12	18.2%	81.8%
Grand Total	473	1566	329	796	5	3169	64.4%	35.6%

2018-2019 HCEA Job Satisfaction Survey

3) I personally feel successful in my work.

Work Site	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	413	844	55	169		1481	84.9%	15.1%
Hanover Hills ES	11	5				16	100.0%	0.0%
Thunder Hill ES	7	15				22	100.0%	0.0%
Laurel Woods ES	25	30		1		56	98.2%	1.8%
Bushy Park ES	12	24		1		37	97.3%	2.7%
Rockburn ES	9	25		1		35	97.1%	2.9%
Waterloo ES	13	20		1		34	97.1%	2.9%
Worthington ES	12	20		1		33	97.0%	3.0%
Running Brook ES	15	20		2		37	94.6%	5.4%
Bryant Woods ES	4	12	1			17	94.1%	5.9%
Clarksville ES	7	8	1			16	93.8%	6.3%
Ducketts Lane ES	5	10		1		16	93.8%	6.3%
Talbott Springs ES	17	25		3		45	93.3%	6.7%
Deep Run ES	15	29	1	3		48	91.7%	8.3%
Bellows Spring ES	17	26	1	3		47	91.5%	8.5%
Hammond ES	10	9		2		21	90.5%	9.5%
Hollifield Station ES	9	17		3		29	89.7%	10.3%
Clemens Crossing ES	10	21		4		35	88.6%	11.4%
Longfellow ES	10	21		4		35	88.6%	11.4%
Centennial Lane ES	6	17	1	2		26	88.5%	11.5%
St. John's Lane ES	8	30	1	4		43	88.4%	11.6%
Phelps Luck ES	12	24	1	4		41	87.8%	12.2%
Dayton Oaks ES	20	41	2	8		71	85.9%	14.1%
Veterans ES	15	35		9		59	84.7%	15.3%
West Friendship ES	13	7	1	3		24	83.3%	16.7%
Ilchester ES	8	20	3	3		34	82.4%	17.6%
Swansfield ES	11	25	3	5		44	81.8%	18.2%
Northfield ES	8	32	2	7		49	81.6%	18.4%
Triadelphia Ridge ES	11	15	2	4		32	81.3%	18.8%
Stevens Forest ES	7	10	2	2		21	81.0%	19.0%
Waverly ES	5	11		4		20	80.0%	20.0%
Manor Woods ES	10	25	2	7		44	79.5%	20.5%
Elkridge ES	7	38	3	9		57	78.9%	21.1%
Gorman Crossing ES	2	12		4		18	77.8%	22.2%
Guilford ES	9	5	1	3		18	77.8%	22.2%
Forest Ridge ES	2	15	2	3		22	77.3%	22.7%
Lisbon ES	11	19	1	8		39	76.9%	23.1%
Bollman Bridge ES	8	43	8	8		67	76.1%	23.9%
Atholton ES	10	16	1	9		36	72.2%	27.8%
Jeffers Hill ES	2	10	2	4		18	66.7%	33.3%
Pointers Run ES	7	30	8	11		56	66.1%	33.9%
Fulton ES	8	17	3	11		39	64.1%	35.9%
Cradlerock ES	5	10	2	7		24	62.5%	37.5%

2018-2019 HCEA Job Satisfaction Survey

Work Site	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	227	453	35	99	2	816	83.5%	16.5%
Burleigh Manor MS	11	13			1	25	100%	0.0%
Patapsco MS	13	19				32	100%	0.0%
Folly Quarter MS	13	23		2		38	94.7%	5.3%
Mount View MS	21	31		4		56	92.9%	7.1%
Hammond MS	14	24	1	2		41	92.7%	7.3%
Thomas Viaduct MS	18	37	2	4		61	90.2%	9.8%
Ellicott Mills MS	12	24	1	4		41	87.8%	12.2%
Bonnie Branch MS	11	17	2	2		32	87.5%	12.5%
Wilde Lake MS		14	1	1		16	87.5%	12.5%
Mayfield Woods MS	18	29		7		54	87.0%	13.0%
Lime Kiln MS	3	15	1	2		21	85.7%	14.3%
Elkridge Landing MS	11	27	4	3		45	84.4%	15.6%
Dunloggin MS	12	28	4	4		48	83.3%	16.7%
Glenwood MS	6	5	1	2		14	78.6%	21.4%
Clarksville MS	11	18	3	6		38	76.3%	23.7%
Patuxent Valley MS	17	20	3	10		50	74.0%	26.0%
Oakland Mills MS	4	15		7		26	73.1%	26.9%
Murray Hill MS	10	25	3	10		48	72.9%	27.1%
Harpers Choice MS	17	36	6	14		73	72.6%	27.4%
Lake Elkhorn MS	5	33	3	15	1	57	67.9%	32.1%
High	207	446	19	70	1	743	88.0%	12.0%
River Hill HS	17	27	1			45	97.8%	2.2%
Centennial HS	20	40	1	3	1	65	93.8%	6.3%
Oakland Mills HS	20	42	1	5		68	91.2%	8.8%
Atholton HS	29	38	1	8		76	88.2%	11.8%
Long Reach HS	11	24	2	3		40	87.5%	12.5%
Glenelg HS	15	40		8		63	87.3%	12.7%
Howard HS	24	48	2	9		83	86.7%	13.3%
Marriotts Ridge HS	11	21		5		37	86.5%	13.5%
Reservoir HS	13	51	1	9		74	86.5%	13.5%
Mt. Hebron HS	21	50	4	9		84	84.5%	15.5%
Hammond HS	14	24	2	5		45	84.4%	15.6%
Wilde Lake HS	12	41	4	6		63	84.1%	15.9%
Special	37	65	8	14		124	82.3%	17.7%
Ascend One	2	4				6	100%	0.0%
ARL	10	7	1			18	94.4%	5.6%
Old Cedar Lane	7	8	1			16	93.8%	6.3%
Central Office	6	13		2		21	90.5%	9.5%
Homewood Center	9	24	5	8		46	71.7%	28.3%
Cedar Lane	2	5	1	4		12	58.3%	41.7%
Grand Total	884	1808	117	352	3	3164	85.2%	14.8%

2018-2019 HCEA Job Satisfaction Survey

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

Work Site	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	231	659	164	385	35	1474	61.8%	38.2%
Hanover Hills ES	9	7				16	100%	0.0%
Waterloo ES	13	18	1	1	1	34	93.9%	6.1%
Triadelphia Ridge ES	15	13		3	1	32	90.3%	9.7%
Laurel Woods ES	14	33		8	1	56	85.5%	14.5%
Talbott Springs ES	16	21	1	7		45	82.2%	17.8%
Rockburn ES	5	23	1	6		35	80.0%	20.0%
Worthington ES	10	17	1	6		34	79.4%	20.6%
Centennial Lane ES	3	16	1	4	1	25	79.2%	20.8%
Gorman Crossing ES	2	12	2	2		18	77.8%	22.2%
Phelps Luck ES	11	19	2	7	2	41	76.9%	23.1%
Guilford ES	5	8		4		17	76.5%	23.5%
Bryant Woods ES	3	9		4	1	17	75.0%	25.0%
Clarksville ES	6	6	1	3		16	75.0%	25.0%
Ducketts Lane ES		12	1	3		16	75.0%	25.0%
Hammond ES	5	10	1	4		20	75.0%	25.0%
West Friendship ES	4	14	2	4		24	75.0%	25.0%
Bellows Spring ES	11	23	4	9		47	72.3%	27.7%
Stevens Forest ES	2	13	1	5		21	71.4%	28.6%
Clemens Crossing ES	2	20	2	9	2	35	66.7%	33.3%
Elkridge ES	4	33	5	14	1	57	66.1%	33.9%
Thunder Hill ES		13	2	5	1	21	65.0%	35.0%
Running Brook ES	9	15	5	8		37	64.9%	35.1%
Veterans ES	11	27	6	15		59	64.4%	35.6%
Northfield ES	3	27	6	11	2	49	63.8%	36.2%
Longfellow ES	8	13	2	10		33	63.6%	36.4%
Forest Ridge ES		13	2	6	1	22	61.9%	38.1%
Swansfield ES	5	21	5	11	2	44	61.9%	38.1%
Bushy Park ES	5	16	5	8	3	37	61.8%	38.2%
Cradlerock ES	4	10	4	5	1	24	60.9%	39.1%
Hollifield Station ES	5	10	2	9	3	29	57.7%	42.3%
Fulton ES	3	18	7	11		39	53.8%	46.2%
Dayton Oaks ES	12	25	8	24	1	70	53.6%	46.4%
Deep Run ES	7	14	2	22	3	48	46.7%	53.3%
Bollman Bridge ES	5	25	11	25		66	45.5%	54.5%
Waverly ES	1	8		11		20	45.0%	55.0%
Jeffers Hill ES		8	3	7		18	44.4%	55.6%
Lisbon ES	6	10	7	13	2	38	44.4%	55.6%
Ilchester ES	2	11	10	12		35	37.1%	62.9%
Manor Woods ES	1	14	9	17	3	44	36.6%	63.4%
Atholton ES	3	8	8	17		36	30.6%	69.4%
St. John's Lane ES		12	12	18	1	43	28.6%	71.4%
Pointers Run ES	1	14	22	17	2	56	27.8%	72.2%

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Work Site	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	124	314	126	229	23	816	55.2%	44.8%
Patapsco MS	12	14		4	1	31	86.7%	13.3%
Ellicott Mills MS	13	22	2	4		41	85.4%	14.6%
Folly Quarter MS	11	18	2	5	2	38	80.6%	19.4%
Mayfield Woods MS	12	28		13	1	54	75.5%	24.5%
Patuxent Valley MS	10	23	3	12	2	50	68.8%	31.3%
Thomas Viaduct MS	11	30	5	15		61	67.2%	32.8%
Bonnie Branch MS	7	13	2	8	1	31	66.7%	33.3%
Burleigh Manor MS	6	10	2	7		25	64.0%	36.0%
Oakland Mills MS	4	11		11		26	57.7%	42.3%
Mount View MS	8	22	8	17	1	56	54.5%	45.5%
Wilde Lake MS		8	2	5	1	16	53.3%	46.7%
Hammond MS	5	16	8	11	1	41	52.5%	47.5%
Clarksville MS	6	13	8	10	1	38	51.4%	48.6%
Glenwood MS	1	5	4	2	2	14	50.0%	50.0%
Elkridge Landing MS	2	18	11	13	2	46	45.5%	54.5%
Harpers Choice MS	10	21	10	28	4	73	44.9%	55.1%
Lime Kiln MS	2	5	5	9		21	33.3%	66.7%
Dunloggin MS	1	12	15	16	3	47	29.5%	70.5%
Murray Hill MS	2	11	18	17	1	49	27.1%	72.9%
Lake Elkhorn MS	1	14	21	22		58	25.9%	74.1%
High	79	325	83	231	25	743	56.3%	43.7%
Oakland Mills HS	14	35	2	14	4	69	75.4%	24.6%
Marriotts Ridge HS	6	21	4	6		37	73.0%	27.0%
Hammond HS	10	20	2	12	2	46	68.2%	31.8%
Atholton HS	8	40	3	22	2	75	65.8%	34.2%
Howard HS	9	39	8	24	3	83	60.0%	40.0%
Mt. Hebron HS	10	37	11	24	2	84	57.3%	42.7%
Long Reach HS	4	17	5	14		40	52.5%	47.5%
River Hill HS	4	18	5	15	3	45	52.4%	47.6%
Reservoir HS	4	31	12	23	2	72	50.0%	50.0%
Centennial HS	5	23	9	24	4	65	45.9%	54.1%
Glenelg HS	3	24	5	31	1	64	42.9%	57.1%
Wilde Lake HS	2	20	17	22	2	63	36.1%	63.9%
Special	31	60	8	23	2	124	74.6%	25.4%
Ascend One	2	4				6	100.0%	0.0%
ARL	9	5	1	3		18	77.8%	22.2%
Old Cedar Lane	3	9		4		16	75.0%	25.0%
Homewood Center	8	23	5	7	2	45	72.1%	27.9%
Central Office	7	8		6		21	71.4%	28.6%
Cedar Lane		7	2	3		12	58.3%	41.7%
Grand Total	465	1358	381	868	85	3157	59.3%	40.7%

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

Work Site	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	468	881	10	90	31	1480	93.1%	6.9%
Bryant Woods ES	4	11			2	17	100%	0.0%
Centennial Lane ES	12	13			1	26	100%	0.0%
Clarksville ES	7	9				16	100%	0.0%
Cradlerock ES	8	15			1	24	100%	0.0%
Guilford ES	7	11				18	100%	0.0%
Hammond ES	7	14				21	100%	0.0%
Hanover Hills ES	8	8				16	100%	0.0%
Running Brook ES	13	24				37	100%	0.0%
Laurel Woods ES	24	31		1		56	98.2%	1.8%
Swansfield ES	17	25	1		1	44	97.7%	2.3%
Worthington ES	13	20		1		34	97.1%	2.9%
Triadelphia Ridge ES	15	14		1	2	32	96.7%	3.3%
Waterloo ES	13	16		1	4	34	96.7%	3.3%
Northfield ES	13	33		2		48	95.8%	4.2%
West Friendship ES	11	12		1		24	95.8%	4.2%
Bellows Spring ES	14	30		2	1	47	95.7%	4.3%
Forest Ridge ES	4	17		1		22	95.5%	4.5%
Manor Woods ES	13	27	1	1	2	44	95.2%	4.8%
Veterans ES	17	39		3		59	94.9%	5.1%
Fulton ES	8	28	1	1	1	39	94.7%	5.3%
Lisbon ES	11	24		2	1	38	94.6%	5.4%
Atholton ES	11	23		2		36	94.4%	5.6%
Gorman Crossing ES	8	9	1			18	94.4%	5.6%
Longfellow ES	14	19		2		35	94.3%	5.7%
Bollman Bridge ES	22	40	1	3	1	67	93.9%	6.1%
Ducketts Lane ES	6	9		1		16	93.8%	6.3%
Elkridge ES	20	32		4	1	57	92.9%	7.1%
Dayton Oaks ES	20	45		6		71	91.5%	8.5%
Bushy Park ES	10	22	1	2	2	37	91.4%	8.6%
Stevens Forest ES	9	10		2		21	90.5%	9.5%
Jeffers Hill ES	3	13		2		18	88.9%	11.1%
Talbott Springs ES	16	24		5		45	88.9%	11.1%
Ilchester ES	7	24	1	3		35	88.6%	11.4%
Rockburn ES	10	21		4		35	88.6%	11.4%
Deep Run ES	9	29		5	4	47	88.4%	11.6%
Phelps Luck ES	9	26		5	1	41	87.5%	12.5%
Pointers Run ES	21	28		7		56	87.5%	12.5%
St. John's Lane ES	14	21		6	2	43	85.4%	14.6%
Hollifield Station ES	10	13		4	2	29	85.2%	14.8%
Waverly ES	2	15	2	1		20	85.0%	15.0%
Clemens Crossing ES	4	24		5	2	35	84.8%	15.2%
Thunder Hill ES	4	13	1	4		22	77.3%	22.7%

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Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	227	469	16	76	26	814	88.3%	11.7%
Ellicott Mills MS	17	22	1		1	41	97.5%	2.5%
Folly Quarter MS	13	23		1	1	38	97.3%	2.7%
Bonnie Branch MS	8	20		2	2	32	93.3%	6.7%
Mount View MS	16	34		4		54	92.6%	7.4%
Oakland Mills MS	8	16		2		26	92.3%	7.7%
Clarksville MS	12	22		3	1	38	91.9%	8.1%
Glenwood MS	5	6		1	2	14	91.7%	8.3%
Lime Kiln MS	5	14		2		21	90.5%	9.5%
Harpers Choice MS	24	37	1	6	5	73	89.7%	10.3%
Lake Elkhorn MS	16	35	2	4	1	58	89.5%	10.5%
Murray Hill MS	15	27		5	1	48	89.4%	10.6%
Elkridge Landing MS	11	29	1	4	1	46	88.9%	11.1%
Mayfield Woods MS	10	34	2	4	4	54	88.0%	12.0%
Patapsco MS	11	16		4		31	87.1%	12.9%
Dunloggin MS	11	30	3	4		48	85.4%	14.6%
Hammond MS	10	24	2	4	1	41	85.0%	15.0%
Burleigh Manor MS	8	13		4		25	84.0%	16.0%
Thomas Viaduct MS	11	36	2	10	2	61	79.7%	20.3%
Patuxent Valley MS	13	26	2	8	1	50	79.6%	20.4%
Wilde Lake MS	3	5		4	3	15	66.7%	33.3%
High	168	453	12	81	31	745	87.0%	13.0%
Marriotts Ridge HS	10	24		1	1	36	97.1%	2.9%
Long Reach HS	11	24		2	1	38	94.6%	5.4%
Hammond HS	20	22	1	2	1	46	93.3%	6.7%
Reservoir HS	16	50	1	6	1	74	90.4%	9.6%
Centennial HS	15	40		7	4	66	88.7%	11.3%
Wilde Lake HS	8	45	3	4	3	63	88.3%	11.7%
Atholton HS	21	45	1	9		76	86.8%	13.2%
River Hill HS	6	30		6	3	45	85.7%	14.3%
Mt. Hebron HS	19	49	1	11	5	85	85.0%	15.0%
Howard HS	15	49	3	10	6	83	83.1%	16.9%
Glenelg HS	12	37		12	3	64	80.3%	19.7%
Oakland Mills HS	15	38	2	11	3	69	80.3%	19.7%
Special	46	71	2	2	3	124	96.7%	3.3%
Ascend One	4	2				6	100%	0.0%
Old Cedar Lane	7	9				16	100%	0.0%
Homewood Center	17	25	1		3	46	97.7%	2.3%
Central Office	9	11		1		21	95.2%	4.8%
ARL	6	11		1		18	94.4%	5.6%
Cedar Lane	3	8	1			12	91.7%	8.3%
Grand Total	909	1874	40	249	91	3163	90.6%	9.4%

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

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	315	710	156	291	5	1477	69.6%	30.4%
Hanover Hills ES	12	4				16	100%	0.0%
Triadelphia Ridge ES	17	13				30	100%	0.0%
Hammond ES	9	11	1			21	95.2%	4.8%
Waterloo ES	18	13		2		33	93.9%	6.1%
Running Brook ES	13	21	1	2		37	91.9%	8.1%
Rockburn ES	11	21	1	2		35	91.4%	8.6%
Worthington ES	13	18	1	2		34	91.2%	8.8%
Laurel Woods ES	18	33	1	4		56	91.1%	8.9%
Phelps Luck ES	15	22	1	3		41	90.2%	9.8%
Ducketts Lane ES	4	10		2		16	87.5%	12.5%
Stevens Forest ES	4	14	1	2		21	85.7%	14.3%
Deep Run ES	11	28	2	6	1	48	83.0%	17.0%
Talbott Springs ES	14	23	1	7		45	82.2%	17.8%
Clarksville ES	7	6	1	2		16	81.3%	18.8%
Centennial Lane ES	3	18		5		26	80.8%	19.2%
Longfellow ES	12	16	2	5		35	80.0%	20.0%
Veterans ES	13	34	4	8		59	79.7%	20.3%
Gorman Crossing ES	4	10	1	3		18	77.8%	22.2%
Forest Ridge ES	2	15	2	3		22	77.3%	22.7%
Clemens Crossing ES	6	21	3	5		35	77.1%	22.9%
Bryant Woods ES	4	9	2	2		17	76.5%	23.5%
Cradlerock ES	4	14	2	4		24	75.0%	25.0%
West Friendship ES	5	13	2	4		24	75.0%	25.0%
Bellows Spring ES	15	20	4	8		47	74.5%	25.5%
Swansfield ES	10	22	3	8		43	74.4%	25.6%
Northfield ES	8	26	4	10		48	70.8%	29.2%
Dayton Oaks ES	9	37	7	18		71	64.8%	35.2%
Elkridge ES	6	29	2	20		57	61.4%	38.6%
Guilford ES	6	5	2	5		18	61.1%	38.9%
Ilchester ES	2	19	5	9		35	60.0%	40.0%
Waverly ES		12	2	6		20	60.0%	40.0%
Bollman Bridge ES	8	32	12	15		67	59.7%	40.3%
Hollifield Station ES	6	10	3	8	1	28	59.3%	40.7%
Bushy Park ES	5	15	8	9		37	54.1%	45.9%
Fulton ES	2	18	10	9		39	51.3%	48.7%
Manor Woods ES	5	17	7	15		44	50.0%	50.0%
Lisbon ES	5	14	8	12		39	48.7%	51.3%
Pointers Run ES	5	17	16	17	1	56	40.0%	60.0%
Thunder Hill ES		8	3	10	1	22	38.1%	61.9%
St. John's Lane ES	2	12	15	13	1	43	33.3%	66.7%
Atholton ES	2	7	9	18		36	25.0%	75.0%
Jeffers Hill ES		3	7	8		18	16.7%	83.3%

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Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	174	357	91	187	9	818	65.6%	34.4%
Ellicott Mills MS	19	20	2			41	95.1%	4.9%
Burleigh Manor MS	12	11		2		25	92.0%	8.0%
Folly Quarter MS	20	14		3	1	38	91.9%	8.1%
Patapsco MS	13	15	1	3		32	87.5%	12.5%
Wilde Lake MS	2	11	1	2		16	81.3%	18.8%
Patuxent Valley MS	16	22	5	7		50	76.0%	24.0%
Oakland Mills MS	5	14		7		26	73.1%	26.9%
Hammond MS	9	20	4	7	2	42	72.5%	27.5%
Harpers Choice MS	12	40	3	17		72	72.2%	27.8%
Glenwood MS	4	6	2	2		14	71.4%	28.6%
Bonnie Branch MS	10	12	1	9		32	68.8%	31.3%
Mayfield Woods MS	13	24	4	13		54	68.5%	31.5%
Mount View MS	10	25	4	16	1	56	63.6%	36.4%
Thomas Viaduct MS	13	25	8	14	1	61	63.3%	36.7%
Clarksville MS	3	21	6	8		38	63.2%	36.8%
Elkridge Landing MS	6	18	9	12	1	46	53.3%	46.7%
Murray Hill MS	3	19	5	20	2	49	46.8%	53.2%
Dunloggin MS	2	16	13	16	1	48	38.3%	61.7%
Lake Elkhorn MS	2	18	17	20		57	35.1%	64.9%
Lime Kiln MS		6	6	9		21	28.6%	71.4%
High	137	365	64	169	9	744	68.3%	31.7%
Oakland Mills HS	21	37	1	9	1	69	85.3%	14.7%
Hammond HS	14	25		7		46	84.8%	15.2%
Howard HS	18	48	6	10		82	80.5%	19.5%
Atholton HS	23	34	4	13	2	76	77.0%	23.0%
Glenelg HS	10	39	3	12		64	76.6%	23.4%
Marriotts Ridge HS	6	17	5	9		37	62.2%	37.8%
Reservoir HS	8	36	10	17	3	74	62.0%	38.0%
Centennial HS	6	33	5	20	1	65	60.9%	39.1%
Long Reach HS	7	17	4	12		40	60.0%	40.0%
River Hill HS	7	20	7	11		45	60.0%	40.0%
Mt. Hebron HS	15	35	5	29		84	59.5%	40.5%
Wilde Lake HS	2	24	14	20	2	62	43.3%	56.7%
Special	39	49	11	25	1	125	71.0%	29.0%
Ascend One	3	3				6	100.0%	0.0%
Old Cedar Lane	4	10	1	1		16	87.5%	12.5%
ARL	9	5		4		18	77.8%	22.2%
Homewood Center	12	20	7	6	1	46	71.1%	28.9%
Central Office	6	7		8		21	61.9%	38.1%
Cedar Lane	2	1	3	6		12	25.0%	75.0%
Grand Total	665	1481	322	672	24	3164	68.3%	31.7%

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

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	479	772	74	153		1478	84.6%	15.4%
Hanover Hills ES	12	4				16	100%	0.0%
Talbott Springs ES	21	23		1		45	97.8%	2.2%
Rockburn ES	19	14		1		34	97.1%	2.9%
Waterloo ES	23	10		1		34	97.1%	2.9%
Laurel Woods ES	28	26		2		56	96.4%	3.6%
West Friendship ES	10	13	1			24	95.8%	4.2%
Hammond ES	14	6		1		21	95.2%	4.8%
Thunder Hill ES	1	19		1		21	95.2%	4.8%
Running Brook ES	17	17	1	1		36	94.4%	5.6%
Worthington ES	18	14		2		34	94.1%	5.9%
Bryant Woods ES	5	10	1			16	93.8%	6.3%
Ducketts Lane ES	8	7		1		16	93.8%	6.3%
Bellows Spring ES	19	25	2	1		47	93.6%	6.4%
Veterans ES	24	31	3	1		59	93.2%	6.8%
Deep Run ES	20	24	1	3		48	91.7%	8.3%
Forest Ridge ES	5	15	1	1		22	90.9%	9.1%
Triadelphia Ridge ES	19	10		3		32	90.6%	9.4%
Clemens Crossing ES	9	22	2	2		35	88.6%	11.4%
Longfellow ES	15	16	1	3		35	88.6%	11.4%
Centennial Lane ES	6	17		3		26	88.5%	11.5%
Phelps Luck ES	19	17	1	4		41	87.8%	12.2%
Northfield ES	15	28	1	5		49	87.8%	12.2%
Clarksville ES	7	7	1	1		16	87.5%	12.5%
Stevens Forest ES	8	10	1	2		21	85.7%	14.3%
Elkridge ES	11	37	1	8		57	84.2%	15.8%
Bushy Park ES	10	21	2	4		37	83.8%	16.2%
Cradlerock ES	6	14		4		24	83.3%	16.7%
Gorman Crossing ES	6	9	1	2		18	83.3%	16.7%
Guilford ES	8	7	2	1		18	83.3%	16.7%
Dayton Oaks ES	15	44	5	7		71	83.1%	16.9%
Hollifield Station ES	10	14		5		29	82.8%	17.2%
Bollman Bridge ES	19	35	5	8		67	80.6%	19.4%
Swansfield ES	15	20	3	6		44	79.5%	20.5%
Waverly ES	4	11		4		19	78.9%	21.1%
Fulton ES	5	25	2	7		39	76.9%	23.1%
St. John's Lane ES	4	29	3	7		43	76.7%	23.3%
Manor Woods ES	7	26	2	9		44	75.0%	25.0%
Ilchester ES	1	23	2	9		35	68.6%	31.4%
Atholton ES	5	18	5	8		36	63.9%	36.1%
Lisbon ES	7	17	3	12		39	61.5%	38.5%
Jeffers Hill ES		11	4	3		18	61.1%	38.9%
Pointers Run ES	4	26	17	9		56	53.6%	46.4%

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Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	260	403	51	100	3	827	81.4%	18.6%
Patapsco MS	20	12				32	100.0%	0.0%
Folly Quarter MS	26	11		1		38	97.4%	2.6%
Wilde Lake MS	2	13		1		16	93.8%	6.3%
Ellicott Mills MS	29	9	1	2		41	92.7%	7.3%
Burleigh Manor MS	12	11		2		25	92.0%	8.0%
Oakland Mills MS	8	14		3	1	26	88.0%	12.0%
Patuxent Valley MS	23	20	3	3		49	87.8%	12.2%
Mount View MS	23	26		7		56	87.5%	12.5%
Thomas Viaduct MS	22	31	3	5		61	86.9%	13.1%
Harpers Choice MS	18	44	3	8		73	84.9%	15.1%
Mayfield Woods MS	19	26	1	7		53	84.9%	15.1%
Bonnie Branch MS	14	13	2	3		32	84.4%	15.6%
Hammond MS	9	26	3	4		42	83.3%	16.7%
Lime Kiln MS	3	14	1	3		21	81.0%	19.0%
Clarksville MS	7	22	2	6	1	38	78.4%	21.6%
Elkridge Landing MS	6	30	6	4		46	78.3%	21.7%
Glenwood MS	4	6	2	2		14	71.4%	28.6%
Murray Hill MS	7	23	3	16		49	61.2%	38.8%
Lake Elkhorn MS	5	28	10	14		57	57.9%	42.1%
Dunloggin MS	3	24	11	9	1	48	57.4%	42.6%
High	227	401	35	79	2	744	84.6%	15.4%
Hammond HS	21	24		1		46	97.8%	2.2%
Oakland Mills HS	27	37	1	4		69	92.8%	7.2%
Atholton HS	31	36		8		75	89.3%	10.7%
Marriotts Ridge HS	16	17		4		37	89.2%	10.8%
River Hill HS	17	23	3	2		45	88.9%	11.1%
Howard HS	18	52	4	7		81	86.4%	13.6%
Centennial HS	16	40	1	8	1	66	86.2%	13.8%
Glenelg HS	12	43	3	6		64	85.9%	14.1%
Reservoir HS	20	43	3	8		74	85.1%	14.9%
Mt. Hebron HS	30	40	5	9	1	85	83.3%	16.7%
Long Reach HS	10	21	5	3		39	79.5%	20.5%
Wilde Lake HS	9	25	10	19		63	54.0%	46.0%
Special	54	55	7	9		125	87.2%	12.8%
Ascend One	4	2				6	100.0%	0.0%
Old Cedar Lane	7	9				16	100.0%	0.0%
ARL	12	5		1		18	94.4%	5.6%
Central Office	8	10	1	2		21	85.7%	14.3%
Homewood Center	16	21	5	4		46	80.4%	19.6%
Cedar Lane	2	7	1	2		12	75.0%	25.0%
Grand Total	1020	1631	167	341	5	3164	83.9%	16.1%

2018-2019 HCEA Job Satisfaction Survey

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

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	442	768	55	203	1	1469	82.4%	17.6%
Ducketts Lane ES	9	7				16	100%	0.0%
Hanover Hills ES	11	5				16	100%	0.0%
Triadelphia Ridge ES	13	19				32	100%	0.0%
Waterloo ES	20	13		1		34	97.1%	2.9%
West Friendship ES	10	13		1		24	95.8%	4.2%
Hammond ES	13	6		1		20	95.0%	5.0%
Phelps Luck ES	20	18		2		40	95.0%	5.0%
Rockburn ES	16	17	1	1		35	94.3%	5.7%
Worthington ES	13	19	1	1		34	94.1%	5.9%
Deep Run ES	20	24		3		47	93.6%	6.4%
Clarksville ES	6	8		1		15	93.3%	6.7%
Talbott Springs ES	20	22	1	2		45	93.3%	6.7%
Cradlerock ES	5	17	1	1		24	91.7%	8.3%
Veterans ES	23	30	3	3		59	89.8%	10.2%
Laurel Woods ES	23	27		6		56	89.3%	10.7%
Gorman Crossing ES	5	11	1	1		18	88.9%	11.1%
Guilford ES	4	12		2		18	88.9%	11.1%
Bryant Woods ES	5	10	1	1		17	88.2%	11.8%
Bellows Spring ES	14	27	1	5		47	87.2%	12.8%
Running Brook ES	13	19		5		37	86.5%	13.5%
Hollifield Station ES	13	12		4		29	86.2%	13.8%
Centennial Lane ES	5	16		4		25	84.0%	16.0%
St. John's Lane ES	13	23	1	6		43	83.7%	16.3%
Atholton ES	9	21	3	3		36	83.3%	16.7%
Dayton Oaks ES	23	36	2	10		71	83.1%	16.9%
Longfellow ES	8	18	2	4	1	33	81.3%	18.8%
Bushy Park ES	11	19	1	6		37	81.1%	18.9%
Forest Ridge ES	5	12		4		21	81.0%	19.0%
Elkridge ES	12	33		12		57	78.9%	21.1%
Lisbon ES	10	20	4	5		39	76.9%	23.1%
Northfield ES	10	27	4	8		49	75.5%	24.5%
Swansfield ES	7	26	3	8		44	75.0%	25.0%
Clemens Crossing ES	11	15	2	7		35	74.3%	25.7%
Bollman Bridge ES	11	38	4	13		66	74.2%	25.8%
Jeffers Hill ES	4	9	2	3		18	72.2%	27.8%
Stevens Forest ES	5	10	2	4		21	71.4%	28.6%
Manor Woods ES	5	24	3	11		43	67.4%	32.6%
Pointers Run ES	10	26	4	15		55	65.5%	34.5%
Fulton ES	2	23	3	11		39	64.1%	35.9%
Thunder Hill ES	3	11	1	7		22	63.6%	36.4%
Waverly ES	1	9	1	7		18	55.6%	44.4%
Ilchester ES	1	16	3	14		34	50.0%	50.0%

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Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	232	405	44	136	1	818	78.0%	22.0%
Thomas Viaduct MS	39	21	1			61	98.4%	1.6%
Patapsco MS	15	16		1		32	96.9%	3.1%
Mayfield Woods MS	26	24		4		54	92.6%	7.4%
Lime Kiln MS	7	12		2		21	90.5%	9.5%
Ellicott Mills MS	20	17	1	3		41	90.2%	9.8%
Wilde Lake MS	3	11	1	1		16	87.5%	12.5%
Glenwood MS	3	9	2			14	85.7%	14.3%
Mount View MS	23	25		8		56	85.7%	14.3%
Folly Quarter MS	6	26		6		38	84.2%	15.8%
Burleigh Manor MS	7	14		4		25	84.0%	16.0%
Oakland Mills MS	6	15	1	4		26	80.8%	19.2%
Hammond MS	8	25	2	7		42	78.6%	21.4%
Patuxent Valley MS	10	28	1	11		50	76.0%	24.0%
Bonnie Branch MS	10	14	3	5		32	75.0%	25.0%
Murray Hill MS	6	27	4	12		49	67.3%	32.7%
Lake Elkhorn MS	11	28	6	13		58	67.2%	32.8%
Harpers Choice MS	11	36	2	23		72	65.3%	34.7%
Dunloggin MS	9	21	11	7		48	62.5%	37.5%
Clarksville MS	6	17	4	10		37	62.2%	37.8%
Elkridge Landing MS	6	19	5	15	1	46	55.6%	44.4%
High	191	386	42	122	2	743	77.9%	22.1%
Oakland Mills HS	28	34	1	4	1	68	92.5%	7.5%
Hammond HS	21	19	2	3		45	88.9%	11.1%
Long Reach HS	8	25	2	4		39	84.6%	15.4%
Marriotts Ridge HS	9	22		6		37	83.8%	16.2%
Mt. Hebron HS	24	46	3	11		84	83.3%	16.7%
River Hill HS	14	23	2	6		45	82.2%	17.8%
Atholton HS	19	41	4	12		76	78.9%	21.1%
Centennial HS	13	36	3	13	1	66	75.4%	24.6%
Howard HS	18	43	5	16		82	74.4%	25.6%
Reservoir HS	14	41	7	12		74	74.3%	25.7%
Wilde Lake HS	9	34	7	13		63	68.3%	31.7%
Glenelg HS	14	22	6	22		64	56.3%	43.8%
Special	38	63	10	14		125	80.8%	19.2%
Ascend One	4	2				6	100%	0.0%
ARL	7	10		1		18	94.4%	5.6%
Old Cedar Lane	6	9		1		16	93.8%	6.3%
Homewood Center	10	27	4	5		46	80.4%	19.6%
Central Office	6	8	3	4		21	66.7%	33.3%
Cedar Lane	1	5	3	3		12	50.0%	50.0%
Grand Total	903	1622	151	475	4	3155	80.1%	19.9%

2018-2019 HCEA Job Satisfaction Survey

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

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	287	752	116	227	93	1475	75.2%	24.8%
Hanover Hills ES	6	9			1	16	100%	0.0%
Worthington ES	11	20		1	2	34	96.9%	3.1%
West Friendship ES	8	15		1		24	95.8%	4.2%
Ducketts Lane ES	6	9		1		16	93.8%	6.3%
Waterloo ES	14	15	1	1	3	34	93.5%	6.5%
Laurel Woods ES	18	32	1	4	1	56	90.9%	9.1%
Centennial Lane ES	6	15	1	2	2	26	87.5%	12.5%
Longfellow ES	10	18	1	3	3	35	87.5%	12.5%
Triadelphia Ridge ES	17	9	1	3	2	32	86.7%	13.3%
Hammond ES	7	11	1	2		21	85.7%	14.3%
Phelps Luck ES	9	24	3	3	2	41	84.6%	15.4%
Stevens Forest ES	2	14	1	2	1	20	84.2%	15.8%
Talbott Springs ES	13	24		7	1	45	84.1%	15.9%
Swansfield ES	9	25	2	5	2	43	82.9%	17.1%
Running Brook ES	15	14	1	5	2	37	82.9%	17.1%
Hollifield Station ES	6	18	1	4		29	82.8%	17.2%
Cradlerock ES	4	15	1	3	1	24	82.6%	17.4%
Waverly ES		14	1	2	2	19	82.4%	17.6%
Clarksville ES	4	9	1	2		16	81.3%	18.8%
Jeffers Hill ES	2	11	3		2	18	81.3%	18.8%
Veterans ES	11	32	6	5	4	58	79.6%	20.4%
Bushy Park ES	5	23	3	5	1	37	77.8%	22.2%
Forest Ridge ES	2	15	1	4		22	77.3%	22.7%
Deep Run ES	8	28	5	6	1	48	76.6%	23.4%
Pointers Run ES	10	28	3	9	5	55	76.0%	24.0%
Rockburn ES	13	10	2	6	4	35	74.2%	25.8%
Northfield ES	9	22	2	9	6	48	73.8%	26.2%
Bellows Spring ES	8	25	5	7	2	47	73.3%	26.7%
Gorman Crossing ES	4	7	1	3	3	18	73.3%	26.7%
Clemens Crossing ES	7	17	5	4	1	34	72.7%	27.3%
Dayton Oaks ES	8	39	3	15	6	71	72.3%	27.7%
Bryant Woods ES	3	9	2	3		17	70.6%	29.4%
Bollman Bridge ES	5	36	5	15	6	67	67.2%	32.8%
Atholton ES	2	20	5	6	3	36	66.7%	33.3%
Lisbon ES	7	15	6	6	5	39	64.7%	35.3%
Guilford ES	4	5	1	4	3	17	64.3%	35.7%
Fulton ES	5	16	3	11	4	39	60.0%	40.0%
Manor Woods ES	3	22	8	9	2	44	59.5%	40.5%
Ilchester ES	3	17	4	10	1	35	58.8%	41.2%
Thunder Hill ES		11	1	7	3	22	57.9%	42.1%
Elkridge ES	1	22	11	22	1	57	41.1%	58.9%
St. John's Lane ES	2	12	14	10	5	43	36.8%	63.2%

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Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	174	387	74	129	48	812	73.4%	26.6%
Folly Quarter MS	20	14	1	1	1	37	94.4%	5.6%
Wilde Lake MS	3	10	1	1	1	16	86.7%	13.3%
Lime Kiln MS	3	14		3	1	21	85.0%	15.0%
Thomas Viaduct MS	23	28	1	8		60	85.0%	15.0%
Mount View MS	20	23	2	6	5	56	84.3%	15.7%
Ellicott Mills MS	7	22	2	4	5	40	82.9%	17.1%
Burleigh Manor MS	7	12	2	2	2	25	82.6%	17.4%
Patuxent Valley MS	12	26	5	4	2	49	80.9%	19.1%
Bonnie Branch MS	8	16	4	2	2	32	80.0%	20.0%
Patapsco MS	8	15	2	5	2	32	76.7%	23.3%
Harpers Choice MS	11	36	3	12	9	71	75.8%	24.2%
Clarksville MS	7	19	3	8	1	38	70.3%	29.7%
Oakland Mills MS	5	11	2	5	3	26	69.6%	30.4%
Lake Elkhorn MS	9	28	8	10	3	58	67.3%	32.7%
Murray Hill MS	3	27	7	10	2	49	63.8%	36.2%
Mayfield Woods MS	13	19	9	10	3	54	62.7%	37.3%
Elkridge Landing MS	2	25	6	13		46	58.7%	41.3%
Glenwood MS	3	4	3	2	2	14	58.3%	41.7%
Dunloggin MS	6	20	6	13	3	48	57.8%	42.2%
Hammond MS	4	18	7	10	1	40	56.4%	43.6%
High	159	384	40	103	57	743	79.2%	20.8%
Oakland Mills HS	14	43	1	3	5	66	93.4%	6.6%
River Hill HS	18	21	1	2	3	45	92.9%	7.1%
Centennial HS	15	37	2	5	7	66	88.1%	11.9%
Atholton HS	25	37	1	9	4	76	86.1%	13.9%
Marriotts Ridge HS	12	18	1	5	1	37	83.3%	16.7%
Howard HS	21	42	5	9	6	83	81.8%	18.2%
Hammond HS	12	21	4	5	4	46	78.6%	21.4%
Reservoir HS	12	40	1	14	7	74	77.6%	22.4%
Glenelg HS	7	41	9	5	2	64	77.4%	22.6%
Mt. Hebron HS	16	37	3	17	11	84	72.6%	27.4%
Long Reach HS	2	19	2	13	4	40	58.3%	41.7%
Wilde Lake HS	5	28	10	16	3	62	55.9%	44.1%
Special	20	47	8	13	36	124	76.1%	23.9%
ARL	7	7		1	2	17	93.3%	6.7%
Cedar Lane	1	7	1	1	2	12	80.0%	20.0%
Homewood Center	9	23	6	6	2	46	72.7%	27.3%
Ascend One		2	1		3	6	66.7%	33.3%
Central Office	2	4		4	11	21	60.0%	40.0%
Grand Total	640	1570	238	472	234	3154	75.7%	24.3%

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

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	362	742	141	223	9	1477	75.2%	24.8%
Ducketts Lane ES	9	7				16	100.0%	0.0%
Hanover Hills ES	13	3				16	100.0%	0.0%
Ilchester ES	19	15		1		35	97.1%	2.9%
Longfellow ES	10	23		1	1	35	97.1%	2.9%
Waverly ES	5	14		1		20	95.0%	5.0%
Guilford ES	7	10		1		18	94.4%	5.6%
Bryant Woods ES	4	12	1			17	94.1%	5.9%
Laurel Woods ES	18	33		4		55	92.7%	7.3%
Bushy Park ES	19	15	1	2		37	91.9%	8.1%
Northfield ES	20	25	2	2		49	91.8%	8.2%
West Friendship ES	15	7	2			24	91.7%	8.3%
Worthington ES	17	14	1	2		34	91.2%	8.8%
Triadelphia Ridge ES	13	16	3			32	90.6%	9.4%
Centennial Lane ES	6	17		3		26	88.5%	11.5%
Dayton Oaks ES	15	47	2	7		71	87.3%	12.7%
Waterloo ES	9	19	3	3		34	82.4%	17.6%
Hammond ES	9	7		4	1	21	80.0%	20.0%
Fulton ES	8	22	3	5		38	78.9%	21.1%
Bellows Spring ES	10	27	2	8		47	78.7%	21.3%
Hollifield Station ES	7	15	1	5		28	78.6%	21.4%
Pointers Run ES	17	27	5	7		56	78.6%	21.4%
Bollman Bridge ES	13	39	5	10		67	77.6%	22.4%
Lisbon ES	8	21	6	3	1	39	76.3%	23.7%
Running Brook ES	7	21	4	5		37	75.7%	24.3%
Clemens Crossing ES	9	17	4	5		35	74.3%	25.7%
Gorman Crossing ES	8	5	2	3		18	72.2%	27.8%
Forest Ridge ES	3	12	2	4	1	22	71.4%	28.6%
Stevens Forest ES		15	1	5		21	71.4%	28.6%
Phelps Luck ES	6	23	5	7		41	70.7%	29.3%
Swansfield ES	8	23	5	8		44	70.5%	29.5%
Elkridge ES	9	30	4	13		56	69.6%	30.4%
Clarksville ES	3	8	1	4		16	68.8%	31.3%
Talbott Springs ES	9	20	4	12		45	64.4%	35.6%
Rockburn ES	3	18	7	5	2	35	63.6%	36.4%
Veterans ES	12	25	9	13		59	62.7%	37.3%
Jeffers Hill ES		11	2	5		18	61.1%	38.9%
Atholton ES	3	18	6	9		36	58.3%	41.7%
Thunder Hill ES	1	9	3	7	1	21	50.0%	50.0%
Deep Run ES	7	15	9	15	1	47	47.8%	52.2%
Manor Woods ES	1	18	14	11		44	43.2%	56.8%
St. John's Lane ES	1	13	12	16	1	43	33.3%	66.7%
Cradlerock ES	1	6	10	7		24	29.2%	70.8%

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Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	183	388	94	147	6	818	70.3%	29.7%
Folly Quarter MS	25	13				38	100.0%	0.0%
Patapsco MS	11	17	1	2		31	90.3%	9.7%
Ellicott Mills MS	16	20	1	4		41	87.8%	12.2%
Hammond MS	11	24	4	3		42	83.3%	16.7%
Patuxent Valley MS	19	22	1	8		50	82.0%	18.0%
Dunloggin MS	6	32	4	5		47	80.9%	19.1%
Wilde Lake MS	2	10	1	2	1	16	80.0%	20.0%
Burleigh Manor MS	3	16	1	4	1	25	79.2%	20.8%
Clarksville MS	7	23	2	6		38	78.9%	21.1%
Elkridge Landing MS	4	32	3	7		46	78.3%	21.7%
Mount View MS	19	24	4	9		56	76.8%	23.2%
Thomas Viaduct MS	25	18	4	14		61	70.5%	29.5%
Oakland Mills MS	2	16	2	6		26	69.2%	30.8%
Mayfield Woods MS	9	28	9	8		54	68.5%	31.5%
Glenwood MS	4	5	4	1		14	64.3%	35.7%
Murray Hill MS	8	23	5	13		49	63.3%	36.7%
Bonnie Branch MS	6	14	4	8		32	62.5%	37.5%
Harpers Choice MS	4	33	13	22	1	73	51.4%	48.6%
Lime Kiln MS	1	9	4	7		21	47.6%	52.4%
Lake Elkhorn MS	1	9	27	18	3	58	18.2%	81.8%
High	180	406	56	104		746	78.6%	21.4%
Reservoir HS	25	44	1	4		74	93.2%	6.8%
Marriotts Ridge HS	13	21		3		37	91.9%	8.1%
River Hill HS	21	20	2	2		45	91.1%	8.9%
Atholton HS	32	37		7		76	90.8%	9.2%
Howard HS	22	48	2	11		83	84.3%	15.7%
Oakland Mills HS	12	43	7	7		69	79.7%	20.3%
Glenelg HS	15	32	6	10		63	74.6%	25.4%
Mt. Hebron HS	14	48	11	12		85	72.9%	27.1%
Hammond HS	9	23	8	6		46	69.6%	30.4%
Centennial HS	10	35	4	17		66	68.2%	31.8%
Long Reach HS	3	22	3	11		39	64.1%	35.9%
Wilde Lake HS	4	33	12	14		63	58.7%	41.3%
Special	30	55	10	27	2	124	69.7%	30.3%
Ascend One	1	4		1		6	83.3%	16.7%
Cedar Lane	5	5	1	1		12	83.3%	16.7%
ARL	4	9		3	1	17	81.3%	18.8%
Central Office	5	9	1	6		21	66.7%	33.3%
Homewood Center	9	20	7	10		46	63.0%	37.0%
Old Cedar Lane	5	5	1	5		16	62.5%	37.5%
Grand Total	755	1591	301	501	17	3165	74.5%	25.5%

2018-2019 HCEA Job Satisfaction Survey

11) My work performance is evaluated fairly.

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	465	815	49	130	15	1474	87.7%	12.3%
Clemens Crossing ES	12	23				35	100%	0.0%
Hammond ES	8	13				21	100%	0.0%
Hanover Hills ES	11	3			1	15	100%	0.0%
Rockburn ES	14	19			2	35	100%	0.0%
Laurel Woods ES	34	20		2		56	96.4%	3.6%
Deep Run ES	16	29		2		47	95.7%	4.3%
Northfield ES	14	30	1	1	2	48	95.7%	4.3%
Running Brook ES	19	15		2	1	37	94.4%	5.6%
Longfellow ES	11	22	1	1		35	94.3%	5.7%
Waterloo ES	20	12	1	1		34	94.1%	5.9%
Bellows Spring ES	18	25	1	2		46	93.5%	6.5%
Talbott Springs ES	19	23		3		45	93.3%	6.7%
Swansfield ES	17	23	2	1		43	93.0%	7.0%
Phelps Luck ES	17	21		3		41	92.7%	7.3%
West Friendship ES	7	14		2	1	24	91.3%	8.7%
Worthington ES	14	17	1	2		34	91.2%	8.8%
Forest Ridge ES	4	16		2		22	90.9%	9.1%
Thunder Hill ES	4	16	1	1		22	90.9%	9.1%
Triadelphia Ridge ES	17	12		3		32	90.6%	9.4%
Elkridge ES	13	37	1	5		56	89.3%	10.7%
Bryant Woods ES	3	12	1	1		17	88.2%	11.8%
Clarksville ES	8	6	1	1		16	87.5%	12.5%
Cradlerock ES	6	15	1	2		24	87.5%	12.5%
Ducketts Lane ES	7	7		2		16	87.5%	12.5%
Veterans ES	25	26	1	7		59	86.4%	13.6%
Bollman Bridge ES	14	43	5	4	1	67	86.4%	13.6%
Lisbon ES	12	21		6		39	84.6%	15.4%
Dayton Oaks ES	19	40	3	8	1	71	84.3%	15.7%
Centennial Lane ES	6	15	2	2	1	26	84.0%	16.0%
St. John's Lane ES	8	28	1	6		43	83.7%	16.3%
Atholton ES	8	22		6		36	83.3%	16.7%
Guilford ES	10	5	1	2		18	83.3%	16.7%
Ilchester ES	3	26	1	5		35	82.9%	17.1%
Manor Woods ES	8	28	2	6		44	81.8%	18.2%
Gorman Crossing ES	4	9	1	2	1	17	81.3%	18.8%
Stevens Forest ES	2	14	2	2	1	21	80.0%	20.0%
Waverly ES	3	13		4		20	80.0%	20.0%
Jeffers Hill ES		14	2	2		18	77.8%	22.2%
Hollifield Station ES	9	12	3	4	1	29	75.0%	25.0%
Pointers Run ES	9	31	4	11		55	72.7%	27.3%
Fulton ES	4	23	4	7		38	71.1%	28.9%
Bushy Park ES	8	15	5	7	2	37	65.7%	34.3%

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Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	214	449	37	102	12	814	82.7%	17.3%
Oakland Mills MS	6	18	1		1	26	96.0%	4.0%
Thomas Viaduct MS	19	38	1	3		61	93.4%	6.6%
Folly Quarter MS	20	15	1	2		38	92.1%	7.9%
Patuxent Valley MS	17	28	1	3	1	50	91.8%	8.2%
Burleigh Manor MS	6	15		2	1	24	91.3%	8.7%
Wilde Lake MS	3	11		2		16	87.5%	12.5%
Patapsco MS	9	18	1	3	1	32	87.1%	12.9%
Harpers Choice MS	19	41	1	10		71	84.5%	15.5%
Clarksville MS	6	25	2	4	1	38	83.8%	16.2%
Ellicott Mills MS	18	16	2	5		41	82.9%	17.1%
Mount View MS	18	28	1	9		56	82.1%	17.9%
Dunloggin MS	5	30	3	5	4	47	81.4%	18.6%
Hammond MS	10	23	6	3		42	78.6%	21.4%
Elkridge Landing MS	9	27	3	7		46	78.3%	21.7%
Mayfield Woods MS	15	27	4	8		54	77.8%	22.2%
Bonnie Branch MS	9	15		7		31	77.4%	22.6%
Lake Elkhorn MS	7	36	5	8	2	58	76.8%	23.2%
Glenwood MS	6	4		4		14	71.4%	28.6%
Murray Hill MS	11	21	2	13	1	48	68.1%	31.9%
Lime Kiln MS	1	13	3	4		21	66.7%	33.3%
High	185	432	37	82	7	743	83.8%	16.2%
River Hill HS	13	32				45	100%	0.0%
Oakland Mills HS	22	40	3	3	1	69	91.2%	8.8%
Reservoir HS	18	46	3	6	1	74	87.7%	12.3%
Glenelg HS	13	43	3	5		64	87.5%	12.5%
Hammond HS	11	26	1	6	1	45	84.1%	15.9%
Marriotts Ridge HS	11	19	1	5		36	83.3%	16.7%
Mt. Hebron HS	27	43	3	11	1	85	83.3%	16.7%
Centennial HS	14	40	6	6		66	81.8%	18.2%
Atholton HS	23	35	5	9	1	73	80.6%	19.4%
Howard HS	18	48	5	11	1	83	80.5%	19.5%
Long Reach HS	5	27	1	7		40	80.0%	20.0%
Wilde Lake HS	10	33	6	13	1	63	69.4%	30.6%
Special	46	60	7	10	2	125	86.2%	13.8%
ARL	14	4				18	100%	0.0%
Ascend One	2	4				6	100%	0.0%
Old Cedar Lane	5	8	2		1	16	86.7%	13.3%
Homewood Center	14	24	2	6		46	82.6%	17.4%
Central Office	6	10	2	2	1	21	80.0%	20.0%
Cedar Lane	1	8	1	2		12	75.0%	25.0%
Grand Total	910	1756	130	324	36	3156	85.4%	14.6%

2018-2019 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	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	184	614	278	373	25	1474	55.1%	44.9%
Hanover Hills ES	3	11		2		16	87.5%	12.5%
Laurel Woods ES	14	27	6	6	2	55	77.4%	22.6%
Ducketts Lane ES	4	8	1	3		16	75.0%	25.0%
Running Brook ES	7	20	2	7		36	75.0%	25.0%
West Friendship ES	4	13	3	4		24	70.8%	29.2%
Clemens Crossing ES	9	14	5	5	2	35	69.7%	30.3%
Longfellow ES	8	16	7	4		35	68.6%	31.4%
Rockburn ES	4	20	5	6		35	68.6%	31.4%
Clarksville ES	5	5	1	4	1	16	66.7%	33.3%
Bellows Spring ES	9	20	5	10	2	46	65.9%	34.1%
Veterans ES	8	30	12	8		58	65.5%	34.5%
Hammond ES	4	9	1	6		20	65.0%	35.0%
Bryant Woods ES	2	9		6		17	64.7%	35.3%
Deep Run ES	4	26	6	11		47	63.8%	36.2%
Talbott Springs ES	8	20	5	11	1	45	63.6%	36.4%
Hollifield Station ES	2	15	3	7	1	28	63.0%	37.0%
Bushy Park ES	3	19	5	9	1	37	61.1%	38.9%
Gorman Crossing ES	2	9	1	6		18	61.1%	38.9%
Cradlerock ES	3	11	5	5		24	58.3%	41.7%
Northfield ES	4	22	7	13	3	49	56.5%	43.5%
Worthington ES	6	13	8	7		34	55.9%	44.1%
Guilford ES	2	8	3	5		18	55.6%	44.4%
Forest Ridge ES	2	10	3	7		22	54.5%	45.5%
Elkridge ES	4	26	11	15		56	53.6%	46.4%
Swansfield ES	8	15	9	11	1	44	53.5%	46.5%
Triadelphia Ridge ES	5	11	7	7	1	31	53.3%	46.7%
Waterloo ES	7	11	6	10		34	52.9%	47.1%
Phelps Luck ES	7	13	4	15	2	41	51.3%	48.7%
Pointers Run ES	4	23	15	13	1	56	49.1%	50.9%
Bollman Bridge ES	10	21	21	12	3	67	48.4%	51.6%
Thunder Hill ES	2	8	6	6		22	45.5%	54.5%
Lisbon ES	6	11	5	16	1	39	44.7%	55.3%
Jeffers Hill ES	1	7	5	5		18	44.4%	55.6%
Dayton Oaks ES	6	25	18	22		71	43.7%	56.3%
Centennial Lane ES	1	10	5	10		26	42.3%	57.7%
Ilchester ES		14	10	10	1	35	41.2%	58.8%
St. John's Lane ES	1	16	8	17	1	43	40.5%	59.5%
Waverly ES	1	7	7	5		20	40.0%	60.0%
Stevens Forest ES	1	7	6	7		21	38.1%	61.9%
Manor Woods ES		15	15	14		44	34.1%	65.9%
Fulton ES	1	11	13	13	1	39	31.6%	68.4%
Atholton ES	2	8	13	13		36	27.8%	72.2%

2018-2019 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	112	295	168	226	17	818	50.8%	49.2%
Folly Quarter MS	10	18	3	6		37	75.7%	24.3%
Glenwood MS	5	5	3	1		14	71.4%	28.6%
Harpers Choice MS	17	30	3	19	4	73	68.1%	31.9%
Mount View MS	11	25	6	11	3	56	67.9%	32.1%
Thomas Viaduct MS	7	29	10	15		61	59.0%	41.0%
Ellicott Mills MS	7	15	8	10	1	41	55.0%	45.0%
Patapsco MS	4	13	6	8	1	32	54.8%	45.2%
Clarksville MS	6	14	8	9	1	38	54.1%	45.9%
Burleigh Manor MS	4	9	7	5		25	52.0%	48.0%
Mayfield Woods MS	5	21	8	18	2	54	50.0%	50.0%
Patuxent Valley MS	9	16	7	18		50	50.0%	50.0%
Dunloggin MS	4	19	11	14		48	47.9%	52.1%
Oakland Mills MS	5	6	7	6	2	26	45.8%	54.2%
Murray Hill MS	3	19	17	10		49	44.9%	55.1%
Bonnie Branch MS	6	7	10	8		31	41.9%	58.1%
Lake Elkhorn MS	5	16	15	21	1	58	36.8%	63.2%
Lime Kiln MS	1	6	4	10		21	33.3%	66.7%
Wilde Lake MS		5	6	5		16	31.3%	68.8%
Hammond MS	1	11	9	19	2	42	30.0%	70.0%
Elkridge Landing MS	2	11	20	13		46	28.3%	71.7%
High	97	271	153	202	22	745	50.9%	49.1%
River Hill HS	5	21	6	10	3	45	61.9%	38.1%
Centennial HS	11	27	12	15	1	66	58.5%	41.5%
Marriotts Ridge HS	4	16	5	11	1	37	55.6%	44.4%
Howard HS	13	32	16	21	1	83	54.9%	45.1%
Atholton HS	13	28	12	22	1	76	54.7%	45.3%
Oakland Mills HS	8	26	6	23	5	68	54.0%	46.0%
Glenelg HS	10	22	11	19	1	63	51.6%	48.4%
Hammond HS	4	18	11	10	3	46	51.2%	48.8%
Reservoir HS	9	27	16	21	1	74	49.3%	50.7%
Wilde Lake HS	5	21	17	18	1	62	42.6%	57.4%
Mt. Hebron HS	11	22	30	19	3	85	40.2%	59.8%
Long Reach HS	4	11	11	13	1	40	38.5%	61.5%
Special	31	52	11	20	11	125	72.8%	27.2%
ARL	10	7			1	18	100.0%	0.0%
Central Office	6	8		2	5	21	87.5%	12.5%
Ascend One	2	3	1			6	83.3%	16.7%
Old Cedar Lane	4	7	1	3	1	16	73.3%	26.7%
Cedar Lane	2	6	2	1	1	12	72.7%	27.3%
Homewood Center	6	19	6	13	2	46	56.8%	43.2%
Grand Total	424	1232	610	821	75	3162	53.6%	46.4%

2018-2019 HCEA Job Satisfaction Survey

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

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	405	831	70	163	5	1474	84.1%	15.9%
Clemens Crossing ES	16	19				35	100%	0.0%
Ducketts Lane ES	7	9				16	100%	0.0%
Hanover Hills ES	9	6				15	100%	0.0%
Waverly ES	7	12		1		20	95.0%	5.0%
Veterans ES	17	38	2	1		58	94.8%	5.2%
Bushy Park ES	12	22		2	1	37	94.4%	5.6%
Longfellow ES	11	20		2		33	93.9%	6.1%
Dayton Oaks ES	9	56	2	4		71	91.5%	8.5%
Rockburn ES	10	21	1	2	1	35	91.2%	8.8%
Lisbon ES	7	28	1	3		39	89.7%	10.3%
Deep Run ES	14	29	1	4		48	89.6%	10.4%
Swansfield ES	16	23		5		44	88.6%	11.4%
Centennial Lane ES	6	17	2	1		26	88.5%	11.5%
Worthington ES	12	18	1	3		34	88.2%	11.8%
Northfield ES	14	28	1	5	1	49	87.5%	12.5%
West Friendship ES	7	14	2	1		24	87.5%	12.5%
Bollman Bridge ES	21	37	3	6		67	86.6%	13.4%
Forest Ridge ES	4	15		3		22	86.4%	13.6%
Ilchester ES	7	23	3	2		35	85.7%	14.3%
Waterloo ES	15	14	3	2		34	85.3%	14.7%
Running Brook ES	10	21		6		37	83.8%	16.2%
Gorman Crossing ES	2	13	1	2		18	83.3%	16.7%
Bellows Spring ES	15	24	2	6		47	83.0%	17.0%
Elkridge ES	9	37	4	6		56	82.1%	17.9%
Laurel Woods ES	24	22		10		56	82.1%	17.9%
Thunder Hill ES	3	15	1	3		22	81.8%	18.2%
Clarksville ES	4	9		3		16	81.3%	18.8%
Pointers Run ES	14	31	3	8		56	80.4%	19.6%
Hollifield Station ES	7	15	1	5	1	29	78.6%	21.4%
Atholton ES	8	20	2	6		36	77.8%	22.2%
Guilford ES	7	7	1	3		18	77.8%	22.2%
Phelps Luck ES	10	21	2	7		40	77.5%	22.5%
Manor Woods ES	6	28	2	8		44	77.3%	22.7%
Triadelphia Ridge ES	14	9	4	3		30	76.7%	23.3%
Hammond ES	9	7	3	2		21	76.2%	23.8%
St. John's Lane ES	6	26	3	7	1	43	76.2%	23.8%
Fulton ES	9	20	4	6		39	74.4%	25.6%
Stevens Forest ES	7	8	2	4		21	71.4%	28.6%
Cradlerock ES	3	13	3	4		23	69.6%	30.4%
Talbott Springs ES	13	18	5	9		45	68.9%	31.1%
Bryant Woods ES	3	8	1	5		17	64.7%	35.3%
Jeffers Hill ES	1	10	4	3		18	61.1%	38.9%

2018-2019 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	241	431	50	86	4	812	83.2%	16.8%
Folly Quarter MS	19	15		2		36	94.4%	5.6%
Patuxent Valley MS	19	28		3		50	94.0%	6.0%
Ellicott Mills MS	16	22		3		41	92.7%	7.3%
Clarksville MS	7	28	1	2		38	92.1%	7.9%
Lime Kiln MS	5	14		2		21	90.5%	9.5%
Mount View MS	23	26	2	4		55	89.1%	10.9%
Bonnie Branch MS	17	11	1	3		32	87.5%	12.5%
Patapsco MS	11	17	2	2		32	87.5%	12.5%
Elkridge Landing MS	6	34	3	3		46	87.0%	13.0%
Thomas Viaduct MS	29	24	4	4		61	86.9%	13.1%
Mayfield Woods MS	18	27	2	6		53	84.9%	15.1%
Murray Hill MS	11	30	5	3		49	83.7%	16.3%
Hammond MS	13	20	5	2		40	82.5%	17.5%
Harpers Choice MS	19	36	2	13	3	73	78.6%	21.4%
Dunloggin MS	7	30	1	10		48	77.1%	22.9%
Burleigh Manor MS	5	14		6		25	76.0%	24.0%
Wilde Lake MS	1	11	4			16	75.0%	25.0%
Glenwood MS	5	5	1	3		14	71.4%	28.6%
Lake Elkhorn MS	8	27	13	9		57	61.4%	38.6%
Oakland Mills MS	2	12	4	6	1	25	58.3%	41.7%
High	215	423	28	75	5	746	86.1%	13.9%
Reservoir HS	18	52	2	2		74	94.6%	5.4%
Marriotts Ridge HS	15	19		3		37	91.9%	8.1%
Oakland Mills HS	19	43	1	5	1	69	91.2%	8.8%
Glenelg HS	20	38	2	4		64	90.6%	9.4%
Atholton HS	31	37	1	7		76	89.5%	10.5%
River Hill HS	19	20	3	2	1	45	88.6%	11.4%
Howard HS	24	48	3	8		83	86.7%	13.3%
Wilde Lake HS	10	43	3	7		63	84.1%	15.9%
Centennial HS	17	38	1	10		66	83.3%	16.7%
Mt. Hebron HS	25	41	5	12	1	84	79.5%	20.5%
Long Reach HS	7	24	1	8		40	77.5%	22.5%
Hammond HS	10	20	6	7	2	45	69.8%	30.2%
Special	40	64	9	5	7	125	88.1%	11.9%
ARL	7	11				18	100.0%	0.0%
Cedar Lane	3	6		1	2	12	90.0%	10.0%
Central Office	5	11		2	3	21	88.9%	11.1%
Old Cedar Lane	7	7	1	1		16	87.5%	12.5%
Ascend One	2	3	1			6	83.3%	16.7%
Homewood Center	14	22	7	1	2	46	81.8%	18.2%
Grand Total	901	1749	157	329	21	3157	84.5%	15.5%