**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. In the interest of openness and transparency, raw numerical survey data is available as downloadable Excel files at [www.hceanea.org](http://www.hceanea.org).

**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/worksite 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.

**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.

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.

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| **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% |
| **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%** |
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| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **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% |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **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%** |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **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% |

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| **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%** |
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| **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% |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **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%** |
|  |  |  |  |  |  |  |  |  |
| **7. In my school/worksite, I am treated as a professional.** | | | | | | | | |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **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%** |
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| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **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%** |
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| **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%** |
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| **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%** |
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| **12) I am provided adequate time during the workday to plan, prepare for and do my job.** | | | | | | | | |
| **Worksite** | **Strongly Agree** | **Agree** | **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% |

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| **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%** |
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| **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% |

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| **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%** |
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| **14) My administrators/supervisors respect the negotiated contracts.** | | | | | | | | |
| **Worksite** | **Strongly Agree** | **Agree** | **Strongly Disagree** | **Disagree** | **Does Not Apply** | **Grand Total** | **% Agree** | **% Disagree** |
| **Elementary** | **562** | **767** | **22** | **112** | **10** | **1473** | **90.8%** | **9.2%** |
| Centennial Lane ES | 10 | 15 |  |  | 1 | 26 | 100% | 0.0% |
| Gorman Crossing ES | 7 | 10 |  |  |  | 17 | 100% | 0.0% |
| Hammond ES | 15 | 6 |  |  |  | 21 | 100% | 0.0% |
| Hanover Hills ES | 11 | 5 |  |  |  | 16 | 100% | 0.0% |
| Laurel Woods ES | 37 | 18 |  |  | 1 | 56 | 100% | 0.0% |
| Talbott Springs ES | 26 | 19 |  |  |  | 45 | 100% | 0.0% |
| Triadelphia Ridge ES | 24 | 7 |  |  |  | 31 | 100% | 0.0% |
| Bellows Spring ES | 23 | 23 |  | 1 |  | 47 | 97.9% | 2.1% |
| Running Brook ES | 22 | 14 | 1 |  |  | 37 | 97.3% | 2.7% |
| Clemens Crossing ES | 13 | 21 |  | 1 |  | 35 | 97.1% | 2.9% |
| Rockburn ES | 19 | 15 |  | 1 |  | 35 | 97.1% | 2.9% |
| Waterloo ES | 26 | 7 |  | 1 |  | 34 | 97.1% | 2.9% |
| Worthington ES | 18 | 15 |  | 1 |  | 34 | 97.1% | 2.9% |
| Northfield ES | 24 | 23 |  | 2 |  | 49 | 95.9% | 4.1% |
| West Friendship ES | 15 | 8 |  | 1 |  | 24 | 95.8% | 4.2% |
| Swansfield ES | 18 | 23 | 1 | 1 |  | 43 | 95.3% | 4.7% |
| Bryant Woods ES | 5 | 11 |  | 1 |  | 17 | 94.1% | 5.9% |
| Clarksville ES | 7 | 8 |  | 1 |  | 16 | 93.8% | 6.3% |
| Deep Run ES | 21 | 23 | 1 | 2 | 1 | 48 | 93.6% | 6.4% |
| Ducketts Lane ES | 6 | 8 |  | 1 |  | 15 | 93.3% | 6.7% |
| Hollifield Station ES | 8 | 19 |  | 2 |  | 29 | 93.1% | 6.9% |
| Forest Ridge ES | 5 | 15 | 1 | 1 |  | 22 | 90.9% | 9.1% |
| Manor Woods ES | 7 | 33 | 1 | 3 |  | 44 | 90.9% | 9.1% |
| Phelps Luck ES | 18 | 18 | 1 | 3 |  | 40 | 90.0% | 10.0% |
| Waverly ES | 2 | 14 |  | 2 |  | 18 | 88.9% | 11.1% |
| Longfellow ES | 12 | 19 |  | 4 |  | 35 | 88.6% | 11.4% |
| Dayton Oaks ES | 16 | 45 | 1 | 7 | 2 | 71 | 88.4% | 11.6% |
| Bollman Bridge ES | 15 | 43 | 2 | 6 |  | 66 | 87.9% | 12.1% |
| Cradlerock ES | 9 | 11 | 1 | 2 |  | 23 | 87.0% | 13.0% |
| Veterans ES | 24 | 27 | 2 | 6 |  | 59 | 86.4% | 13.6% |
| Atholton ES | 8 | 23 |  | 5 |  | 36 | 86.1% | 13.9% |
| Bushy Park ES | 12 | 18 | 1 | 4 | 1 | 36 | 85.7% | 14.3% |
| Ilchester ES | 9 | 21 |  | 5 |  | 35 | 85.7% | 14.3% |
| Pointers Run ES | 11 | 37 |  | 8 |  | 56 | 85.7% | 14.3% |
| Fulton ES | 7 | 26 | 2 | 4 |  | 39 | 84.6% | 15.4% |
| Guilford ES | 9 | 6 | 1 | 2 |  | 18 | 83.3% | 16.7% |
| Elkridge ES | 15 | 31 |  | 10 | 1 | 57 | 82.1% | 17.9% |
| Thunder Hill ES | 2 | 16 |  | 4 |  | 22 | 81.8% | 18.2% |
| Lisbon ES | 12 | 19 | 2 | 5 | 1 | 39 | 81.6% | 18.4% |
| Stevens Forest ES | 7 | 10 | 1 | 3 |  | 21 | 81.0% | 19.0% |
| Jeffers Hill ES | 1 | 13 | 2 | 2 |  | 18 | 77.8% | 22.2% |
| St. John's Lane ES | 6 | 24 | 1 | 10 | 2 | 43 | 73.2% | 26.8% |

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| **Worksite** | **Strongly Agree** | **Agree** | **Strongly Disagree** | **Disagree** | **Does Not Apply** | **Grand Total** | **% Agree** | **% Disagree** |
| **Middle** | **312** | **426** | **20** | **51** | **8** | **817** | **91.2%** | **8.8%** |
| Burleigh Manor MS | 11 | 14 |  |  |  | 25 | 100% | 0.0% |
| Folly Quarter MS | 28 | 9 |  |  | 1 | 38 | 100% | 0.0% |
| Oakland Mills MS | 8 | 18 |  |  |  | 26 | 100% | 0.0% |
| Patapsco MS | 17 | 15 |  |  |  | 32 | 100% | 0.0% |
| Bonnie Branch MS | 19 | 11 |  | 1 | 1 | 32 | 96.8% | 3.2% |
| Thomas Viaduct MS | 36 | 22 |  | 2 | 1 | 61 | 96.7% | 3.3% |
| Mount View MS | 30 | 24 |  | 2 |  | 56 | 96.4% | 3.6% |
| Patuxent Valley MS | 20 | 27 | 1 | 1 | 1 | 50 | 95.9% | 4.1% |
| Lime Kiln MS | 5 | 15 |  | 1 |  | 21 | 95.2% | 4.8% |
| Ellicott Mills MS | 24 | 15 | 2 |  |  | 41 | 95.1% | 4.9% |
| Harpers Choice MS | 29 | 39 | 1 | 3 | 1 | 73 | 94.4% | 5.6% |
| Mayfield Woods MS | 20 | 29 |  | 3 | 2 | 54 | 94.2% | 5.8% |
| Wilde Lake MS | 5 | 10 | 1 |  |  | 16 | 93.8% | 6.3% |
| Glenwood MS | 7 | 6 |  | 1 |  | 14 | 92.9% | 7.1% |
| Elkridge Landing MS | 9 | 31 | 2 | 3 |  | 45 | 88.9% | 11.1% |
| Dunloggin MS | 12 | 29 | 2 | 5 |  | 48 | 85.4% | 14.6% |
| Clarksville MS | 12 | 19 | 1 | 5 |  | 37 | 83.8% | 16.2% |
| Hammond MS | 8 | 26 | 2 | 5 |  | 41 | 82.9% | 17.1% |
| Murray Hill MS | 5 | 32 | 4 | 8 |  | 49 | 75.5% | 24.5% |
| Lake Elkhorn MS | 7 | 35 | 4 | 11 | 1 | 58 | 73.7% | 26.3% |
| **High** | **260** | **435** | **12** | **27** | **7** | **741** | **94.7%** | **5.3%** |
| Hammond HS | 21 | 24 |  |  |  | 45 | 100% | 0.0% |
| Marriotts Ridge HS | 13 | 23 |  |  |  | 36 | 100% | 0.0% |
| Oakland Mills HS | 31 | 36 |  | 1 |  | 68 | 98.5% | 1.5% |
| Atholton HS | 34 | 39 | 2 |  |  | 75 | 97.3% | 2.7% |
| Glenelg HS | 19 | 41 | 1 | 1 | 1 | 63 | 96.8% | 3.2% |
| Reservoir HS | 22 | 48 |  | 3 | 1 | 74 | 95.9% | 4.1% |
| River Hill HS | 19 | 23 | 2 |  | 1 | 45 | 95.5% | 4.5% |
| Centennial HS | 25 | 36 | 1 | 2 | 1 | 65 | 95.3% | 4.7% |
| Howard HS | 27 | 49 | 1 | 3 | 3 | 83 | 95.0% | 5.0% |
| Mt. Hebron HS | 32 | 46 | 3 | 4 |  | 85 | 91.8% | 8.2% |
| Wilde Lake HS | 9 | 44 | 1 | 8 |  | 62 | 85.5% | 14.5% |
| Long Reach HS | 8 | 26 | 1 | 5 |  | 40 | 85.0% | 15.0% |
| **Special** | **59** | **55** | **3** | **6** | **1** | **124** | **92.7%** | **7.3%** |
| ARL | 14 | 4 |  |  |  | 18 | 100% | 0.0% |
| Ascend One | 5 | 1 |  |  |  | 6 | 100% | 0.0% |
| Homewood Center | 20 | 23 |  | 3 |  | 46 | 93.5% | 6.5% |
| Cedar Lane | 3 | 7 | 1 |  |  | 11 | 90.9% | 9.1% |
| Central Office | 7 | 11 |  | 2 | 1 | 21 | 90.0% | 10.0% |
| Old Cedar Lane | 7 | 6 | 2 | 1 |  | 16 | 81.3% | 18.8% |
| **Grand Total** | **1193** | **1683** | **57** | **196** | **26** | **3155** | **91.9%** | **8.1%** |
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| **15) My planning time is respected by my school administrations/supervisors.** | | | | | | | | |
| **Worksite** | **Strongly Agree** | **Agree** | **Strongly Disagree** | **Disagree** | **Does Not Apply** | **Grand Total** | **% Agree** | **% Disagree** |
| **Elementary** | **394** | **666** | **59** | **180** | **177** | **1476** | **81.6%** | **18.4%** |
| Hanover Hills ES | 7 | 7 |  |  | 2 | 16 | 100.0% | 0.0% |
| Hammond ES | 10 | 9 |  | 1 | 1 | 21 | 95.0% | 5.0% |
| West Friendship ES | 11 | 8 | 1 |  | 4 | 24 | 95.0% | 5.0% |
| Running Brook ES | 19 | 14 | 1 | 1 | 2 | 37 | 94.3% | 5.7% |
| Bryant Woods ES | 4 | 12 |  | 1 |  | 17 | 94.1% | 5.9% |
| Triadelphia Ridge ES | 16 | 13 | 1 | 1 | 1 | 32 | 93.5% | 6.5% |
| Worthington ES | 14 | 15 | 1 | 1 | 3 | 34 | 93.5% | 6.5% |
| Ducketts Lane ES | 7 | 6 |  | 1 | 2 | 16 | 92.9% | 7.1% |
| Northfield ES | 16 | 23 |  | 3 | 7 | 49 | 92.9% | 7.1% |
| Waterloo ES | 20 | 6 | 1 | 1 | 6 | 34 | 92.9% | 7.1% |
| Swansfield ES | 13 | 25 |  | 3 | 3 | 44 | 92.7% | 7.3% |
| Laurel Woods ES | 25 | 19 | 2 | 2 | 8 | 56 | 91.7% | 8.3% |
| Bushy Park ES | 9 | 19 | 1 | 2 | 6 | 37 | 90.3% | 9.7% |
| Clemens Crossing ES | 8 | 20 | 1 | 2 | 4 | 35 | 90.3% | 9.7% |
| Bellows Spring ES | 19 | 18 |  | 4 | 6 | 47 | 90.2% | 9.8% |
| Talbott Springs ES | 17 | 17 | 2 | 2 | 7 | 45 | 89.5% | 10.5% |
| Rockburn ES | 14 | 16 |  | 4 | 1 | 35 | 88.2% | 11.8% |
| Elkridge ES | 10 | 36 | 2 | 5 | 3 | 56 | 86.8% | 13.2% |
| Deep Run ES | 12 | 19 | 2 | 3 | 10 | 46 | 86.1% | 13.9% |
| Clarksville ES | 6 | 6 |  | 2 | 2 | 16 | 85.7% | 14.3% |
| Cradlerock ES | 5 | 12 | 1 | 2 | 4 | 24 | 85.0% | 15.0% |
| Veterans ES | 18 | 26 | 3 | 5 | 6 | 58 | 84.6% | 15.4% |
| Guilford ES | 8 | 7 | 2 | 1 |  | 18 | 83.3% | 16.7% |
| Longfellow ES | 12 | 11 | 1 | 4 | 7 | 35 | 82.1% | 17.9% |
| Lisbon ES | 8 | 19 | 2 | 5 | 5 | 39 | 79.4% | 20.6% |
| Phelps Luck ES | 12 | 15 | 2 | 5 | 7 | 41 | 79.4% | 20.6% |
| Centennial Lane ES | 4 | 15 | 1 | 4 | 2 | 26 | 79.2% | 20.8% |
| Hollifield Station ES | 6 | 13 | 1 | 4 | 5 | 29 | 79.2% | 20.8% |
| Thunder Hill ES | 2 | 14 | 1 | 4 | 1 | 22 | 76.2% | 23.8% |
| Dayton Oaks ES | 9 | 38 | 3 | 12 | 9 | 71 | 75.8% | 24.2% |
| Gorman Crossing ES | 5 | 7 | 1 | 3 | 2 | 18 | 75.0% | 25.0% |
| Pointers Run ES | 9 | 24 | 3 | 9 | 10 | 55 | 73.3% | 26.7% |
| St. John's Lane ES | 5 | 22 | 2 | 8 | 6 | 43 | 73.0% | 27.0% |
| Waverly ES |  | 13 |  | 5 | 2 | 20 | 72.2% | 27.8% |
| Manor Woods ES | 4 | 23 | 2 | 9 | 6 | 44 | 71.1% | 28.9% |
| Bollman Bridge ES | 13 | 27 | 7 | 10 | 9 | 66 | 70.2% | 29.8% |
| Stevens Forest ES | 3 | 8 | 2 | 3 | 5 | 21 | 68.8% | 31.3% |
| Ilchester ES | 5 | 15 | 1 | 9 | 4 | 34 | 66.7% | 33.3% |
| Fulton ES | 3 | 20 | 4 | 9 | 3 | 39 | 63.9% | 36.1% |
| Forest Ridge ES |  | 10 | 1 | 6 | 5 | 22 | 58.8% | 41.2% |
| Jeffers Hill ES | 1 | 8 | 2 | 6 | 1 | 18 | 52.9% | 47.1% |
| Atholton ES | 5 | 11 | 2 | 18 |  | 36 | 44.4% | 55.6% |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Worksite** | **Strongly Agree** | **Agree** | **Strongly Disagree** | **Disagree** | **Does Not Apply** | **Grand Total** | **% Agree** | **% Disagree** |
| **Middle** | **245** | **333** | **42** | **99** | **95** | **814** | **80.4%** | **19.6%** |
| Lime Kiln MS | 4 | 15 |  |  | 2 | 21 | 100.0% | 0.0% |
| Mount View MS | 24 | 26 |  | 1 | 3 | 54 | 98.0% | 2.0% |
| Folly Quarter MS | 28 | 6 |  | 2 | 2 | 38 | 94.4% | 5.6% |
| Thomas Viaduct MS | 29 | 19 | 1 | 2 | 9 | 60 | 94.1% | 5.9% |
| Bonnie Branch MS | 12 | 12 | 1 | 1 | 6 | 32 | 92.3% | 7.7% |
| Ellicott Mills MS | 18 | 14 | 2 | 1 | 6 | 41 | 91.4% | 8.6% |
| Clarksville MS | 10 | 21 |  | 3 | 4 | 38 | 91.2% | 8.8% |
| Glenwood MS | 3 | 6 |  | 1 | 4 | 14 | 90.0% | 10.0% |
| Harpers Choice MS | 25 | 28 |  | 6 | 12 | 71 | 89.8% | 10.2% |
| Patapsco MS | 13 | 11 |  | 4 | 4 | 32 | 85.7% | 14.3% |
| Mayfield Woods MS | 17 | 22 | 1 | 6 | 8 | 54 | 84.8% | 15.2% |
| Oakland Mills MS | 9 | 10 |  | 4 | 3 | 26 | 82.6% | 17.4% |
| Burleigh Manor MS | 9 | 9 | 1 | 4 | 2 | 25 | 78.3% | 21.7% |
| Dunloggin MS | 8 | 26 | 4 | 6 | 4 | 48 | 77.3% | 22.7% |
| Wilde Lake MS | 2 | 8 | 1 | 2 | 3 | 16 | 76.9% | 23.1% |
| Patuxent Valley MS | 15 | 20 | 3 | 9 | 3 | 50 | 74.5% | 25.5% |
| Elkridge Landing MS | 5 | 23 | 5 | 9 | 4 | 46 | 66.7% | 33.3% |
| Hammond MS | 6 | 18 | 5 | 9 | 4 | 42 | 63.2% | 36.8% |
| Lake Elkhorn MS | 3 | 23 | 7 | 19 | 5 | 57 | 50.0% | 50.0% |
| Murray Hill MS | 5 | 16 | 11 | 10 | 7 | 49 | 50.0% | 50.0% |
| **High** | **182** | **370** | **27** | **72** | **90** | **741** | **84.8%** | **15.2%** |
| Oakland Mills HS | 16 | 34 |  | 2 | 16 | 68 | 96.2% | 3.8% |
| Centennial HS | 18 | 38 | 2 | 2 | 6 | 66 | 93.3% | 6.7% |
| Atholton HS | 30 | 36 |  | 5 | 5 | 76 | 93.0% | 7.0% |
| Hammond HS | 15 | 20 | 1 | 2 | 8 | 46 | 92.1% | 7.9% |
| Marriotts Ridge HS | 11 | 18 | 1 | 3 | 3 | 36 | 87.9% | 12.1% |
| River Hill HS | 13 | 21 | 1 | 4 | 6 | 45 | 87.2% | 12.8% |
| Howard HS | 19 | 43 | 3 | 7 | 10 | 82 | 86.1% | 13.9% |
| Glenelg HS | 12 | 38 | 3 | 6 | 4 | 63 | 84.7% | 15.3% |
| Reservoir HS | 12 | 42 | 2 | 8 | 9 | 73 | 84.4% | 15.6% |
| Long Reach HS | 6 | 19 | 3 | 5 | 6 | 39 | 75.8% | 24.2% |
| Wilde Lake HS | 10 | 29 | 5 | 11 | 7 | 62 | 70.9% | 29.1% |
| Mt. Hebron HS | 20 | 32 | 6 | 17 | 10 | 85 | 69.3% | 30.7% |
| **Special** | **34** | **40** | **4** | **6** | **40** | **124** | **88.1%** | **11.9%** |
| ARL | 12 | 4 |  |  | 2 | 18 | 100.0% | 0.0% |
| Ascend One | 2 | 1 |  |  | 3 | 6 | 100.0% | 0.0% |
| Central Office | 3 | 4 |  |  | 14 | 21 | 100.0% | 0.0% |
| Old Cedar Lane | 3 | 3 | 1 |  | 9 | 16 | 85.7% | 14.3% |
| Homewood Center | 11 | 21 | 2 | 5 | 6 | 45 | 82.1% | 17.9% |
| Cedar Lane | 1 | 6 | 1 | 1 | 3 | 12 | 77.8% | 22.2% |
| **Grand Total** | **855** | **1409** | **132** | **357** | **402** | **3155** | **82.2%** | **17.8%** |

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| **16) In my school, administrators/supervisors support me in enforcing discipline.** | | | | | | | | |
| **Worksite** | **Strongly Agree** | **Agree** | **Strongly Disagree** | **Disagree** | **Does Not Apply** | **Grand Total** | **% Agree** | **% Disagree** |
| **Elementary** | **338** | **671** | **146** | **228** | **89** | **1472** | **73.0%** | **27.0%** |
| Hanover Hills ES | 11 | 5 |  |  |  | 16 | 100.0% | 0.0% |
| Triadelphia Ridge ES | 17 | 14 |  |  | 1 | 32 | 100.0% | 0.0% |
| West Friendship ES | 12 | 11 |  |  | 1 | 24 | 100.0% | 0.0% |
| Centennial Lane ES | 10 | 13 |  | 1 | 2 | 26 | 95.8% | 4.2% |
| Talbott Springs ES | 15 | 26 |  | 2 | 2 | 45 | 95.3% | 4.7% |
| Bellows Spring ES | 18 | 19 | 1 | 1 | 6 | 45 | 94.9% | 5.1% |
| Hammond ES | 9 | 9 |  | 1 | 2 | 21 | 94.7% | 5.3% |
| Laurel Woods ES | 27 | 23 |  | 3 | 3 | 56 | 94.3% | 5.7% |
| Rockburn ES | 13 | 18 |  | 2 | 2 | 35 | 93.9% | 6.1% |
| Clarksville ES | 6 | 8 |  | 1 | 1 | 16 | 93.3% | 6.7% |
| Waterloo ES | 18 | 9 | 1 | 2 | 4 | 34 | 90.0% | 10.0% |
| Clemens Crossing ES | 8 | 20 | 1 | 3 | 2 | 34 | 87.5% | 12.5% |
| Longfellow ES | 13 | 15 |  | 4 | 2 | 34 | 87.5% | 12.5% |
| Worthington ES | 12 | 15 | 1 | 3 | 3 | 34 | 87.1% | 12.9% |
| Deep Run ES | 11 | 25 | 2 | 5 | 5 | 48 | 83.7% | 16.3% |
| Guilford ES | 7 | 8 | 2 | 1 |  | 18 | 83.3% | 16.7% |
| Stevens Forest ES | 3 | 12 |  | 3 | 2 | 20 | 83.3% | 16.7% |
| Bryant Woods ES | 2 | 10 | 2 | 1 | 1 | 16 | 80.0% | 20.0% |
| Dayton Oaks ES | 12 | 40 | 4 | 9 | 5 | 70 | 80.0% | 20.0% |
| Ducketts Lane ES | 4 | 8 | 1 | 2 | 1 | 16 | 80.0% | 20.0% |
| Running Brook ES | 12 | 17 | 3 | 5 |  | 37 | 78.4% | 21.6% |
| Northfield ES | 10 | 26 | 4 | 6 | 2 | 48 | 78.3% | 21.7% |
| Gorman Crossing ES | 5 | 9 | 2 | 2 |  | 18 | 77.8% | 22.2% |
| Waverly ES | 2 | 12 | 3 | 2 |  | 19 | 73.7% | 26.3% |
| Veterans ES | 15 | 24 | 5 | 9 | 6 | 59 | 73.6% | 26.4% |
| Forest Ridge ES | 4 | 11 | 1 | 5 | 1 | 22 | 71.4% | 28.6% |
| Pointers Run ES | 8 | 29 | 6 | 9 | 4 | 56 | 71.2% | 28.8% |
| Bushy Park ES | 7 | 15 | 5 | 5 | 5 | 37 | 68.8% | 31.3% |
| Hollifield Station ES | 3 | 15 | 4 | 5 | 1 | 28 | 66.7% | 33.3% |
| Phelps Luck ES | 8 | 18 | 4 | 10 | 1 | 41 | 65.0% | 35.0% |
| Ilchester ES | 4 | 16 | 4 | 7 | 4 | 35 | 64.5% | 35.5% |
| Bollman Bridge ES | 5 | 30 | 13 | 11 | 8 | 67 | 59.3% | 40.7% |
| Fulton ES | 2 | 20 | 7 | 9 | 1 | 39 | 57.9% | 42.1% |
| Lisbon ES | 8 | 13 | 7 | 9 | 2 | 39 | 56.8% | 43.2% |
| Manor Woods ES | 4 | 18 | 5 | 14 | 3 | 44 | 53.7% | 46.3% |
| Cradlerock ES | 4 | 8 | 4 | 7 | 1 | 24 | 52.2% | 47.8% |
| Swansfield ES | 3 | 18 | 8 | 14 | 1 | 44 | 48.8% | 51.2% |
| Atholton ES | 2 | 14 | 5 | 15 |  | 36 | 44.4% | 55.6% |
| Elkridge ES | 2 | 21 | 11 | 21 | 1 | 56 | 41.8% | 58.2% |
| Thunder Hill ES |  | 9 | 4 | 9 |  | 22 | 40.9% | 59.1% |
| St. John's Lane ES | 2 | 14 | 18 | 6 | 3 | 43 | 40.0% | 60.0% |
| Jeffers Hill ES |  | 6 | 8 | 4 |  | 18 | 33.3% | 66.7% |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Worksite** | **Strongly Agree** | **Agree** | **Strongly Disagree** | **Disagree** | **Does Not Apply** | **Grand Total** | **% Agree** | **% Disagree** |
| **Middle** | **132** | **338** | **124** | **177** | **39** | **810** | **61.0%** | **39.0%** |
| Patapsco MS | 12 | 19 |  |  | 1 | 32 | 100.0% | 0.0% |
| Folly Quarter MS | 14 | 18 |  | 3 | 3 | 38 | 91.4% | 8.6% |
| Ellicott Mills MS | 10 | 24 | 3 | 1 | 3 | 41 | 89.5% | 10.5% |
| Bonnie Branch MS | 10 | 15 | 1 | 3 | 1 | 30 | 86.2% | 13.8% |
| Glenwood MS | 4 | 6 | 1 | 1 | 2 | 14 | 83.3% | 16.7% |
| Burleigh Manor MS | 9 | 10 |  | 4 | 2 | 25 | 82.6% | 17.4% |
| Thomas Viaduct MS | 17 | 28 | 2 | 11 | 3 | 61 | 77.6% | 22.4% |
| Mount View MS | 9 | 25 | 3 | 13 | 6 | 56 | 68.0% | 32.0% |
| Clarksville MS | 6 | 16 | 4 | 7 | 5 | 38 | 66.7% | 33.3% |
| Oakland Mills MS | 2 | 15 | 5 | 4 |  | 26 | 65.4% | 34.6% |
| Lime Kiln MS | 2 | 11 | 1 | 6 |  | 20 | 65.0% | 35.0% |
| Patuxent Valley MS | 8 | 23 | 8 | 10 | 1 | 50 | 63.3% | 36.7% |
| Elkridge Landing MS | 6 | 22 | 11 | 7 |  | 46 | 60.9% | 39.1% |
| Mayfield Woods MS | 11 | 18 | 10 | 12 | 3 | 54 | 56.9% | 43.1% |
| Hammond MS | 4 | 17 | 4 | 15 | 1 | 41 | 52.5% | 47.5% |
| Dunloggin MS | 2 | 17 | 8 | 17 | 3 | 47 | 43.2% | 56.8% |
| Wilde Lake MS |  | 6 | 2 | 6 |  | 14 | 42.9% | 57.1% |
| Harpers Choice MS | 4 | 24 | 14 | 26 | 2 | 70 | 41.2% | 58.8% |
| Lake Elkhorn MS | 1 | 15 | 21 | 19 | 2 | 58 | 28.6% | 71.4% |
| Murray Hill MS | 1 | 9 | 26 | 12 | 1 | 49 | 20.8% | 79.2% |
| **High** | **108** | **353** | **72** | **149** | **57** | **739** | **67.6%** | **32.4%** |
| River Hill HS | 10 | 26 | 2 | 2 | 4 | 44 | 90.0% | 10.0% |
| Atholton HS | 19 | 42 | 2 | 6 | 6 | 75 | 88.4% | 11.6% |
| Reservoir HS | 13 | 40 | 1 | 14 | 6 | 74 | 77.9% | 22.1% |
| Centennial HS | 13 | 36 | 4 | 10 | 2 | 65 | 77.8% | 22.2% |
| Marriotts Ridge HS | 5 | 21 | 2 | 6 | 3 | 37 | 76.5% | 23.5% |
| Glenelg HS | 12 | 31 | 2 | 15 | 4 | 64 | 71.7% | 28.3% |
| Oakland Mills HS | 11 | 31 | 5 | 12 | 7 | 66 | 71.2% | 28.8% |
| Hammond HS | 6 | 23 | 4 | 9 | 3 | 45 | 69.0% | 31.0% |
| Mt. Hebron HS | 11 | 37 | 10 | 16 | 10 | 84 | 64.9% | 35.1% |
| Howard HS | 4 | 34 | 9 | 28 | 8 | 83 | 50.7% | 49.3% |
| Long Reach HS | 3 | 15 | 8 | 13 | 1 | 40 | 46.2% | 53.8% |
| Wilde Lake HS | 1 | 17 | 23 | 18 | 3 | 62 | 30.5% | 69.5% |
| **Special** | **19** | **35** | **5** | **16** | **49** | **124** | **72.0%** | **28.0%** |
| ARL | 7 | 8 |  |  | 3 | 18 | 100.0% | 0.0% |
| Old Cedar Lane |  | 1 |  |  | 15 | 16 | 100.0% | 0.0% |
| Cedar Lane | 2 | 6 | 1 | 1 | 2 | 12 | 80.0% | 20.0% |
| Homewood Center | 8 | 19 | 4 | 12 | 2 | 45 | 62.8% | 37.2% |
| Ascend One |  | 1 |  | 1 | 4 | 6 | 50.0% | 50.0% |
| Central Office | 1 |  |  | 1 | 19 | 21 | 50.0% | 50.0% |
| **Grand Total** | **597** | **1397** | **347** | **570** | **234** | **3145** | **68.5%** | **31.5%** |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **17) In my school, student misbehavior interferes with learning.** | | | | | | | | |
| **Worksite** | **Strongly Agree** | **Agree** | **Strongly Disagree** | **Disagree** | **Does Not Apply** | **Grand Total** | **% Agree** | **% Disagree** |
| **Elementary** | **410** | **523** | **127** | **374** | **38** | **1472** | **65.1%** | **34.9%** |
| Stevens Forest ES | 14 | 5 |  | 1 | 1 | 21 | 95.0% | 5.0% |
| Jeffers Hill ES | 14 | 3 |  | 1 |  | 18 | 94.4% | 5.6% |
| Swansfield ES | 33 | 8 | 2 | 1 |  | 44 | 93.2% | 6.8% |
| Cradlerock ES | 19 | 2 | 2 |  | 1 | 24 | 91.3% | 8.7% |
| Elkridge ES | 36 | 15 | 2 | 3 |  | 56 | 91.1% | 8.9% |
| Phelps Luck ES | 21 | 14 | 1 | 3 | 2 | 41 | 89.7% | 10.3% |
| Guilford ES | 8 | 8 | 1 | 1 |  | 18 | 88.9% | 11.1% |
| Bollman Bridge ES | 34 | 24 | 2 | 6 | 1 | 67 | 87.9% | 12.1% |
| Ducketts Lane ES | 6 | 8 |  | 2 |  | 16 | 87.5% | 12.5% |
| Running Brook ES | 17 | 14 |  | 6 |  | 37 | 83.8% | 16.2% |
| Laurel Woods ES | 12 | 33 | 2 | 7 | 2 | 56 | 83.3% | 16.7% |
| Bryant Woods ES | 5 | 9 |  | 3 |  | 17 | 82.4% | 17.6% |
| Forest Ridge ES | 6 | 12 | 1 | 3 |  | 22 | 81.8% | 18.2% |
| Thunder Hill ES | 8 | 9 | 2 | 2 | 1 | 22 | 81.0% | 19.0% |
| Atholton ES | 17 | 12 | 2 | 5 |  | 36 | 80.6% | 19.4% |
| St. John's Lane ES | 15 | 18 | 2 | 8 |  | 43 | 76.7% | 23.3% |
| Veterans ES | 17 | 25 | 1 | 12 | 3 | 58 | 76.4% | 23.6% |
| Waterloo ES | 6 | 16 | 1 | 7 | 4 | 34 | 73.3% | 26.7% |
| Deep Run ES | 11 | 24 | 3 | 10 |  | 48 | 72.9% | 27.1% |
| Hollifield Station ES | 7 | 13 | 2 | 7 |  | 29 | 69.0% | 31.0% |
| Longfellow ES | 12 | 11 | 2 | 9 | 1 | 35 | 67.6% | 32.4% |
| Pointers Run ES | 10 | 27 | 6 | 12 |  | 55 | 67.3% | 32.7% |
| Gorman Crossing ES | 2 | 10 | 1 | 5 |  | 18 | 66.7% | 33.3% |
| Hammond ES | 3 | 11 | 2 | 5 |  | 21 | 66.7% | 33.3% |
| Fulton ES | 9 | 15 | 3 | 11 | 1 | 39 | 63.2% | 36.8% |
| Talbott Springs ES | 4 | 23 | 5 | 12 |  | 44 | 61.4% | 38.6% |
| Northfield ES | 9 | 18 | 4 | 15 | 3 | 49 | 58.7% | 41.3% |
| Bellows Spring ES | 9 | 13 | 5 | 14 | 4 | 45 | 53.7% | 46.3% |
| Manor Woods ES | 8 | 12 | 10 | 12 | 1 | 43 | 47.6% | 52.4% |
| Hanover Hills ES |  | 7 | 2 | 6 | 1 | 16 | 46.7% | 53.3% |
| Waverly ES | 1 | 7 | 2 | 8 | 1 | 19 | 44.4% | 55.6% |
| Dayton Oaks ES | 12 | 17 | 5 | 32 | 5 | 71 | 43.9% | 56.1% |
| Worthington ES | 4 | 10 | 2 | 16 | 2 | 34 | 43.8% | 56.3% |
| Rockburn ES | 3 | 11 | 5 | 16 |  | 35 | 40.0% | 60.0% |
| Triadelphia Ridge ES | 2 | 10 | 7 | 11 | 1 | 31 | 40.0% | 60.0% |
| Lisbon ES | 8 | 6 | 6 | 19 |  | 39 | 35.9% | 64.1% |
| Clemens Crossing ES | 1 | 11 | 5 | 17 |  | 34 | 35.3% | 64.7% |
| West Friendship ES |  | 8 | 3 | 12 | 1 | 24 | 34.8% | 65.2% |
| Bushy Park ES | 3 | 8 | 8 | 16 | 2 | 37 | 31.4% | 68.6% |
| Ilchester ES | 1 | 9 | 6 | 19 |  | 35 | 28.6% | 71.4% |
| Clarksville ES | 1 | 3 | 4 | 8 |  | 16 | 25.0% | 75.0% |
| Centennial Lane ES | 2 | 4 | 8 | 11 |  | 25 | 24.0% | 76.0% |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Worksite** | **Strongly Agree** | **Agree** | **Strongly Disagree** | **Disagree** | **Does Not Apply** | **Grand Total** | **% Agree** | **% Disagree** |
| **Middle** | **268** | **271** | **91** | **163** | **23** | **816** | **68.0%** | **32.0%** |
| Murray Hill MS | 39 | 7 | 3 |  |  | 49 | 93.9% | 6.1% |
| Harpers Choice MS | 46 | 20 | 4 | 3 |  | 73 | 90.4% | 9.6% |
| Lake Elkhorn MS | 48 | 4 | 6 |  |  | 58 | 89.7% | 10.3% |
| Oakland Mills MS | 14 | 9 | 2 | 1 |  | 26 | 88.5% | 11.5% |
| Patuxent Valley MS | 20 | 23 | 3 | 4 |  | 50 | 86.0% | 14.0% |
| Elkridge Landing MS | 14 | 24 | 2 | 6 |  | 46 | 82.6% | 17.4% |
| Wilde Lake MS | 8 | 5 | 2 | 1 |  | 16 | 81.3% | 18.8% |
| Hammond MS | 12 | 20 | 2 | 7 | 1 | 42 | 78.0% | 22.0% |
| Thomas Viaduct MS | 15 | 26 | 3 | 14 | 2 | 60 | 70.7% | 29.3% |
| Bonnie Branch MS | 9 | 11 | 2 | 8 | 1 | 31 | 66.7% | 33.3% |
| Dunloggin MS | 12 | 18 | 4 | 13 | 1 | 48 | 63.8% | 36.2% |
| Mayfield Woods MS | 13 | 20 | 4 | 15 | 2 | 54 | 63.5% | 36.5% |
| Ellicott Mills MS | 7 | 17 | 4 | 10 | 2 | 40 | 63.2% | 36.8% |
| Patapsco MS |  | 20 | 1 | 11 |  | 32 | 62.5% | 37.5% |
| Lime Kiln MS |  | 10 | 1 | 10 |  | 21 | 47.6% | 52.4% |
| Clarksville MS | 2 | 14 | 10 | 9 | 3 | 38 | 45.7% | 54.3% |
| Burleigh Manor MS | 1 | 6 | 5 | 10 | 2 | 24 | 31.8% | 68.2% |
| Folly Quarter MS | 4 | 7 | 10 | 14 | 3 | 38 | 31.4% | 68.6% |
| Glenwood MS | 1 | 2 | 4 | 6 | 1 | 14 | 23.1% | 76.9% |
| Mount View MS | 3 | 8 | 19 | 21 | 5 | 56 | 21.6% | 78.4% |
| **High** | **127** | **274** | **92** | **215** | **38** | **746** | **56.6%** | **43.4%** |
| Oakland Mills HS | 24 | 32 | 1 | 8 | 4 | 69 | 86.2% | 13.8% |
| Long Reach HS | 17 | 16 |  | 6 | 1 | 40 | 84.6% | 15.4% |
| Wilde Lake HS | 23 | 29 | 5 | 5 | 1 | 63 | 83.9% | 16.1% |
| Hammond HS | 19 | 16 | 2 | 7 | 2 | 46 | 79.5% | 20.5% |
| Reservoir HS | 14 | 34 | 5 | 16 | 4 | 73 | 69.6% | 30.4% |
| Mt. Hebron HS | 15 | 37 | 8 | 20 | 5 | 85 | 65.0% | 35.0% |
| Howard HS | 4 | 45 | 5 | 24 | 5 | 83 | 62.8% | 37.2% |
| Atholton HS | 6 | 20 | 9 | 37 | 4 | 76 | 36.1% | 63.9% |
| Glenelg HS | 1 | 21 | 14 | 26 | 1 | 63 | 35.5% | 64.5% |
| Marriotts Ridge HS | 1 | 9 | 8 | 18 | 1 | 37 | 27.8% | 72.2% |
| Centennial HS | 2 | 11 | 15 | 32 | 6 | 66 | 21.7% | 78.3% |
| River Hill HS | 1 | 4 | 20 | 16 | 4 | 45 | 12.2% | 87.8% |
| **Special** | **39** | **20** | **10** | **5** | **51** | **125** | **79.7%** | **20.3%** |
| Homewood Center | 33 | 11 | 1 |  | 1 | 46 | 97.8% | 2.2% |
| Cedar Lane | 5 | 4 |  | 1 | 2 | 12 | 90.0% | 10.0% |
| Ascend One |  | 1 |  | 1 | 4 | 6 | 50.0% | 50.0% |
| Old Cedar Lane | 1 |  | 1 |  | 14 | 16 | 50.0% | 50.0% |
| ARL |  | 3 | 8 | 2 | 5 | 18 | 23.1% | 76.9% |
| Central Office |  |  |  | 1 | 20 | 21 | 0.0% | 100.0% |
| **Grand Total** | **844** | **1088** | **320** | **757** | **150** | **3159** | **64.2%** | **35.8%** |
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| **18) Too much instructional time is spent administering assessments.** | | | | | | | | |
| **Worksite** | **Strongly Agree** | **Agree** | **Strongly Disagree** | **Disagree** | **Does Not Apply** | **Grand Total** | **% Agree** | **% Disagree** |
| **Elementary** | **243** | **571** | **54** | **423** | **175** | **1466** | **63.1%** | **36.9%** |
| Waterloo ES | 11 | 10 |  | 4 | 8 | 33 | 84.0% | 16.0% |
| Stevens Forest ES | 6 | 9 |  | 3 | 3 | 21 | 83.3% | 16.7% |
| Fulton ES | 8 | 19 | 1 | 6 | 4 | 38 | 79.4% | 20.6% |
| Northfield ES | 6 | 28 | 1 | 8 | 5 | 48 | 79.1% | 20.9% |
| Phelps Luck ES | 9 | 17 | 2 | 7 | 5 | 40 | 74.3% | 25.7% |
| Waverly ES | 4 | 7 |  | 4 | 5 | 20 | 73.3% | 26.7% |
| Bushy Park ES | 7 | 16 | 1 | 8 | 5 | 37 | 71.9% | 28.1% |
| St. John's Lane ES | 11 | 19 |  | 12 | 1 | 43 | 71.4% | 28.6% |
| Atholton ES | 8 | 16 | 1 | 9 | 2 | 36 | 70.6% | 29.4% |
| Hammond ES | 2 | 12 | 1 | 5 | 1 | 21 | 70.0% | 30.0% |
| Manor Woods ES | 9 | 19 | 1 | 11 | 4 | 44 | 70.0% | 30.0% |
| Hollifield Station ES | 6 | 12 | 1 | 7 | 3 | 29 | 69.2% | 30.8% |
| Deep Run ES | 4 | 20 | 1 | 10 | 12 | 47 | 68.6% | 31.4% |
| Thunder Hill ES | 5 | 8 |  | 6 | 3 | 22 | 68.4% | 31.6% |
| Dayton Oaks ES | 14 | 25 | 3 | 16 | 13 | 71 | 67.2% | 32.8% |
| Gorman Crossing ES | 3 | 7 | 1 | 4 | 3 | 18 | 66.7% | 33.3% |
| Ilchester ES | 2 | 20 | 1 | 10 | 2 | 35 | 66.7% | 33.3% |
| Lisbon ES | 7 | 18 | 4 | 9 | 1 | 39 | 65.8% | 34.2% |
| Rockburn ES | 5 | 16 | 1 | 10 | 3 | 35 | 65.6% | 34.4% |
| Bellows Spring ES | 10 | 15 |  | 14 | 7 | 46 | 64.1% | 35.9% |
| Longfellow ES | 5 | 16 | 1 | 11 | 1 | 34 | 63.6% | 36.4% |
| Bryant Woods ES | 1 | 7 |  | 5 | 3 | 16 | 61.5% | 38.5% |
| Centennial Lane ES | 4 | 12 | 3 | 7 |  | 26 | 61.5% | 38.5% |
| Elkridge ES | 7 | 25 | 1 | 19 | 5 | 57 | 61.5% | 38.5% |
| Guilford ES | 3 | 5 |  | 5 | 3 | 16 | 61.5% | 38.5% |
| Veterans ES | 10 | 21 | 4 | 16 | 8 | 59 | 60.8% | 39.2% |
| Triadelphia Ridge ES | 6 | 11 | 3 | 8 | 4 | 32 | 60.7% | 39.3% |
| Forest Ridge ES | 6 | 6 |  | 8 | 2 | 22 | 60.0% | 40.0% |
| Pointers Run ES | 13 | 14 |  | 18 | 11 | 56 | 60.0% | 40.0% |
| Worthington ES | 4 | 14 | 2 | 10 | 3 | 33 | 60.0% | 40.0% |
| Jeffers Hill ES | 4 | 4 |  | 6 | 2 | 16 | 57.1% | 42.9% |
| Bollman Bridge ES | 9 | 20 | 4 | 20 | 13 | 66 | 54.7% | 45.3% |
| Talbott Springs ES | 6 | 16 | 1 | 18 | 3 | 44 | 53.7% | 46.3% |
| Laurel Woods ES | 9 | 17 | 1 | 22 | 7 | 56 | 53.1% | 46.9% |
| Running Brook ES | 8 | 11 | 2 | 15 | 1 | 37 | 52.8% | 47.2% |
| Swansfield ES | 3 | 18 | 3 | 16 | 4 | 44 | 52.5% | 47.5% |
| Ducketts Lane ES | 1 | 7 |  | 8 |  | 16 | 50.0% | 50.0% |
| Clemens Crossing ES | 4 | 11 | 3 | 13 | 2 | 33 | 48.4% | 51.6% |
| West Friendship ES | 1 | 8 | 2 | 8 | 5 | 24 | 47.4% | 52.6% |
| Cradlerock ES | 1 | 8 | 1 | 11 | 3 | 24 | 42.9% | 57.1% |
| Clarksville ES | 1 | 4 | 1 | 8 | 2 | 16 | 35.7% | 64.3% |
| Hanover Hills ES |  | 3 | 2 | 8 | 3 | 16 | 23.1% | 76.9% |

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| **Worksite** | **Strongly Agree** | **Agree** | **Strongly Disagree** | **Disagree** | **Does Not Apply** | **Grand Total** | **% Agree** | **% Disagree** |
| **Middle** | **189** | **325** | **36** | **193** | **68** | **811** | **69.2%** | **30.8%** |
| Folly Quarter MS | 15 | 17 | 1 | 2 | 3 | 38 | 91.4% | 8.6% |
| Burleigh Manor MS | 13 | 8 | 2 | 1 |  | 24 | 87.5% | 12.5% |
| Lime Kiln MS | 6 | 12 | 1 | 2 |  | 21 | 85.7% | 14.3% |
| Clarksville MS | 9 | 18 |  | 6 | 5 | 38 | 81.8% | 18.2% |
| Mayfield Woods MS | 14 | 23 | 4 | 5 | 8 | 54 | 80.4% | 19.6% |
| Mount View MS | 19 | 19 |  | 11 | 7 | 56 | 77.6% | 22.4% |
| Dunloggin MS | 13 | 21 |  | 10 | 3 | 47 | 77.3% | 22.7% |
| Ellicott Mills MS | 5 | 24 | 2 | 7 | 2 | 40 | 76.3% | 23.7% |
| Elkridge Landing MS | 15 | 20 | 4 | 7 |  | 46 | 76.1% | 23.9% |
| Glenwood MS | 6 | 2 |  | 3 | 3 | 14 | 72.7% | 27.3% |
| Hammond MS | 15 | 13 | 4 | 7 | 1 | 40 | 71.8% | 28.2% |
| Patapsco MS | 5 | 15 | 1 | 7 | 4 | 32 | 71.4% | 28.6% |
| Bonnie Branch MS | 10 | 9 | 2 | 7 | 3 | 31 | 67.9% | 32.1% |
| Wilde Lake MS | 3 | 7 | 1 | 4 |  | 15 | 66.7% | 33.3% |
| Murray Hill MS | 7 | 23 | 3 | 15 | 1 | 49 | 62.5% | 37.5% |
| Oakland Mills MS | 9 | 6 | 1 | 9 | 1 | 26 | 60.0% | 40.0% |
| Harpers Choice MS | 8 | 26 | 1 | 24 | 13 | 72 | 57.6% | 42.4% |
| Patuxent Valley MS | 7 | 20 | 2 | 19 | 2 | 50 | 56.3% | 43.8% |
| Lake Elkhorn MS | 4 | 21 | 1 | 24 | 8 | 58 | 50.0% | 50.0% |
| Thomas Viaduct MS | 6 | 21 | 6 | 23 | 4 | 60 | 48.2% | 51.8% |
| **High** | **300** | **269** | **17** | **102** | **56** | **744** | **82.7%** | **17.3%** |
| Glenelg HS | 33 | 24 | 2 | 3 | 2 | 64 | 91.9% | 8.1% |
| Long Reach HS | 20 | 15 | 1 | 3 | 1 | 40 | 89.7% | 10.3% |
| Reservoir HS | 35 | 26 |  | 9 | 4 | 74 | 87.1% | 12.9% |
| Oakland Mills HS | 23 | 26 | 1 | 7 | 12 | 69 | 86.0% | 14.0% |
| Hammond HS | 15 | 19 | 1 | 5 | 5 | 45 | 85.0% | 15.0% |
| Wilde Lake HS | 32 | 19 | 3 | 6 | 3 | 63 | 85.0% | 15.0% |
| Centennial HS | 27 | 23 | 2 | 7 | 7 | 66 | 84.7% | 15.3% |
| River Hill HS | 16 | 18 |  | 8 | 3 | 45 | 81.0% | 19.0% |
| Howard HS | 37 | 25 | 1 | 14 | 5 | 82 | 80.5% | 19.5% |
| Marriotts Ridge HS | 12 | 15 |  | 8 | 2 | 37 | 77.1% | 22.9% |
| Atholton HS | 22 | 31 | 2 | 15 | 4 | 74 | 75.7% | 24.3% |
| Mt. Hebron HS | 28 | 28 | 4 | 17 | 8 | 85 | 72.7% | 27.3% |
| **Special** | **20** | **25** | **5** | **17** | **56** | **123** | **67.2%** | **32.8%** |
| Ascend One | 2 | 3 |  |  | 1 | 6 | 100.0% | 0.0% |
| Homewood Center | 14 | 15 | 1 | 7 | 9 | 46 | 78.4% | 21.6% |
| Cedar Lane | 2 | 2 |  | 4 | 4 | 12 | 50.0% | 50.0% |
| Old Cedar Lane |  | 1 | 1 |  | 14 | 16 | 50.0% | 50.0% |
| ARL | 2 | 3 | 2 | 4 | 6 | 17 | 45.5% | 54.5% |
| Central Office |  |  | 1 | 2 | 17 | 20 | 0.0% | 100.0% |
| **Grand Total** | **752** | **1190** | **112** | **735** | **355** | **3144** | **69.6%** | **30.4%** |
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| **19) HCPSS professional development experiences are meaningful and worthwhile.** | | | | | | | | |
| **Worksite** | **Strongly Agree** | **Agree** | **Strongly Disagree** | **Disagree** | **Does Not Apply** | **Grand Total** | **% Agree** | **% Disagree** |
| **Elementary** | **91** | **673** | **222** | **454** | **31** | **1471** | **53.1%** | **46.9%** |
| Laurel Woods ES | 5 | 39 | 2 | 5 | 5 | 56 | 86.3% | 13.7% |
| Bryant Woods ES |  | 12 | 1 | 2 | 1 | 16 | 80.0% | 20.0% |
| Stevens Forest ES | 2 | 14 | 3 | 2 |  | 21 | 76.2% | 23.8% |
| Cradlerock ES | 2 | 15 |  | 6 |  | 23 | 73.9% | 26.1% |
| Clarksville ES | 2 | 9 |  | 5 |  | 16 | 68.8% | 31.3% |
| Hanover Hills ES | 2 | 9 |  | 5 |  | 16 | 68.8% | 31.3% |
| Jeffers Hill ES | 1 | 11 | 1 | 5 |  | 18 | 66.7% | 33.3% |
| Worthington ES | 8 | 13 | 4 | 8 | 1 | 34 | 63.6% | 36.4% |
| Swansfield ES | 4 | 23 | 4 | 12 | 1 | 44 | 62.8% | 37.2% |
| Ducketts Lane ES | 2 | 8 | 2 | 4 |  | 16 | 62.5% | 37.5% |
| West Friendship ES | 3 | 12 | 2 | 7 |  | 24 | 62.5% | 37.5% |
| Talbott Springs ES | 4 | 24 | 6 | 11 |  | 45 | 62.2% | 37.8% |
| Running Brook ES |  | 23 | 3 | 11 |  | 37 | 62.2% | 37.8% |
| Hammond ES | 2 | 11 | 1 | 7 |  | 21 | 61.9% | 38.1% |
| Longfellow ES | 2 | 19 | 4 | 9 | 1 | 35 | 61.8% | 38.2% |
| Gorman Crossing ES |  | 11 | 1 | 6 |  | 18 | 61.1% | 38.9% |
| Deep Run ES | 6 | 22 | 5 | 13 | 2 | 48 | 60.9% | 39.1% |
| Bollman Bridge ES | 6 | 34 | 8 | 18 |  | 66 | 60.6% | 39.4% |
| Hollifield Station ES |  | 16 | 2 | 9 | 2 | 29 | 59.3% | 40.7% |
| Bellows Spring ES | 1 | 24 | 6 | 15 |  | 46 | 54.3% | 45.7% |
| Phelps Luck ES | 4 | 17 | 7 | 11 | 2 | 41 | 53.8% | 46.2% |
| Elkridge ES | 4 | 25 | 9 | 16 | 2 | 56 | 53.7% | 46.3% |
| Guilford ES | 1 | 8 |  | 8 | 1 | 18 | 52.9% | 47.1% |
| Forest Ridge ES | 3 | 8 | 2 | 9 |  | 22 | 50.0% | 50.0% |
| Northfield ES | 2 | 21 | 9 | 15 | 1 | 48 | 48.9% | 51.1% |
| Manor Woods ES | 1 | 20 | 8 | 14 |  | 43 | 48.8% | 51.2% |
| Dayton Oaks ES | 2 | 31 | 16 | 19 | 3 | 71 | 48.5% | 51.5% |
| St. John's Lane ES | 2 | 18 | 3 | 19 | 1 | 43 | 47.6% | 52.4% |
| Atholton ES | 2 | 15 | 7 | 12 |  | 36 | 47.2% | 52.8% |
| Bushy Park ES | 2 | 14 | 9 | 10 | 2 | 37 | 45.7% | 54.3% |
| Waterloo ES | 1 | 14 | 5 | 13 |  | 33 | 45.5% | 54.5% |
| Veterans ES |  | 26 | 10 | 23 |  | 59 | 44.1% | 55.9% |
| Rockburn ES |  | 15 | 6 | 14 |  | 35 | 42.9% | 57.1% |
| Waverly ES |  | 8 | 7 | 4 |  | 19 | 42.1% | 57.9% |
| Triadelphia Ridge ES | 3 | 9 | 7 | 12 |  | 31 | 38.7% | 61.3% |
| Fulton ES | 1 | 13 | 8 | 15 | 1 | 38 | 37.8% | 62.2% |
| Centennial Lane ES | 1 | 8 | 5 | 10 | 2 | 26 | 37.5% | 62.5% |
| Lisbon ES | 2 | 12 | 8 | 16 | 1 | 39 | 36.8% | 63.2% |
| Clemens Crossing ES | 2 | 10 | 9 | 12 | 1 | 34 | 36.4% | 63.6% |
| Thunder Hill ES | 1 | 7 | 5 | 9 |  | 22 | 36.4% | 63.6% |
| Ilchester ES | 1 | 11 | 10 | 13 |  | 35 | 34.3% | 65.7% |
| Pointers Run ES | 4 | 14 | 17 | 20 | 1 | 56 | 32.7% | 67.3% |

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| **Worksite** | **Strongly Agree** | **Agree** | **Strongly Disagree** | **Disagree** | **Does Not Apply** | **Grand Total** | **% Agree** | **% Disagree** |
| **Middle** | **69** | **340** | **128** | **244** | **35** | **816** | **52.4%** | **47.6%** |
| Thomas Viaduct MS | 12 | 32 | 2 | 10 | 4 | 60 | 78.6% | 21.4% |
| Lake Elkhorn MS | 6 | 31 | 2 | 17 | 1 | 57 | 66.1% | 33.9% |
| Harpers Choice MS |  | 42 | 8 | 20 | 3 | 73 | 60.0% | 40.0% |
| Patapsco MS | 3 | 16 | 6 | 7 |  | 32 | 59.4% | 40.6% |
| Elkridge Landing MS | 2 | 24 | 7 | 13 |  | 46 | 56.5% | 43.5% |
| Hammond MS | 6 | 16 | 5 | 12 | 2 | 41 | 56.4% | 43.6% |
| Ellicott Mills MS | 3 | 19 | 3 | 15 | 1 | 41 | 55.0% | 45.0% |
| Oakland Mills MS | 1 | 13 | 2 | 10 |  | 26 | 53.8% | 46.2% |
| Folly Quarter MS | 1 | 18 | 9 | 9 | 1 | 38 | 51.4% | 48.6% |
| Clarksville MS | 2 | 16 | 6 | 12 | 2 | 38 | 50.0% | 50.0% |
| Mayfield Woods MS | 5 | 19 | 12 | 13 | 5 | 54 | 49.0% | 51.0% |
| Mount View MS | 4 | 21 | 13 | 14 | 4 | 56 | 48.1% | 51.9% |
| Patuxent Valley MS | 7 | 16 | 7 | 20 |  | 50 | 46.0% | 54.0% |
| Dunloggin MS | 6 | 14 | 13 | 11 | 3 | 47 | 45.5% | 54.5% |
| Glenwood MS |  | 5 | 5 | 1 | 3 | 14 | 45.5% | 54.5% |
| Bonnie Branch MS | 7 | 7 | 3 | 14 | 1 | 32 | 45.2% | 54.8% |
| Murray Hill MS | 2 | 17 | 8 | 21 | 1 | 49 | 39.6% | 60.4% |
| Wilde Lake MS |  | 5 | 7 | 3 | 1 | 16 | 33.3% | 66.7% |
| Burleigh Manor MS | 1 | 5 | 6 | 11 | 2 | 25 | 26.1% | 73.9% |
| Lime Kiln MS | 1 | 4 | 4 | 11 | 1 | 21 | 25.0% | 75.0% |
| **High** | **39** | **246** | **193** | **240** | **25** | **743** | **39.7%** | **60.3%** |
| Atholton HS | 3 | 35 | 15 | 19 | 3 | 75 | 52.8% | 47.2% |
| Marriotts Ridge HS | 3 | 15 | 5 | 13 | 1 | 37 | 50.0% | 50.0% |
| Oakland Mills HS | 4 | 28 | 13 | 21 | 2 | 68 | 48.5% | 51.5% |
| Hammond HS | 6 | 14 | 15 | 10 | 1 | 46 | 44.4% | 55.6% |
| Wilde Lake HS | 3 | 24 | 17 | 17 | 2 | 63 | 44.3% | 55.7% |
| Reservoir HS | 3 | 25 | 16 | 27 | 3 | 74 | 39.4% | 60.6% |
| River Hill HS | 4 | 12 | 11 | 16 | 2 | 45 | 37.2% | 62.8% |
| Centennial HS | 1 | 22 | 14 | 25 | 3 | 65 | 37.1% | 62.9% |
| Howard HS | 4 | 24 | 20 | 28 | 6 | 82 | 36.8% | 63.2% |
| Glenelg HS | 3 | 18 | 19 | 22 | 1 | 63 | 33.9% | 66.1% |
| Long Reach HS |  | 11 | 16 | 13 |  | 40 | 27.5% | 72.5% |
| Mt. Hebron HS | 5 | 18 | 32 | 29 | 1 | 85 | 27.4% | 72.6% |
| **Special** | **13** | **55** | **10** | **36** | **9** | **123** | **59.6%** | **40.4%** |
| Ascend One |  | 6 |  |  |  | 6 | 100% | 0.0% |
| Old Cedar Lane | 2 | 8 | 2 | 2 | 2 | 16 | 71.4% | 28.6% |
| Cedar Lane | 1 | 6 |  | 4 |  | 11 | 63.6% | 36.4% |
| Central Office | 4 | 7 |  | 7 | 3 | 21 | 61.1% | 38.9% |
| ARL | 2 | 6 | 2 | 5 | 2 | 17 | 53.3% | 46.7% |
| Homewood Center | 3 | 17 | 6 | 18 | 2 | 46 | 45.5% | 54.5% |
| **Grand Total** | **212** | **1314** | **553** | **974** | **100** | **3153** | **50.0%** | **50.0%** |
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| **20) Increased workload has contributed to a decline in my morale.** | | | | | | | | |
| **Worksite** | **Strongly Agree** | **Agree** | **Strongly Disagree** | **Disagree** | **Does Not Apply** | **Grand Total** | **% Agree** | **% Disagree** |
| **Elementary** | **369** | **543** | **87** | **429** | **46** | **1474** | **63.9%** | **36.1%** |
| Atholton ES | 15 | 12 |  | 5 | 2 | 34 | 84.4% | 15.6% |
| Guilford ES | 7 | 8 | 1 | 2 |  | 18 | 83.3% | 16.7% |
| Manor Woods ES | 20 | 14 |  | 9 | 1 | 44 | 79.1% | 20.9% |
| Fulton ES | 16 | 14 | 2 | 6 |  | 38 | 78.9% | 21.1% |
| Waverly ES | 11 | 4 | 1 | 3 |  | 19 | 78.9% | 21.1% |
| Jeffers Hill ES | 5 | 9 | 1 | 3 |  | 18 | 77.8% | 22.2% |
| Pointers Run ES | 24 | 16 | 5 | 8 | 2 | 55 | 75.5% | 24.5% |
| Forest Ridge ES | 6 | 9 |  | 5 | 2 | 22 | 75.0% | 25.0% |
| Stevens Forest ES | 4 | 11 | 1 | 4 | 1 | 21 | 75.0% | 25.0% |
| Northfield ES | 10 | 25 | 3 | 9 | 2 | 49 | 74.5% | 25.5% |
| Triadelphia Ridge ES | 6 | 17 | 3 | 5 | 1 | 32 | 74.2% | 25.8% |
| Cradlerock ES | 8 | 8 | 2 | 4 | 2 | 24 | 72.7% | 27.3% |
| Ilchester ES | 12 | 13 | 1 | 9 |  | 35 | 71.4% | 28.6% |
| Thunder Hill ES | 6 | 9 |  | 6 | 1 | 22 | 71.4% | 28.6% |
| Dayton Oaks ES | 25 | 24 | 5 | 15 | 2 | 71 | 71.0% | 29.0% |
| Lisbon ES | 14 | 12 | 4 | 7 | 2 | 39 | 70.3% | 29.7% |
| St. John's Lane ES | 10 | 20 | 3 | 10 |  | 43 | 69.8% | 30.2% |
| Phelps Luck ES | 9 | 18 | 4 | 8 | 2 | 41 | 69.2% | 30.8% |
| Hollifield Station ES | 10 | 10 | 3 | 6 |  | 29 | 69.0% | 31.0% |
| Longfellow ES | 10 | 12 | 2 | 8 | 2 | 34 | 68.8% | 31.3% |
| Bollman Bridge ES | 17 | 25 | 4 | 17 | 3 | 66 | 66.7% | 33.3% |
| Bushy Park ES | 11 | 13 |  | 12 | 1 | 37 | 66.7% | 33.3% |
| Gorman Crossing ES | 3 | 8 | 2 | 4 | 1 | 18 | 64.7% | 35.3% |
| Worthington ES | 5 | 16 |  | 12 | 1 | 34 | 63.6% | 36.4% |
| Centennial Lane ES | 5 | 10 | 2 | 7 | 1 | 25 | 62.5% | 37.5% |
| Clarksville ES | 5 | 5 | 2 | 4 |  | 16 | 62.5% | 37.5% |
| Swansfield ES | 9 | 17 | 1 | 16 | 1 | 44 | 60.5% | 39.5% |
| Hammond ES | 1 | 11 | 1 | 7 | 1 | 21 | 60.0% | 40.0% |
| Rockburn ES | 9 | 11 | 2 | 12 | 1 | 35 | 58.8% | 41.2% |
| Laurel Woods ES | 7 | 23 | 1 | 22 | 3 | 56 | 56.6% | 43.4% |
| Elkridge ES | 7 | 24 | 1 | 23 | 2 | 57 | 56.4% | 43.6% |
| Talbott Springs ES | 7 | 17 | 4 | 15 | 2 | 45 | 55.8% | 44.2% |
| Clemens Crossing ES | 10 | 9 | 2 | 14 |  | 35 | 54.3% | 45.7% |
| Veterans ES | 13 | 18 | 4 | 23 | 1 | 59 | 53.4% | 46.6% |
| Deep Run ES | 4 | 19 | 2 | 21 | 2 | 48 | 50.0% | 50.0% |
| Bryant Woods ES | 3 | 5 | 2 | 6 | 1 | 17 | 50.0% | 50.0% |
| Ducketts Lane ES |  | 8 | 2 | 6 |  | 16 | 50.0% | 50.0% |
| Running Brook ES | 6 | 12 | 2 | 17 |  | 37 | 48.6% | 51.4% |
| Bellows Spring ES | 9 | 12 | 2 | 21 | 2 | 46 | 47.7% | 52.3% |
| Waterloo ES | 6 | 9 | 4 | 15 |  | 34 | 44.1% | 55.9% |
| West Friendship ES | 4 | 4 | 5 | 11 |  | 24 | 33.3% | 66.7% |
| Hanover Hills ES |  | 2 | 1 | 12 | 1 | 16 | 13.3% | 86.7% |

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| **Worksite** | **Strongly Agree** | **Agree** | **Strongly Disagree** | **Disagree** | **Does Not Apply** | **Grand Total** | **% Agree** | **% Disagree** |
| **Middle** | **176** | **304** | **80** | **220** | **39** | **819** | **61.5%** | **38.5%** |
| Lime Kiln MS | 7 | 12 |  | 2 |  | 21 | 90.5% | 9.5% |
| Hammond MS | 16 | 17 |  | 7 | 2 | 42 | 82.5% | 17.5% |
| Oakland Mills MS | 8 | 10 | 1 | 5 | 2 | 26 | 75.0% | 25.0% |
| Wilde Lake MS | 6 | 6 |  | 4 |  | 16 | 75.0% | 25.0% |
| Elkridge Landing MS | 16 | 16 | 2 | 12 |  | 46 | 69.6% | 30.4% |
| Murray Hill MS | 9 | 23 | 3 | 11 | 2 | 48 | 69.6% | 30.4% |
| Bonnie Branch MS | 10 | 11 | 6 | 4 | 1 | 32 | 67.7% | 32.3% |
| Mayfield Woods MS | 9 | 24 | 5 | 13 | 3 | 54 | 64.7% | 35.3% |
| Mount View MS | 14 | 19 | 3 | 17 | 3 | 56 | 62.3% | 37.7% |
| Folly Quarter MS | 7 | 16 | 2 | 12 | 1 | 38 | 62.2% | 37.8% |
| Lake Elkhorn MS | 19 | 16 | 5 | 17 | 1 | 58 | 61.4% | 38.6% |
| Ellicott Mills MS | 6 | 16 | 3 | 11 | 5 | 41 | 61.1% | 38.9% |
| Dunloggin MS | 9 | 19 | 7 | 11 | 2 | 48 | 60.9% | 39.1% |
| Burleigh Manor MS | 5 | 9 | 3 | 6 | 2 | 25 | 60.9% | 39.1% |
| Patapsco MS | 4 | 13 | 4 | 8 | 3 | 32 | 58.6% | 41.4% |
| Clarksville MS | 7 | 15 | 6 | 10 |  | 38 | 57.9% | 42.1% |
| Glenwood MS | 2 | 5 | 3 | 3 | 1 | 14 | 53.8% | 46.2% |
| Thomas Viaduct MS | 7 | 23 | 5 | 22 | 4 | 61 | 52.6% | 47.4% |
| Patuxent Valley MS | 8 | 13 | 11 | 16 | 2 | 50 | 43.8% | 56.3% |
| Harpers Choice MS | 7 | 21 | 11 | 29 | 5 | 73 | 41.2% | 58.8% |
| **High** | **167** | **298** | **49** | **202** | **30** | **746** | **64.9%** | **35.1%** |
| Marriotts Ridge HS | 5 | 23 | 1 | 8 |  | 37 | 75.7% | 24.3% |
| River Hill HS | 12 | 19 | 2 | 8 | 4 | 45 | 75.6% | 24.4% |
| Glenelg HS | 16 | 28 | 7 | 10 | 3 | 64 | 72.1% | 27.9% |
| Mt. Hebron HS | 34 | 21 | 4 | 21 | 4 | 84 | 68.8% | 31.3% |
| Reservoir HS | 21 | 27 | 6 | 18 | 2 | 74 | 66.7% | 33.3% |
| Howard HS | 17 | 36 | 2 | 25 | 3 | 83 | 66.3% | 33.8% |
| Atholton HS | 16 | 32 | 3 | 22 | 3 | 76 | 65.8% | 34.2% |
| Wilde Lake HS | 13 | 25 | 7 | 17 | 1 | 63 | 61.3% | 38.7% |
| Hammond HS | 10 | 16 | 5 | 13 | 2 | 46 | 59.1% | 40.9% |
| Centennial HS | 9 | 27 | 5 | 21 | 3 | 65 | 58.1% | 41.9% |
| Long Reach HS | 9 | 13 | 2 | 14 | 2 | 40 | 57.9% | 42.1% |
| Oakland Mills HS | 5 | 31 | 5 | 25 | 3 | 69 | 54.5% | 45.5% |
| **Special** | **6** | **34** | **23** | **44** | **17** | **124** | **37.4%** | **62.6%** |
| Cedar Lane |  | 6 | 1 | 3 | 2 | 12 | 60.0% | 40.0% |
| Ascend One |  | 3 | 1 | 2 |  | 6 | 50.0% | 50.0% |
| Old Cedar Lane | 2 | 4 | 5 | 4 | 1 | 16 | 40.0% | 60.0% |
| Central Office | 1 | 6 | 3 | 8 | 3 | 21 | 38.9% | 61.1% |
| Homewood Center | 2 | 11 | 9 | 17 | 7 | 46 | 33.3% | 66.7% |
| ARL |  | 1 | 4 | 9 | 3 | 17 | 7.1% | 92.9% |
| **Grand Total** | **718** | **1179** | **239** | **895** | **132** | **3163** | **62.6%** | **37.4%** |
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| **21) I am paid fairly.** | | | | | | | | |
| **Worksite** | **Strongly Agree** | **Agree** | **Strongly Disagree** | **Disagree** | **Does Not Apply** | **Grand Total** | **% Agree** | **% Disagree** |
| **Elementary** | **58** | **576** | **319** | **515** | **2** | **1470** | **43.2%** | **56.8%** |
| Clarksville ES | 1 | 11 | 1 | 3 |  | 16 | 75.0% | 25.0% |
| Bryant Woods ES |  | 11 | 3 | 3 |  | 17 | 64.7% | 35.3% |
| Laurel Woods ES | 4 | 30 | 9 | 12 |  | 55 | 61.8% | 38.2% |
| Bellows Spring ES | 2 | 25 | 10 | 10 |  | 47 | 57.4% | 42.6% |
| St. John's Lane ES | 4 | 19 | 7 | 13 |  | 43 | 53.5% | 46.5% |
| Bushy Park ES | 1 | 18 | 8 | 10 |  | 37 | 51.4% | 48.6% |
| Running Brook ES | 2 | 17 | 7 | 11 |  | 37 | 51.4% | 48.6% |
| Stevens Forest ES | 2 | 8 | 5 | 5 | 1 | 21 | 50.0% | 50.0% |
| Thunder Hill ES | 1 | 10 | 3 | 8 |  | 22 | 50.0% | 50.0% |
| Triadelphia Ridge ES | 1 | 15 | 7 | 9 |  | 32 | 50.0% | 50.0% |
| Hollifield Station ES | 1 | 13 | 5 | 10 |  | 29 | 48.3% | 51.7% |
| Hammond ES |  | 10 | 8 | 3 |  | 21 | 47.6% | 52.4% |
| Elkridge ES | 1 | 26 | 8 | 22 |  | 57 | 47.4% | 52.6% |
| West Friendship ES | 2 | 9 | 4 | 9 |  | 24 | 45.8% | 54.2% |
| Clemens Crossing ES | 2 | 14 | 6 | 13 |  | 35 | 45.7% | 54.3% |
| Bollman Bridge ES |  | 30 | 13 | 23 |  | 66 | 45.5% | 54.5% |
| Dayton Oaks ES | 2 | 30 | 18 | 21 |  | 71 | 45.1% | 54.9% |
| Forest Ridge ES | 1 | 8 | 4 | 7 |  | 20 | 45.0% | 55.0% |
| Waverly ES |  | 9 | 3 | 8 |  | 20 | 45.0% | 55.0% |
| Guilford ES | 1 | 7 | 4 | 6 |  | 18 | 44.4% | 55.6% |
| Longfellow ES | 4 | 11 | 10 | 9 |  | 34 | 44.1% | 55.9% |
| Ducketts Lane ES | 1 | 6 | 3 | 6 |  | 16 | 43.8% | 56.3% |
| Swansfield ES | 4 | 15 | 11 | 14 |  | 44 | 43.2% | 56.8% |
| Rockburn ES |  | 14 | 6 | 14 |  | 34 | 41.2% | 58.8% |
| Veterans ES | 1 | 23 | 12 | 23 |  | 59 | 40.7% | 59.3% |
| Centennial Lane ES | 1 | 9 | 7 | 8 |  | 25 | 40.0% | 60.0% |
| Jeffers Hill ES | 1 | 6 | 5 | 6 |  | 18 | 38.9% | 61.1% |
| Lisbon ES | 2 | 13 | 9 | 15 |  | 39 | 38.5% | 61.5% |
| Cradlerock ES | 1 | 8 | 4 | 11 |  | 24 | 37.5% | 62.5% |
| Hanover Hills ES |  | 6 | 4 | 6 |  | 16 | 37.5% | 62.5% |
| Pointers Run ES | 3 | 18 | 16 | 19 |  | 56 | 37.5% | 62.5% |
| Phelps Luck ES |  | 15 | 5 | 21 |  | 41 | 36.6% | 63.4% |
| Manor Woods ES |  | 16 | 12 | 16 |  | 44 | 36.4% | 63.6% |
| Atholton ES |  | 13 | 6 | 17 |  | 36 | 36.1% | 63.9% |
| Gorman Crossing ES | 1 | 5 | 5 | 6 |  | 17 | 35.3% | 64.7% |
| Waterloo ES | 3 | 9 | 7 | 15 |  | 34 | 35.3% | 64.7% |
| Deep Run ES | 2 | 14 | 11 | 19 |  | 46 | 34.8% | 65.2% |
| Ilchester ES | 1 | 11 | 9 | 14 |  | 35 | 34.3% | 65.7% |
| Talbott Springs ES | 2 | 13 | 8 | 21 |  | 44 | 34.1% | 65.9% |
| Worthington ES | 1 | 10 | 10 | 13 |  | 34 | 32.4% | 67.6% |
| Northfield ES | 2 | 11 | 14 | 21 |  | 48 | 27.1% | 72.9% |
| Fulton ES |  | 10 | 12 | 15 | 1 | 38 | 27.0% | 73.0% |

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| **Worksite** | **Strongly Agree** | **Agree** | **Strongly Disagree** | **Disagree** | **Does Not Apply** | **Grand Total** | **% Agree** | **% Disagree** |
| **Middle** | **55** | **341** | **153** | **267** | **1** | **817** | **48.5%** | **51.5%** |
| Lime Kiln MS |  | 14 | 1 | 6 |  | 21 | 66.7% | 33.3% |
| Glenwood MS | 2 | 7 | 4 | 1 |  | 14 | 64.3% | 35.7% |
| Lake Elkhorn MS | 5 | 31 | 8 | 13 | 1 | 58 | 63.2% | 36.8% |
| Thomas Viaduct MS | 8 | 28 | 2 | 23 |  | 61 | 59.0% | 41.0% |
| Harpers Choice MS | 7 | 33 | 13 | 18 |  | 71 | 56.3% | 43.7% |
| Bonnie Branch MS |  | 17 | 7 | 8 |  | 32 | 53.1% | 46.9% |
| Folly Quarter MS |  | 20 | 6 | 12 |  | 38 | 52.6% | 47.4% |
| Patuxent Valley MS | 6 | 19 | 11 | 14 |  | 50 | 50.0% | 50.0% |
| Wilde Lake MS |  | 8 | 5 | 3 |  | 16 | 50.0% | 50.0% |
| Burleigh Manor MS | 2 | 8 | 6 | 8 |  | 24 | 41.7% | 58.3% |
| Patapsco MS | 4 | 11 | 5 | 12 |  | 32 | 46.9% | 53.1% |
| Murray Hill MS | 3 | 19 | 8 | 19 |  | 49 | 44.9% | 55.1% |
| Mount View MS | 5 | 20 | 9 | 22 |  | 56 | 44.6% | 55.4% |
| Ellicott Mills MS |  | 18 | 9 | 14 |  | 41 | 43.9% | 56.1% |
| Mayfield Woods MS | 5 | 18 | 9 | 22 |  | 54 | 42.6% | 57.4% |
| Dunloggin MS | 3 | 17 | 11 | 17 |  | 48 | 41.7% | 58.3% |
| Clarksville MS | 1 | 14 | 8 | 15 |  | 38 | 39.5% | 60.5% |
| Elkridge Landing MS |  | 18 | 16 | 12 |  | 46 | 39.1% | 60.9% |
| Hammond MS | 2 | 14 | 9 | 17 |  | 42 | 38.1% | 61.9% |
| Oakland Mills MS | 2 | 7 | 6 | 11 |  | 26 | 34.6% | 65.4% |
| **High** | **35** | **322** | **143** | **242** | **1** | **743** | **48.1%** | **51.9%** |
| Atholton HS | 11 | 34 | 10 | 21 |  | 76 | 59.2% | 40.8% |
| Marriotts Ridge HS | 1 | 20 | 5 | 11 |  | 37 | 56.8% | 43.2% |
| Glenelg HS | 1 | 34 | 14 | 15 |  | 64 | 54.7% | 45.3% |
| Hammond HS | 2 | 22 | 7 | 14 |  | 45 | 53.3% | 46.7% |
| Centennial HS | 3 | 31 | 14 | 16 | 1 | 65 | 53.1% | 46.9% |
| Oakland Mills HS | 6 | 29 | 9 | 23 |  | 67 | 52.2% | 47.8% |
| Howard HS | 2 | 37 | 20 | 23 |  | 82 | 47.6% | 52.4% |
| Reservoir HS | 5 | 27 | 13 | 29 |  | 74 | 43.2% | 56.8% |
| Long Reach HS |  | 17 | 7 | 16 |  | 40 | 42.5% | 57.5% |
| Wilde Lake HS | 2 | 24 | 14 | 23 |  | 63 | 41.3% | 58.7% |
| River Hill HS | 1 | 16 | 9 | 19 |  | 45 | 37.8% | 62.2% |
| Mt. Hebron HS | 1 | 31 | 21 | 32 |  | 85 | 37.6% | 62.4% |
| **Special** | **13** | **46** | **23** | **42** | **1** | **125** | **47.6%** | **52.4%** |
| Ascend One | 1 | 2 | 2 | 1 |  | 6 | 50.0% | 50.0% |
| Old Cedar Lane | 1 | 7 | 4 | 4 |  | 16 | 50.0% | 50.0% |
| Central Office | 4 | 6 | 4 | 7 |  | 21 | 47.6% | 52.4% |
| Homewood Center | 4 | 17 | 10 | 15 |  | 46 | 45.7% | 54.3% |
| Cedar Lane | 1 | 4 | 2 | 4 | 1 | 12 | 45.5% | 54.5% |
| ARL |  | 8 | 1 | 9 |  | 18 | 44.4% | 55.6% |
| **Grand Total** | **161** | **1285** | **638** | **1066** | **5** | **3155** | **45.9%** | **54.1%** |
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| **22) I have confidence in the leadership exhibited by the HCPSS Superintendent.** | | | | | | | | |
| **Worksite** | **Strongly Agree** | **Agree** | **Strongly Disagree** | **Disagree** | **Does Not Apply** | **Grand Total** | **% Agree** | **% Disagree** |
| **Elementary** | **648** | **739** | **14** | **66** | **9** | **1476** | **94.5%** | **5.5%** |
| Atholton ES | 12 | 24 |  |  |  | 36 | 100.0% | 0.0% |
| Bushy Park ES | 20 | 17 |  |  |  | 37 | 100.0% | 0.0% |
| Clarksville ES | 10 | 6 |  |  |  | 16 | 100.0% | 0.0% |
| Deep Run ES | 32 | 16 |  |  |  | 48 | 100.0% | 0.0% |
| Forest Ridge ES | 11 | 11 |  |  |  | 22 | 100.0% | 0.0% |
| Gorman Crossing ES | 8 | 10 |  |  |  | 18 | 100.0% | 0.0% |
| Hammond ES | 14 | 7 |  |  |  | 21 | 100.0% | 0.0% |
| Hanover Hills ES | 9 | 7 |  |  |  | 16 | 100.0% | 0.0% |
| Swansfield ES | 22 | 22 |  |  |  | 44 | 100.0% | 0.0% |
| Waterloo ES | 19 | 15 |  |  |  | 34 | 100.0% | 0.0% |
| Waverly ES | 7 | 13 |  |  |  | 20 | 100.0% | 0.0% |
| Bollman Bridge ES | 33 | 33 |  | 1 |  | 67 | 98.5% | 1.5% |
| Elkridge ES | 21 | 34 |  | 1 | 1 | 57 | 98.2% | 1.8% |
| Laurel Woods ES | 38 | 16 |  | 1 | 1 | 56 | 98.2% | 1.8% |
| Talbott Springs ES | 19 | 25 |  | 1 |  | 45 | 97.8% | 2.2% |
| Clemens Crossing ES | 9 | 25 |  | 1 |  | 35 | 97.1% | 2.9% |
| Rockburn ES | 18 | 16 |  | 1 |  | 35 | 97.1% | 2.9% |
| Longfellow ES | 16 | 17 |  | 1 | 1 | 35 | 97.1% | 2.9% |
| Worthington ES | 20 | 13 |  | 1 |  | 34 | 97.1% | 2.9% |
| Triadelphia Ridge ES | 16 | 15 |  | 1 |  | 32 | 96.9% | 3.1% |
| Veterans ES | 27 | 27 |  | 2 | 1 | 57 | 96.4% | 3.6% |
| Phelps Luck ES | 22 | 17 |  | 2 |  | 41 | 95.1% | 4.9% |
| Lisbon ES | 16 | 19 |  | 2 |  | 37 | 94.6% | 5.4% |
| Running Brook ES | 12 | 23 | 1 | 1 |  | 37 | 94.6% | 5.4% |
| Guilford ES | 6 | 11 | 1 |  |  | 18 | 94.4% | 5.6% |
| Jeffers Hill ES | 5 | 12 |  | 1 |  | 18 | 94.4% | 5.6% |
| Dayton Oaks ES | 24 | 43 | 1 | 3 |  | 71 | 94.4% | 5.6% |
| Ducketts Lane ES | 4 | 11 |  | 1 |  | 16 | 93.8% | 6.3% |
| Hollifield Station ES | 17 | 10 |  | 2 |  | 29 | 93.1% | 6.9% |
| Fulton ES | 17 | 19 | 2 | 1 |  | 39 | 92.3% | 7.7% |
| West Friendship ES | 14 | 8 | 2 |  |  | 24 | 91.7% | 8.3% |
| Bellows Spring ES | 24 | 19 | 1 | 3 |  | 47 | 91.5% | 8.5% |
| Manor Woods ES | 15 | 25 |  | 4 |  | 44 | 90.9% | 9.1% |
| St. John's Lane ES | 16 | 23 | 2 | 2 |  | 43 | 90.7% | 9.3% |
| Northfield ES | 22 | 21 | 1 | 4 | 1 | 49 | 89.6% | 10.4% |
| Stevens Forest ES | 8 | 9 |  | 2 | 1 | 20 | 89.5% | 10.5% |
| Bryant Woods ES | 2 | 12 |  | 2 |  | 16 | 87.5% | 12.5% |
| Ilchester ES | 8 | 22 | 1 | 4 |  | 35 | 85.7% | 14.3% |
| Pointers Run ES | 18 | 29 |  | 8 | 1 | 56 | 85.5% | 14.5% |
| Centennial Lane ES | 9 | 11 | 1 | 3 | 1 | 25 | 83.3% | 16.7% |
| Thunder Hill ES | 4 | 13 |  | 5 |  | 22 | 77.3% | 22.7% |
| Cradlerock ES | 4 | 13 | 1 | 5 | 1 | 24 | 73.9% | 26.1% |

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| **Worksite** | **Strongly Agree** | **Agree** | **Strongly Disagree** | **Disagree** | **Does Not Apply** | **Grand Total** | **% Agree** | **% Disagree** |
| **Middle** | **210** | **480** | **26** | **87** | **10** | **813** | **85.9%** | **14.1%** |
| Lime Kiln MS | 8 | 12 |  |  |  | 20 | 100.0% | 0.0% |
| Patapsco MS | 8 | 24 |  |  |  | 32 | 100.0% | 0.0% |
| Ellicott Mills MS | 19 | 21 |  | 1 |  | 41 | 97.6% | 2.4% |
| Elkridge Landing MS | 10 | 34 |  | 2 |  | 46 | 95.7% | 4.3% |
| Mayfield Woods MS | 14 | 36 | 2 | 1 |  | 53 | 94.3% | 5.7% |
| Wilde Lake MS | 3 | 12 |  | 1 |  | 16 | 93.8% | 6.3% |
| Glenwood MS | 6 | 7 |  | 1 |  | 14 | 92.9% | 7.1% |
| Clarksville MS | 5 | 29 |  | 3 |  | 37 | 91.9% | 8.1% |
| Thomas Viaduct MS | 27 | 29 | 1 | 4 |  | 61 | 91.8% | 8.2% |
| Oakland Mills MS | 6 | 16 | 1 | 1 | 2 | 26 | 91.7% | 8.3% |
| Bonnie Branch MS | 9 | 20 | 1 | 2 |  | 32 | 90.6% | 9.4% |
| Folly Quarter MS | 13 | 20 | 1 | 3 |  | 37 | 89.2% | 10.8% |
| Patuxent Valley MS | 23 | 19 | 1 | 5 | 1 | 49 | 87.5% | 12.5% |
| Mount View MS | 10 | 36 | 1 | 8 | 1 | 56 | 83.6% | 16.4% |
| Harpers Choice MS | 12 | 47 | 3 | 9 | 2 | 73 | 83.1% | 16.9% |
| Dunloggin MS | 12 | 27 | 2 | 7 |  | 48 | 81.3% | 18.8% |
| Murray Hill MS | 7 | 29 | 2 | 10 | 1 | 49 | 75.0% | 25.0% |
| Hammond MS | 7 | 20 | 2 | 9 | 3 | 41 | 71.1% | 28.9% |
| Lake Elkhorn MS | 11 | 28 | 6 | 12 |  | 57 | 68.4% | 31.6% |
| Burleigh Manor MS |  | 14 | 3 | 8 |  | 25 | 56.0% | 44.0% |
| **High** | **176** | **451** | **26** | **83** | **8** | **744** | **85.2%** | **14.8%** |
| River Hill HS | 19 | 25 | 1 | 1 |  | 46 | 95.7% | 4.3% |
| Atholton HS | 30 | 40 |  | 4 |  | 74 | 94.6% | 5.4% |
| Hammond HS | 17 | 25 | 2 | 2 |  | 46 | 91.3% | 8.7% |
| Oakland Mills HS | 22 | 39 | 1 | 6 | 1 | 69 | 89.7% | 10.3% |
| Glenelg HS | 13 | 41 | 2 | 6 | 2 | 64 | 87.1% | 12.9% |
| Marriotts Ridge HS | 13 | 19 | 1 | 4 |  | 37 | 86.5% | 13.5% |
| Reservoir HS | 16 | 47 | 1 | 9 | 1 | 74 | 86.3% | 13.7% |
| Wilde Lake HS | 13 | 40 |  | 9 |  | 62 | 85.5% | 14.5% |
| Howard HS | 12 | 55 | 3 | 12 | 1 | 83 | 81.7% | 18.3% |
| Long Reach HS | 3 | 28 | 2 | 5 | 1 | 39 | 81.6% | 18.4% |
| Mt. Hebron HS | 12 | 56 | 8 | 8 | 1 | 85 | 81.0% | 19.0% |
| Centennial HS | 6 | 36 | 5 | 17 | 1 | 65 | 65.6% | 34.4% |
| **Special** | **37** | **63** | **8** | **13** | **3** | **124** | **82.6%** | **17.4%** |
| Ascend One | 6 |  |  |  |  | 6 | 100.0% | 0.0% |
| Cedar Lane | 6 | 5 |  |  | 1 | 12 | 100.0% | 0.0% |
| Old Cedar Lane | 4 | 10 | 2 |  |  | 16 | 87.5% | 12.5% |
| Homewood Center | 11 | 25 | 3 | 6 | 1 | 46 | 80.0% | 20.0% |
| ARL | 3 | 10 | 2 | 2 | 1 | 18 | 76.5% | 23.5% |
| Central Office | 3 | 11 | 1 | 5 |  | 20 | 70.0% | 30.0% |
| **Grand Total** | **1071** | **1733** | **74** | **249** | **30** | **3157** | **89.7%** | **10.3%** |
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| **23) I have confidence in the leadership exhibited by the Howard County Board of Education.** | | | | | | | | |
| **Worksite** | **Strongly Agree** | **Agree** | **Strongly Disagree** | **Disagree** | **Does Not Apply** | **Grand Total** | **% Agree** | **% Disagree** |
| **Elementary** | **244** | **1024** | **24** | **142** | **34** | **1468** | **88.4%** | **11.6%** |
| Atholton ES | 1 | 14 |  |  |  | 15 | 100.0% | 0.0% |
| Bellows Spring ES | 12 | 39 |  | 1 | 2 | 54 | 98.1% | 1.9% |
| Bollman Bridge ES | 6 | 25 | 1 |  |  | 32 | 96.9% | 3.1% |
| Bryant Woods ES | 3 | 16 |  | 1 | 1 | 21 | 95.0% | 5.0% |
| Bushy Park ES | 2 | 15 |  | 1 | 1 | 19 | 94.4% | 5.6% |
| Centennial Lane ES | 4 | 12 |  | 1 | 1 | 18 | 94.1% | 5.9% |
| Clarksville ES | 12 | 19 |  | 2 |  | 33 | 93.9% | 6.1% |
| Clemens Crossing ES | 13 | 32 | 1 | 2 |  | 48 | 93.8% | 6.3% |
| Cradlerock ES | 1 | 14 |  | 1 |  | 16 | 93.8% | 6.3% |
| Dayton Oaks ES | 9 | 35 | 1 | 2 |  | 47 | 93.6% | 6.4% |
| Deep Run ES | 1 | 13 |  | 1 | 1 | 16 | 93.3% | 6.7% |
| Ducketts Lane ES | 4 | 10 |  | 1 | 1 | 16 | 93.3% | 6.7% |
| Elkridge ES | 5 | 22 |  | 2 |  | 29 | 93.1% | 6.9% |
| Forest Ridge ES | 9 | 42 | 2 | 3 | 1 | 57 | 91.1% | 8.9% |
| Fulton ES | 12 | 28 |  | 4 |  | 44 | 90.9% | 9.1% |
| Gorman Crossing ES | 7 | 28 | 1 | 3 | 2 | 41 | 89.7% | 10.3% |
| Guilford ES | 9 | 25 |  | 4 | 1 | 39 | 89.5% | 10.5% |
| Hammond ES | 2 | 15 |  | 2 | 1 | 20 | 89.5% | 10.5% |
| Hanover Hills ES | 11 | 47 | 1 | 6 | 1 | 66 | 89.2% | 10.8% |
| Hollifield Station ES | 9 | 38 | 1 | 5 | 2 | 55 | 88.7% | 11.3% |
| Ilchester ES | 6 | 33 |  | 5 |  | 44 | 88.6% | 11.4% |
| Jeffers Hill ES | 3 | 28 |  | 4 |  | 35 | 88.6% | 11.4% |
| Laurel Woods ES | 8 | 22 | 1 | 3 |  | 34 | 88.2% | 11.8% |
| Lisbon ES | 4 | 33 | 1 | 4 | 2 | 44 | 88.1% | 11.9% |
| Longfellow ES | 8 | 51 | 1 | 7 | 4 | 71 | 88.1% | 11.9% |
| Manor Woods ES | 4 | 24 |  | 4 | 2 | 34 | 87.5% | 12.5% |
| Northfield ES | 5 | 16 | 2 | 1 |  | 24 | 87.5% | 12.5% |
| Phelps Luck ES | 6 | 26 |  | 5 |  | 37 | 86.5% | 13.5% |
| Pointers Run ES | 7 | 25 | 1 | 4 |  | 37 | 86.5% | 13.5% |
| Rockburn ES | 4 | 15 | 1 | 2 |  | 22 | 86.4% | 13.6% |
| Running Brook ES | 2 | 17 |  | 3 |  | 22 | 86.4% | 13.6% |
| St. John's Lane ES | 3 | 27 |  | 5 |  | 35 | 85.7% | 14.3% |
| Stevens Forest ES | 10 | 39 |  | 9 | 1 | 59 | 84.5% | 15.5% |
| Swansfield ES | 4 | 11 | 1 | 2 |  | 18 | 83.3% | 16.7% |
| Talbott Springs ES | 10 | 30 | 1 | 7 | 1 | 49 | 83.3% | 16.7% |
| Thunder Hill ES | 6 | 12 | 1 | 3 | 2 | 24 | 81.8% | 18.2% |
| Triadelphia Ridge ES | 3 | 27 | 2 | 5 | 2 | 39 | 81.1% | 18.9% |
| Veterans ES | 2 | 15 | 2 | 2 | 3 | 24 | 81.0% | 19.0% |
| Waterloo ES | 4 | 24 |  | 7 | 1 | 36 | 80.0% | 20.0% |
| Waverly ES | 6 | 28 | 1 | 8 |  | 43 | 79.1% | 20.9% |
| West Friendship ES | 5 | 21 | 1 | 6 | 1 | 34 | 78.8% | 21.2% |
| Worthington ES | 2 | 11 |  | 4 |  | 17 | 76.5% | 23.5% |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Worksite** | **Strongly Agree** | **Agree** | **Strongly Disagree** | **Disagree** | **Does Not Apply** | **Grand Total** | **% Agree** | **% Disagree** |
| **Middle** | **83** | **554** | **23** | **114** | **34** | **808** | **82.3%** | **17.7%** |
| Wilde Lake MS | 3 | 13 |  |  |  | 16 | 100.0% | 0.0% |
| Ellicott Mills MS | 5 | 30 |  | 2 | 3 | 40 | 94.6% | 5.4% |
| Patapsco MS | 1 | 26 |  | 2 | 3 | 32 | 93.1% | 6.9% |
| Lime Kiln MS | 5 | 13 |  | 2 |  | 20 | 90.0% | 10.0% |
| Clarksville MS | 1 | 30 |  | 4 |  | 35 | 88.6% | 11.4% |
| Mount View MS | 6 | 41 | 1 | 6 | 1 | 55 | 87.0% | 13.0% |
| Mayfield Woods MS | 6 | 38 | 1 | 6 | 3 | 54 | 86.3% | 13.7% |
| Glenwood MS | 3 | 9 |  | 2 |  | 14 | 85.7% | 14.3% |
| Harpers Choice MS | 4 | 54 | 4 | 6 | 5 | 73 | 85.3% | 14.7% |
| Patuxent Valley MS | 6 | 36 |  | 8 |  | 50 | 84.0% | 16.0% |
| Folly Quarter MS | 8 | 23 |  | 6 | 1 | 38 | 83.8% | 16.2% |
| Oakland Mills MS | 3 | 17 |  | 4 | 2 | 26 | 83.3% | 16.7% |
| Elkridge Landing MS | 4 | 34 | 2 | 6 |  | 46 | 82.6% | 17.4% |
| Thomas Viaduct MS | 9 | 40 | 1 | 10 | 1 | 61 | 81.7% | 18.3% |
| Bonnie Branch MS | 5 | 19 | 2 | 4 | 1 | 31 | 80.0% | 20.0% |
| Murray Hill MS | 1 | 35 | 3 | 7 | 2 | 48 | 78.3% | 21.7% |
| Dunloggin MS | 3 | 29 | 1 | 11 | 3 | 47 | 72.7% | 27.3% |
| Burleigh Manor MS |  | 17 |  | 7 |  | 24 | 70.8% | 29.2% |
| Lake Elkhorn MS | 5 | 31 | 5 | 12 | 4 | 57 | 67.9% | 32.1% |
| Hammond MS | 5 | 19 | 3 | 9 | 5 | 41 | 66.7% | 33.3% |
| **High** | **82** | **518** | **22** | **93** | **23** | **738** | **83.9%** | **16.1%** |
| Atholton HS | 11 | 54 |  | 6 | 2 | 73 | 91.5% | 8.5% |
| Oakland Mills HS | 11 | 52 | 1 | 5 |  | 69 | 91.3% | 8.7% |
| River Hill HS | 10 | 31 |  | 4 |  | 45 | 91.1% | 8.9% |
| Glenelg HS | 6 | 47 |  | 6 | 3 | 62 | 89.8% | 10.2% |
| Hammond HS | 9 | 32 | 2 | 3 |  | 46 | 89.1% | 10.9% |
| Reservoir HS | 9 | 51 | 1 | 9 | 2 | 72 | 85.7% | 14.3% |
| Mt. Hebron HS | 6 | 64 | 6 | 7 | 1 | 84 | 84.3% | 15.7% |
| Wilde Lake HS | 3 | 47 | 3 | 7 | 3 | 63 | 83.3% | 16.7% |
| Marriotts Ridge HS | 5 | 24 |  | 8 |  | 37 | 78.4% | 21.6% |
| Centennial HS | 3 | 42 | 5 | 10 | 5 | 65 | 75.0% | 25.0% |
| Howard HS | 7 | 52 | 3 | 17 | 4 | 83 | 74.7% | 25.3% |
| Long Reach HS | 2 | 22 | 1 | 11 | 3 | 39 | 66.7% | 33.3% |
| **Special** | **20** | **70** | **4** | **21** | **8** | **123** | **78.3%** | **21.7%** |
| Cedar Lane | 5 | 6 |  |  | 1 | 12 | 100.0% | 0.0% |
| Homewood Center | 6 | 30 | 2 | 5 | 3 | 46 | 83.7% | 16.3% |
| Ascend One | 2 | 3 |  | 1 |  | 6 | 83.3% | 16.7% |
| ARL | 2 | 10 | 1 | 4 | 1 | 18 | 70.6% | 29.4% |
| Old Cedar Lane | 1 | 8 |  | 4 | 2 | 15 | 69.2% | 30.8% |
| Central Office | 3 | 9 | 1 | 6 | 1 | 20 | 63.2% | 36.8% |
| **Grand Total** | **429** | **2166** | **73** | **370** | **99** | **3137** | **85.4%** | **14.6%** |
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| **24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).** | | | | | | | | |
| **Worksite** | **Strongly Agree** | **Agree** | **Strongly Disagree** | **Disagree** | **Does Not Apply** | **Grand Total** | **% Agree** | **% Disagree** |
| **Elementary** | **525** | **847** | **16** | **67** | **18** | **1473** | **94.3%** | **5.7%** |
| Atholton ES | 10 | 25 |  |  | 1 | 36 | 100.0% | 0.0% |
| Forest Ridge ES | 10 | 11 |  |  | 1 | 22 | 100.0% | 0.0% |
| Gorman Crossing ES | 7 | 11 |  |  |  | 18 | 100.0% | 0.0% |
| Guilford ES | 12 | 6 |  |  |  | 18 | 100.0% | 0.0% |
| Hanover Hills ES | 3 | 13 |  |  |  | 16 | 100.0% | 0.0% |
| Hollifield Station ES | 10 | 18 |  |  |  | 28 | 100.0% | 0.0% |
| Laurel Woods ES | 22 | 31 |  |  | 2 | 55 | 100.0% | 0.0% |
| Running Brook ES | 12 | 25 |  |  |  | 37 | 100.0% | 0.0% |
| Stevens Forest ES | 7 | 12 |  |  | 1 | 20 | 100.0% | 0.0% |
| Waverly ES | 5 | 15 |  |  |  | 20 | 100.0% | 0.0% |
| Deep Run ES | 24 | 23 |  | 1 |  | 48 | 97.9% | 2.1% |
| Bushy Park ES | 14 | 22 |  | 1 |  | 37 | 97.3% | 2.7% |
| Clemens Crossing ES | 15 | 19 |  | 1 |  | 35 | 97.1% | 2.9% |
| Rockburn ES | 12 | 22 | 1 |  |  | 35 | 97.1% | 2.9% |
| Triadelphia Ridge ES | 17 | 13 |  | 1 |  | 31 | 96.8% | 3.2% |
| Elkridge ES | 22 | 33 | 1 | 1 |  | 57 | 96.5% | 3.5% |
| Pointers Run ES | 20 | 33 |  | 2 |  | 55 | 96.4% | 3.6% |
| Bellows Spring ES | 24 | 21 | 1 | 1 |  | 47 | 95.7% | 4.3% |
| West Friendship ES | 8 | 14 | 1 |  |  | 23 | 95.7% | 4.3% |
| Bollman Bridge ES | 19 | 45 |  | 3 |  | 67 | 95.5% | 4.5% |
| Thunder Hill ES | 5 | 16 |  | 1 |  | 22 | 95.5% | 4.5% |
| Hammond ES | 8 | 11 |  | 1 | 1 | 21 | 95.0% | 5.0% |
| Phelps Luck ES | 14 | 24 |  | 2 | 1 | 41 | 95.0% | 5.0% |
| Jeffers Hill ES | 8 | 9 |  | 1 |  | 18 | 94.4% | 5.6% |
| Clarksville ES | 8 | 7 |  | 1 |  | 16 | 93.8% | 6.3% |
| Ducketts Lane ES | 4 | 11 |  | 1 |  | 16 | 93.8% | 6.3% |
| Talbott Springs ES | 14 | 27 | 1 | 2 |  | 44 | 93.2% | 6.8% |
| Manor Woods ES | 14 | 26 | 1 | 2 | 1 | 44 | 93.0% | 7.0% |
| Centennial Lane ES | 12 | 10 | 2 |  | 2 | 26 | 91.7% | 8.3% |
| Northfield ES | 18 | 26 |  | 4 | 1 | 49 | 91.7% | 8.3% |
| Veterans ES | 20 | 33 |  | 5 | 1 | 59 | 91.4% | 8.6% |
| Cradlerock ES | 6 | 15 |  | 2 | 1 | 24 | 91.3% | 8.7% |
| Waterloo ES | 10 | 21 | 1 | 2 |  | 34 | 91.2% | 8.8% |
| Swansfield ES | 13 | 26 | 1 | 3 | 1 | 44 | 90.7% | 9.3% |
| Dayton Oaks ES | 20 | 43 | 3 | 4 | 1 | 71 | 90.0% | 10.0% |
| Fulton ES | 5 | 30 | 1 | 3 |  | 39 | 89.7% | 10.3% |
| St. John's Lane ES | 18 | 20 |  | 5 |  | 43 | 88.4% | 11.6% |
| Bryant Woods ES | 6 | 9 |  | 2 |  | 17 | 88.2% | 11.8% |
| Longfellow ES | 12 | 18 | 1 | 3 |  | 34 | 88.2% | 11.8% |
| Worthington ES | 13 | 17 |  | 4 |  | 34 | 88.2% | 11.8% |
| Ilchester ES | 11 | 16 |  | 4 | 2 | 33 | 87.1% | 12.9% |
| Lisbon ES | 13 | 20 | 1 | 4 | 1 | 39 | 86.8% | 13.2% |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Worksite** | **Strongly Agree** | **Agree** | **Strongly Disagree** | **Disagree** | **Does Not Apply** | **Grand Total** | **% Agree** | **% Disagree** |
| **Middle** | **230** | **520** | **15** | **34** | **12** | **811** | **93.9%** | **6.1%** |
| Bonnie Branch MS | 16 | 16 |  |  |  | 32 | 100% | 0.0% |
| Mount View MS | 14 | 41 |  |  |  | 55 | 100% | 0.0% |
| Patapsco MS | 9 | 21 |  |  | 1 | 31 | 100% | 0.0% |
| Wilde Lake MS | 4 | 12 |  |  |  | 16 | 100% | 0.0% |
| Clarksville MS | 9 | 28 |  | 1 |  | 38 | 97.4% | 2.6% |
| Mayfield Woods MS | 14 | 36 | 1 | 1 |  | 52 | 96.2% | 3.8% |
| Burleigh Manor MS | 3 | 20 |  | 1 |  | 24 | 95.8% | 4.2% |
| Dunloggin MS | 16 | 28 |  | 2 | 2 | 48 | 95.7% | 4.3% |
| Ellicott Mills MS | 13 | 25 | 1 | 1 | 1 | 41 | 95.0% | 5.0% |
| Lime Kiln MS | 6 | 13 | 1 |  |  | 20 | 95.0% | 5.0% |
| Thomas Viaduct MS | 21 | 35 | 2 | 1 | 1 | 60 | 94.9% | 5.1% |
| Folly Quarter MS | 15 | 21 |  | 2 |  | 38 | 94.7% | 5.3% |
| Harpers Choice MS | 18 | 48 | 2 | 3 | 2 | 73 | 93.0% | 7.0% |
| Glenwood MS | 6 | 6 |  | 1 |  | 13 | 92.3% | 7.7% |
| Oakland Mills MS | 6 | 17 | 1 | 1 | 1 | 26 | 92.0% | 8.0% |
| Patuxent Valley MS | 16 | 29 |  | 5 |  | 50 | 90.0% | 10.0% |
| Murray Hill MS | 16 | 27 | 2 | 3 | 1 | 49 | 89.6% | 10.4% |
| Elkridge Landing MS | 9 | 32 | 1 | 4 |  | 46 | 89.1% | 10.9% |
| Lake Elkhorn MS | 11 | 38 | 1 | 5 | 2 | 57 | 89.1% | 10.9% |
| Hammond MS | 8 | 27 | 3 | 3 | 1 | 42 | 85.4% | 14.6% |
| **High** | **246** | **426** | **17** | **39** | **17** | **745** | **92.3%** | **7.7%** |
| Atholton HS | 34 | 39 |  |  | 2 | 75 | 100% | 0.0% |
| Centennial HS | 16 | 42 | 4 | 3 | 1 | 66 | 89.2% | 10.8% |
| Glenelg HS | 16 | 38 | 2 | 5 | 3 | 64 | 88.5% | 11.5% |
| Hammond HS | 25 | 17 | 2 | 2 |  | 46 | 91.3% | 8.7% |
| Howard HS | 20 | 51 | 1 | 6 | 4 | 82 | 91.0% | 9.0% |
| Long Reach HS | 8 | 23 | 1 | 5 | 2 | 39 | 83.8% | 16.2% |
| Marriotts Ridge HS | 10 | 24 |  | 3 |  | 37 | 91.9% | 8.1% |
| Mt. Hebron HS | 28 | 49 | 3 | 5 |  | 85 | 90.6% | 9.4% |
| Oakland Mills HS | 32 | 34 | 1 | 1 | 1 | 69 | 97.1% | 2.9% |
| Reservoir HS | 19 | 47 | 1 | 5 | 2 | 74 | 91.7% | 8.3% |
| River Hill HS | 22 | 20 |  | 3 |  | 45 | 93.3% | 6.7% |
| Wilde Lake HS | 16 | 42 | 2 | 1 | 2 | 63 | 95.1% | 4.9% |
| **Special** | **41** | **73** | **4** | **5** | **2** | **125** | **92.7%** | **7.3%** |
| Ascend One | 5 | 1 |  |  |  | 6 | 100% | 0.0% |
| Cedar Lane | 6 | 5 |  |  | 1 | 12 | 100% | 0.0% |
| ARL | 4 | 13 | 1 |  |  | 18 | 94.4% | 5.6% |
| Old Cedar Lane | 3 | 12 |  | 1 |  | 16 | 93.8% | 6.3% |
| Homewood Center | 14 | 28 | 2 | 2 |  | 46 | 91.3% | 8.7% |
| Central Office | 6 | 12 | 1 | 2 |  | 21 | 85.7% | 14.3% |
| **Grand Total** | **1042** | **1866** | **52** | **145** | **49** | **3154** | **93.7%** | **6.3%** |
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| **25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.** | | | | | | | | |
| **Worksite** | **Strongly Agree** | **Agree** | **Strongly Disagree** | **Disagree** | **Does Not Apply** | **Grand Total** | **% Agree** | **% Disagree** |
| **Elementary** | **252** | **854** | **56** | **256** | **50** | **1468** | **78.0%** | **22.0%** |
| Hanover Hills ES | 4 | 11 |  |  |  | 15 | 100% | 0.0% |
| Laurel Woods ES | 16 | 34 | 1 | 4 | 1 | 56 | 90.9% | 9.1% |
| Waverly ES | 3 | 13 |  | 2 |  | 18 | 88.9% | 11.1% |
| Ducketts Lane ES | 4 | 10 |  | 2 |  | 16 | 87.5% | 12.5% |
| Worthington ES | 7 | 21 | 1 | 3 | 1 | 33 | 87.5% | 12.5% |
| Running Brook ES | 9 | 23 |  | 5 |  | 37 | 86.5% | 13.5% |
| Cradlerock ES | 8 | 11 |  | 3 | 2 | 24 | 86.4% | 13.6% |
| Clarksville ES | 4 | 8 | 1 | 1 | 1 | 15 | 85.7% | 14.3% |
| Elkridge ES | 9 | 39 | 1 | 7 | 1 | 57 | 85.7% | 14.3% |
| Bollman Bridge ES | 12 | 43 | 2 | 8 | 2 | 67 | 84.6% | 15.4% |
| Northfield ES | 8 | 30 | 3 | 4 | 2 | 47 | 84.4% | 15.6% |
| Hammond ES | 5 | 11 |  | 3 | 2 | 21 | 84.2% | 15.8% |
| Deep Run ES | 9 | 28 | 1 | 6 | 3 | 47 | 84.1% | 15.9% |
| Centennial Lane ES | 7 | 13 |  | 4 | 2 | 26 | 83.3% | 16.7% |
| Clemens Crossing ES | 4 | 24 | 1 | 5 |  | 34 | 82.4% | 17.6% |
| Rockburn ES | 1 | 27 | 1 | 5 | 1 | 35 | 82.4% | 17.6% |
| Hollifield Station ES | 7 | 15 |  | 5 | 2 | 29 | 81.5% | 18.5% |
| Waterloo ES | 9 | 17 | 2 | 4 | 2 | 34 | 81.3% | 18.8% |
| Swansfield ES | 6 | 28 | 2 | 6 | 2 | 44 | 81.0% | 19.0% |
| Thunder Hill ES | 2 | 15 |  | 4 | 1 | 22 | 81.0% | 19.0% |
| Atholton ES | 3 | 25 | 2 | 5 | 1 | 36 | 80.0% | 20.0% |
| Talbott Springs ES | 10 | 25 | 1 | 8 | 1 | 45 | 79.5% | 20.5% |
| Veterans ES | 10 | 35 | 2 | 10 | 1 | 58 | 78.9% | 21.1% |
| Triadelphia Ridge ES | 9 | 16 | 1 | 6 |  | 32 | 78.1% | 21.9% |
| Bushy Park ES | 8 | 19 | 1 | 7 | 2 | 37 | 77.1% | 22.9% |
| Bryant Woods ES | 2 | 11 | 2 | 2 |  | 17 | 76.5% | 23.5% |
| Guilford ES | 3 | 10 | 2 | 2 | 1 | 18 | 76.5% | 23.5% |
| Lisbon ES | 6 | 23 | 2 | 7 | 1 | 39 | 76.3% | 23.7% |
| Bellows Spring ES | 5 | 30 | 3 | 9 |  | 47 | 74.5% | 25.5% |
| Phelps Luck ES | 9 | 19 | 1 | 9 | 2 | 40 | 73.7% | 26.3% |
| Forest Ridge ES | 4 | 12 |  | 6 |  | 22 | 72.7% | 27.3% |
| West Friendship ES | 7 | 9 | 2 | 4 | 2 | 24 | 72.7% | 27.3% |
| Gorman Crossing ES | 3 | 10 | 1 | 4 |  | 18 | 72.2% | 27.8% |
| St. John's Lane ES | 9 | 21 | 1 | 11 | 1 | 43 | 71.4% | 28.6% |
| Dayton Oaks ES | 7 | 40 | 3 | 16 | 5 | 71 | 71.2% | 28.8% |
| Longfellow ES | 5 | 18 | 2 | 8 | 1 | 34 | 69.7% | 30.3% |
| Ilchester ES | 3 | 19 | 1 | 9 | 2 | 34 | 68.8% | 31.3% |
| Manor Woods ES | 3 | 27 | 3 | 11 |  | 44 | 68.2% | 31.8% |
| Jeffers Hill ES | 2 | 10 | 1 | 5 |  | 18 | 66.7% | 33.3% |
| Stevens Forest ES | 3 | 10 | 2 | 5 |  | 20 | 65.0% | 35.0% |
| Pointers Run ES | 7 | 27 | 3 | 18 | 1 | 56 | 61.8% | 38.2% |
| Fulton ES |  | 17 | 4 | 13 | 4 | 38 | 50.0% | 50.0% |
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| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Worksite** | **Strongly Agree** | **Agree** | **Strongly Disagree** | **Disagree** | **Does Not Apply** | **Grand Total** | **% Agree** | **% Disagree** |
| **Middle** | **121** | **456** | **48** | **149** | **34** | **808** | **74.5%** | **25.5%** |
| Patapsco MS | 6 | 21 | 1 | 3 |  | 31 | 87.1% | 12.9% |
| Thomas Viaduct MS | 12 | 38 | 3 | 6 | 2 | 61 | 84.7% | 15.3% |
| Glenwood MS | 2 | 9 | 1 | 1 | 1 | 14 | 84.6% | 15.4% |
| Mount View MS | 14 | 31 | 3 | 6 | 1 | 55 | 83.3% | 16.7% |
| Folly Quarter MS | 8 | 21 | 2 | 5 | 1 | 37 | 80.6% | 19.4% |
| Ellicott Mills MS | 10 | 21 | 2 | 6 | 1 | 40 | 79.5% | 20.5% |
| Oakland Mills MS | 5 | 14 |  | 5 | 2 | 26 | 79.2% | 20.8% |
| Murray Hill MS | 6 | 29 | 4 | 8 | 2 | 49 | 74.5% | 25.5% |
| Lime Kiln MS | 2 | 12 |  | 5 | 1 | 20 | 73.7% | 26.3% |
| Harpers Choice MS | 7 | 43 | 8 | 10 | 4 | 72 | 73.5% | 26.5% |
| Elkridge Landing MS | 4 | 29 | 1 | 11 |  | 45 | 73.3% | 26.7% |
| Lake Elkhorn MS | 7 | 35 | 3 | 13 |  | 58 | 72.4% | 27.6% |
| Patuxent Valley MS | 7 | 27 | 4 | 9 | 2 | 49 | 72.3% | 27.7% |
| Clarksville MS | 7 | 19 | 1 | 9 | 2 | 38 | 72.2% | 27.8% |
| Burleigh Manor MS | 2 | 16 | 3 | 4 |  | 25 | 72.0% | 28.0% |
| Hammond MS | 6 | 20 | 3 | 8 | 3 | 40 | 70.3% | 29.7% |
| Dunloggin MS | 5 | 26 | 3 | 12 | 2 | 48 | 67.4% | 32.6% |
| Mayfield Woods MS | 5 | 30 | 1 | 16 | 2 | 54 | 67.3% | 32.7% |
| Bonnie Branch MS | 6 | 10 | 2 | 8 | 4 | 30 | 61.5% | 38.5% |
| Wilde Lake MS |  | 5 | 3 | 4 | 4 | 16 | 41.7% | 58.3% |
| **High** | **105** | **407** | **56** | **152** | **23** | **743** | **71.1%** | **28.9%** |
| Oakland Mills HS | 14 | 41 | 2 | 10 | 1 | 68 | 82.1% | 17.9% |
| Glenelg HS | 9 | 40 |  | 14 | 1 | 64 | 77.8% | 22.2% |
| River Hill HS | 7 | 27 | 1 | 9 | 1 | 45 | 77.3% | 22.7% |
| Atholton HS | 16 | 39 | 4 | 13 | 4 | 76 | 76.4% | 23.6% |
| Marriotts Ridge HS | 5 | 22 | 2 | 8 |  | 37 | 73.0% | 27.0% |
| Howard HS | 8 | 47 | 4 | 18 | 5 | 82 | 71.4% | 28.6% |
| Wilde Lake HS | 8 | 35 | 8 | 10 | 2 | 63 | 70.5% | 29.5% |
| Reservoir HS | 9 | 40 | 8 | 16 | 1 | 74 | 67.1% | 32.9% |
| Mt. Hebron HS | 12 | 43 | 10 | 17 | 3 | 85 | 67.1% | 32.9% |
| Hammond HS | 6 | 22 | 5 | 11 | 1 | 45 | 63.6% | 36.4% |
| Centennial HS | 8 | 31 | 9 | 14 | 3 | 65 | 62.9% | 37.1% |
| Long Reach HS | 3 | 20 | 3 | 12 | 1 | 39 | 60.5% | 39.5% |
| **Special** | **25** | **60** | **13** | **23** | **3** | **124** | **70.2%** | **29.8%** |
| Ascend One | 3 | 3 |  |  |  | 6 | 100.0% | 0.0% |
| Homewood Center | 9 | 23 | 4 | 9 | 1 | 46 | 71.1% | 28.9% |
| Cedar Lane | 1 | 6 |  | 3 | 1 | 11 | 70.0% | 30.0% |
| Central Office | 3 | 11 | 2 | 5 |  | 21 | 66.7% | 33.3% |
| Old Cedar Lane | 4 | 6 | 3 | 3 |  | 16 | 62.5% | 37.5% |
| ARL | 2 | 9 | 4 | 3 |  | 18 | 61.1% | 38.9% |
| **Grand Total** | **503** | **1777** | **173** | **580** | **110** | **3143** | **75.2%** | **24.8%** |
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| **26) In my position, I receive appropriate and adequate support and training.** | | | | | | | | |
| **Worksite** | **Strongly Agree** | **Agree** | **Strongly Disagree** | **Disagree** | **Does Not Apply** | **Grand Total** | **% Agree** | **% Disagree** |
| **Elementary** | **261** | **891** | **64** | **254** | **3** | **1473** | **78.4%** | **21.6%** |
| Hanover Hills ES | 2 | 14 |  |  |  | 16 | 100.0% | 0.0% |
| Laurel Woods ES | 22 | 33 |  | 1 |  | 56 | 98.2% | 1.8% |
| Clarksville ES | 3 | 12 |  | 1 |  | 16 | 93.8% | 6.3% |
| Longfellow ES | 5 | 26 | 1 | 2 |  | 34 | 91.2% | 8.8% |
| Forest Ridge ES | 1 | 19 |  | 2 |  | 22 | 90.9% | 9.1% |
| Hammond ES | 6 | 13 |  | 2 |  | 21 | 90.5% | 9.5% |
| Triadelphia Ridge ES | 8 | 20 | 2 | 1 | 1 | 32 | 90.3% | 9.7% |
| Hollifield Station ES | 5 | 21 |  | 3 |  | 29 | 89.7% | 10.3% |
| Bryant Woods ES | 4 | 11 | 1 | 1 |  | 17 | 88.2% | 11.8% |
| Ducketts Lane ES | 4 | 10 |  | 2 |  | 16 | 87.5% | 12.5% |
| Thunder Hill ES | 2 | 17 | 1 | 2 |  | 22 | 86.4% | 13.6% |
| West Friendship ES | 7 | 13 | 2 | 2 |  | 24 | 83.3% | 16.7% |
| Northfield ES | 5 | 34 | 1 | 7 |  | 47 | 83.0% | 17.0% |
| Phelps Luck ES | 7 | 27 |  | 7 |  | 41 | 82.9% | 17.1% |
| Bollman Bridge ES | 14 | 41 | 5 | 7 |  | 67 | 82.1% | 17.9% |
| Waterloo ES | 12 | 15 |  | 6 |  | 33 | 81.8% | 18.2% |
| Bushy Park ES | 8 | 22 | 1 | 6 |  | 37 | 81.1% | 18.9% |
| Running Brook ES | 10 | 20 | 2 | 5 |  | 37 | 81.1% | 18.9% |
| Dayton Oaks ES | 8 | 48 | 4 | 10 | 1 | 71 | 80.0% | 20.0% |
| Talbott Springs ES | 11 | 25 |  | 9 |  | 45 | 80.0% | 20.0% |
| Rockburn ES | 6 | 21 | 1 | 6 |  | 34 | 79.4% | 20.6% |
| Worthington ES | 7 | 20 |  | 7 |  | 34 | 79.4% | 20.6% |
| Guilford ES | 6 | 8 | 1 | 3 |  | 18 | 77.8% | 22.2% |
| Swansfield ES | 6 | 28 | 2 | 8 |  | 44 | 77.3% | 22.7% |
| Elkridge ES | 8 | 36 | 1 | 12 |  | 57 | 77.2% | 22.8% |
| Atholton ES | 1 | 26 |  | 8 | 1 | 36 | 77.1% | 22.9% |
| Clemens Crossing ES | 3 | 24 | 1 | 7 |  | 35 | 77.1% | 22.9% |
| Deep Run ES | 8 | 29 | 3 | 8 |  | 48 | 77.1% | 22.9% |
| Lisbon ES | 6 | 24 | 3 | 6 |  | 39 | 76.9% | 23.1% |
| Cradlerock ES | 6 | 12 | 1 | 5 |  | 24 | 75.0% | 25.0% |
| Ilchester ES | 1 | 24 | 3 | 6 |  | 34 | 73.5% | 26.5% |
| Veterans ES | 11 | 32 | 3 | 13 |  | 59 | 72.9% | 27.1% |
| Gorman Crossing ES | 5 | 8 | 1 | 4 |  | 18 | 72.2% | 27.8% |
| Jeffers Hill ES | 3 | 10 | 2 | 3 |  | 18 | 72.2% | 27.8% |
| Centennial Lane ES | 5 | 13 | 3 | 4 |  | 25 | 72.0% | 28.0% |
| Stevens Forest ES | 5 | 10 |  | 6 |  | 21 | 71.4% | 28.6% |
| Bellows Spring ES | 8 | 25 | 5 | 9 |  | 47 | 70.2% | 29.8% |
| St. John's Lane ES | 8 | 22 |  | 13 |  | 43 | 69.8% | 30.2% |
| Waverly ES | 2 | 11 | 2 | 5 |  | 20 | 65.0% | 35.0% |
| Fulton ES | 3 | 20 | 2 | 13 |  | 38 | 60.5% | 39.5% |
| Pointers Run ES | 7 | 24 | 5 | 18 |  | 54 | 57.4% | 42.6% |
| Manor Woods ES | 2 | 23 | 5 | 14 |  | 44 | 56.8% | 43.2% |

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| **Worksite** | **Strongly Agree** | **Agree** | **Strongly Disagree** | **Disagree** | **Does Not Apply** | **Grand Total** | **% Agree** | **% Disagree** |
| **Middle** | **133** | **479** | **44** | **151** | **6** | **813** | **75.8%** | **24.2%** |
| Lime Kiln MS | 1 | 17 |  | 3 |  | 21 | 85.7% | 14.3% |
| Bonnie Branch MS | 7 | 20 | 3 | 2 |  | 32 | 84.4% | 15.6% |
| Patapsco MS | 4 | 22 | 1 | 4 |  | 31 | 83.9% | 16.1% |
| Mount View MS | 14 | 32 |  | 9 | 1 | 56 | 83.6% | 16.4% |
| Folly Quarter MS | 11 | 19 | 2 | 4 | 1 | 37 | 83.3% | 16.7% |
| Hammond MS | 5 | 29 | 1 | 6 |  | 41 | 82.9% | 17.1% |
| Thomas Viaduct MS | 17 | 31 | 2 | 9 | 1 | 60 | 81.4% | 18.6% |
| Ellicott Mills MS | 12 | 21 | 3 | 5 |  | 41 | 80.5% | 19.5% |
| Mayfield Woods MS | 12 | 30 |  | 11 |  | 53 | 79.2% | 20.8% |
| Burleigh Manor MS | 4 | 15 | 3 | 3 |  | 25 | 76.0% | 24.0% |
| Harpers Choice MS | 9 | 44 | 7 | 11 | 1 | 72 | 74.6% | 25.4% |
| Lake Elkhorn MS | 4 | 39 | 3 | 12 |  | 58 | 74.1% | 25.9% |
| Patuxent Valley MS | 12 | 24 | 3 | 10 | 1 | 50 | 73.5% | 26.5% |
| Glenwood MS | 4 | 6 | 1 | 3 |  | 14 | 71.4% | 28.6% |
| Elkridge Landing MS | 2 | 29 | 2 | 12 |  | 45 | 68.9% | 31.1% |
| Wilde Lake MS |  | 11 | 1 | 4 |  | 16 | 68.8% | 31.3% |
| Clarksville MS | 6 | 20 | 4 | 8 |  | 38 | 68.4% | 31.6% |
| Oakland Mills MS | 1 | 16 | 2 | 6 | 1 | 26 | 68.0% | 32.0% |
| Dunloggin MS | 3 | 29 | 3 | 13 |  | 48 | 66.7% | 33.3% |
| Murray Hill MS | 5 | 25 | 3 | 16 |  | 49 | 61.2% | 38.8% |
| **High** | **109** | **440** | **40** | **145** | **6** | **740** | **74.8%** | **25.2%** |
| River Hill HS | 9 | 33 | 1 | 2 |  | 45 | 93.3% | 6.7% |
| Marriotts Ridge HS | 8 | 23 | 1 | 5 |  | 37 | 83.8% | 16.2% |
| Oakland Mills HS | 13 | 42 | 2 | 11 |  | 68 | 80.9% | 19.1% |
| Glenelg HS | 7 | 43 | 4 | 9 |  | 63 | 79.4% | 20.6% |
| Centennial HS | 12 | 37 | 4 | 10 | 1 | 64 | 77.8% | 22.2% |
| Atholton HS | 16 | 43 | 4 | 13 |  | 76 | 77.6% | 22.4% |
| Howard HS | 11 | 49 | 2 | 18 | 2 | 82 | 75.0% | 25.0% |
| Hammond HS | 7 | 25 | 5 | 8 |  | 45 | 71.1% | 28.9% |
| Mt. Hebron HS | 8 | 49 | 5 | 23 |  | 85 | 67.1% | 32.9% |
| Long Reach HS | 4 | 22 | 3 | 10 |  | 39 | 66.7% | 33.3% |
| Wilde Lake HS | 4 | 36 | 6 | 14 | 2 | 62 | 66.7% | 33.3% |
| Reservoir HS | 10 | 38 | 3 | 22 | 1 | 74 | 65.8% | 34.2% |
| **Special** | **30** | **67** | **6** | **21** |  | **124** | **78.2%** | **21.8%** |
| ARL | 5 | 10 |  | 3 |  | 18 | 83.3% | 16.7% |
| Ascend One | 4 | 1 |  | 1 |  | 6 | 83.3% | 16.7% |
| Homewood Center | 9 | 28 | 3 | 5 |  | 45 | 82.2% | 17.8% |
| Old Cedar Lane | 3 | 10 | 2 | 1 |  | 16 | 81.3% | 18.8% |
| Cedar Lane | 2 | 6 | 1 | 3 |  | 12 | 66.7% | 33.3% |
| Central Office | 4 | 9 |  | 8 |  | 21 | 61.9% | 38.1% |
| **Grand Total** | **533** | **1877** | **154** | **571** | **15** | **3150** | **76.9%** | **23.1%** |
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| **27) In the last 12 months, I have experienced harassing behavior from colleagues.** | | | | | | | | |
| **Worksite** | **Strongly Agree** | **Agree** | **Strongly Disagree** | **Disagree** | **Does Not Apply** | **Grand Total** | **% Agree** | **% Disagree** |
| **Elementary** | **44** | **132** | **757** | **470** | **65** | **1468** | **12.5%** | **87.5%** |
| Ilchester ES | 1 | 12 | 14 | 8 |  | 35 | 37.1% | 62.9% |
| Guilford ES | 3 | 3 | 6 | 5 | 1 | 18 | 35.3% | 64.7% |
| Gorman Crossing ES | 2 | 3 | 8 | 2 | 2 | 17 | 33.3% | 66.7% |
| Manor Woods ES | 2 | 10 | 17 | 14 |  | 43 | 27.9% | 72.1% |
| Clemens Crossing ES | 2 | 6 | 12 | 13 | 1 | 34 | 24.2% | 75.8% |
| Waverly ES | 1 | 3 | 8 | 8 |  | 20 | 20.0% | 80.0% |
| Pointers Run ES | 4 | 6 | 22 | 20 | 3 | 55 | 19.2% | 80.8% |
| Fulton ES |  | 7 | 21 | 10 | 1 | 39 | 18.4% | 81.6% |
| Centennial Lane ES | 1 | 3 | 9 | 9 | 4 | 26 | 18.2% | 81.8% |
| Lisbon ES | 1 | 5 | 18 | 12 | 2 | 38 | 16.7% | 83.3% |
| Bollman Bridge ES | 2 | 8 | 32 | 22 | 3 | 67 | 15.6% | 84.4% |
| Bryant Woods ES | 1 | 1 | 6 | 5 | 3 | 16 | 15.4% | 84.6% |
| Veterans ES | 1 | 8 | 34 | 16 |  | 59 | 15.3% | 84.7% |
| Longfellow ES | 1 | 4 | 19 | 10 | 1 | 35 | 14.7% | 85.3% |
| Talbott Springs ES | 2 | 4 | 23 | 14 | 2 | 45 | 14.0% | 86.0% |
| Elkridge ES |  | 6 | 26 | 20 | 5 | 57 | 11.5% | 88.5% |
| Northfield ES | 1 | 4 | 17 | 22 | 3 | 47 | 11.4% | 88.6% |
| Jeffers Hill ES | 2 |  | 9 | 7 |  | 18 | 11.1% | 88.9% |
| Running Brook ES | 2 | 2 | 24 | 8 | 1 | 37 | 11.1% | 88.9% |
| Laurel Woods ES | 1 | 4 | 34 | 10 | 5 | 54 | 10.2% | 89.8% |
| Thunder Hill ES |  | 2 | 7 | 12 | 1 | 22 | 9.5% | 90.5% |
| Swansfield ES | 3 | 1 | 19 | 20 |  | 43 | 9.3% | 90.7% |
| Dayton Oaks ES | 3 | 3 | 36 | 24 | 4 | 70 | 9.1% | 90.9% |
| Bellows Spring ES | 1 | 3 | 27 | 15 | 1 | 47 | 8.7% | 91.3% |
| West Friendship ES | 1 | 1 | 14 | 7 | 1 | 24 | 8.7% | 91.3% |
| Rockburn ES |  | 3 | 22 | 10 |  | 35 | 8.6% | 91.4% |
| Cradlerock ES | 1 | 1 | 20 | 2 |  | 24 | 8.3% | 91.7% |
| Phelps Luck ES | 1 | 2 | 25 | 13 |  | 41 | 7.3% | 92.7% |
| Hollifield Station ES | 1 | 1 | 20 | 6 | 1 | 29 | 7.1% | 92.9% |
| Deep Run ES | 1 | 2 | 24 | 17 | 4 | 48 | 6.8% | 93.2% |
| Hanover Hills ES |  | 1 | 10 | 4 |  | 15 | 6.7% | 93.3% |
| Worthington ES |  | 2 | 18 | 10 | 3 | 33 | 6.7% | 93.3% |
| Clarksville ES |  | 1 | 8 | 7 |  | 16 | 6.3% | 93.8% |
| Ducketts Lane ES |  | 1 | 9 | 6 |  | 16 | 6.3% | 93.8% |
| Waterloo ES | 1 | 1 | 20 | 11 | 1 | 34 | 6.1% | 93.9% |
| Bushy Park ES |  | 2 | 19 | 14 | 2 | 37 | 5.7% | 94.3% |
| Atholton ES |  | 2 | 21 | 13 |  | 36 | 5.6% | 94.4% |
| Stevens Forest ES | 1 |  | 12 | 6 | 2 | 21 | 5.3% | 94.7% |
| St. John's Lane ES |  | 2 | 23 | 14 | 3 | 42 | 5.1% | 94.9% |
| Forest Ridge ES |  | 1 | 15 | 5 | 1 | 22 | 4.8% | 95.2% |
| Triadelphia Ridge ES |  | 1 | 18 | 11 | 2 | 32 | 3.3% | 96.7% |
| Hammond ES |  |  | 11 | 8 | 2 | 21 | 0.0% | 100% |

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| **Worksite** | **Strongly Agree** | **Agree** | **Strongly Disagree** | **Disagree** | **Does Not Apply** | **Grand Total** | **% Agree** | **% Disagree** |
| **Middle** | **26** | **73** | **398** | **276** | **37** | **810** | **12.8%** | **87.2%** |
| Elkridge Landing MS | 4 | 11 | 13 | 18 |  | 46 | 32.6% | 67.4% |
| Hammond MS | 4 | 6 | 15 | 14 | 2 | 41 | 25.6% | 74.4% |
| Dunloggin MS | 3 | 9 | 22 | 13 | 1 | 48 | 25.5% | 74.5% |
| Wilde Lake MS | 1 | 3 | 5 | 7 |  | 16 | 25.0% | 75.0% |
| Lake Elkhorn MS | 3 | 7 | 22 | 23 | 3 | 58 | 18.2% | 81.8% |
| Clarksville MS | 2 | 4 | 12 | 17 | 1 | 36 | 17.1% | 82.9% |
| Mayfield Woods MS | 2 | 5 | 30 | 14 | 2 | 53 | 13.7% | 86.3% |
| Bonnie Branch MS | 2 | 2 | 19 | 8 | 1 | 32 | 12.9% | 87.1% |
| Murray Hill MS |  | 5 | 19 | 22 | 2 | 48 | 10.9% | 89.1% |
| Patuxent Valley MS | 1 | 4 | 29 | 13 | 3 | 50 | 10.6% | 89.4% |
| Thomas Viaduct MS | 1 | 4 | 38 | 13 | 4 | 60 | 8.9% | 91.1% |
| Burleigh Manor MS |  | 2 | 13 | 9 | 1 | 25 | 8.3% | 91.7% |
| Folly Quarter MS | 1 | 2 | 25 | 10 |  | 38 | 7.9% | 92.1% |
| Harpers Choice MS | 1 | 3 | 41 | 22 | 4 | 71 | 6.0% | 94.0% |
| Mount View MS | 1 | 2 | 28 | 21 | 3 | 55 | 5.8% | 94.2% |
| Ellicott Mills MS |  | 2 | 19 | 16 | 3 | 40 | 5.4% | 94.6% |
| Oakland Mills MS |  | 1 | 14 | 10 | 1 | 26 | 4.0% | 96.0% |
| Patapsco MS |  | 1 | 19 | 9 | 3 | 32 | 3.4% | 96.6% |
| Glenwood MS |  |  | 10 | 4 |  | 14 | 0.0% | 100.0% |
| Lime Kiln MS |  |  | 5 | 13 | 3 | 21 | 0.0% | 100.0% |
| **High** | **34** | **58** | **368** | **248** | **38** | **746** | **13.0%** | **87.0%** |
| Wilde Lake HS | 5 | 9 | 14 | 32 | 2 | 62 | 23.3% | 76.7% |
| Long Reach HS | 1 | 7 | 18 | 13 | 1 | 40 | 20.5% | 79.5% |
| Glenelg HS | 4 | 8 | 30 | 20 | 2 | 64 | 19.4% | 80.6% |
| Mt. Hebron HS | 6 | 5 | 48 | 20 | 6 | 85 | 13.9% | 86.1% |
| Centennial HS | 2 | 6 | 36 | 17 | 4 | 65 | 13.1% | 86.9% |
| Reservoir HS | 5 | 4 | 37 | 26 | 2 | 74 | 12.5% | 87.5% |
| Oakland Mills HS | 1 | 6 | 39 | 21 | 2 | 69 | 10.4% | 89.6% |
| Hammond HS | 2 | 2 | 21 | 16 | 5 | 46 | 9.8% | 90.2% |
| River Hill HS | 2 | 2 | 23 | 14 | 4 | 45 | 9.8% | 90.2% |
| Atholton HS | 3 | 4 | 42 | 24 | 3 | 76 | 9.6% | 90.4% |
| Marriotts Ridge HS | 2 | 1 | 16 | 17 | 1 | 37 | 8.3% | 91.7% |
| Howard HS | 1 | 4 | 44 | 28 | 6 | 83 | 6.5% | 93.5% |
| **Special** | **6** | **12** | **53** | **41** | **11** | **123** | **16.1%** | **83.9%** |
| Cedar Lane | 3 | 2 | 2 | 5 |  | 12 | 41.7% | 58.3% |
| Homewood Center | 2 | 7 | 17 | 15 | 5 | 46 | 22.0% | 78.0% |
| Central Office | 1 | 2 | 7 | 9 | 2 | 21 | 15.8% | 84.2% |
| Old Cedar Lane |  | 1 | 10 | 3 | 1 | 15 | 7.1% | 92.9% |
| ARL |  |  | 9 | 5 | 3 | 17 | 0.0% | 100.0% |
| Ascend One |  |  | 5 | 1 |  | 6 | 0.0% | 100.0% |
| **Grand Total** | **110** | **275** | **1576** | **1035** | **151** | **3147** | **12.9%** | **87.1%** |
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| **28) In the last 12 months, I have experienced harassing behavior from administrators/supervisors.** | | | | | | | | |
| **Worksite** | **Strongly Agree** | **Agree** | **Strongly Disagree** | **Disagree** | **Does Not Apply** | **Grand Total** | **% Agree** | **% Disagree** |
| **Elementary** | **31** | **79** | **827** | **466** | **74** | **1477** | **7.8%** | **92.2%** |
| Jeffers Hill ES | 2 | 6 | 3 | 7 |  | 18 | 44.4% | 55.6% |
| Pointers Run ES | 3 | 9 | 18 | 22 | 4 | 56 | 23.1% | 76.9% |
| Lisbon ES |  | 7 | 16 | 14 | 2 | 39 | 18.9% | 81.1% |
| Guilford ES | 1 | 2 | 8 | 5 | 2 | 18 | 18.8% | 81.3% |
| Fulton ES |  | 7 | 17 | 14 |  | 38 | 18.4% | 81.6% |
| Gorman Crossing ES | 2 | 1 | 10 | 4 | 1 | 18 | 17.6% | 82.4% |
| Bushy Park ES | 3 | 3 | 17 | 12 | 2 | 37 | 17.1% | 82.9% |
| Atholton ES | 3 | 2 | 15 | 16 |  | 36 | 13.9% | 86.1% |
| Bollman Bridge ES | 1 | 7 | 33 | 22 | 4 | 67 | 12.7% | 87.3% |
| Laurel Woods ES | 1 | 5 | 39 | 6 | 5 | 56 | 11.8% | 88.2% |
| Elkridge ES | 2 | 3 | 28 | 19 | 5 | 57 | 9.6% | 90.4% |
| Manor Woods ES |  | 4 | 23 | 17 |  | 44 | 9.1% | 90.9% |
| Northfield ES |  | 4 | 24 | 17 | 4 | 49 | 8.9% | 91.1% |
| Longfellow ES | 2 | 1 | 23 | 8 | 1 | 35 | 8.8% | 91.2% |
| Ilchester ES | 2 | 1 | 21 | 11 |  | 35 | 8.6% | 91.4% |
| Phelps Luck ES | 2 | 1 | 27 | 10 | 1 | 41 | 7.5% | 92.5% |
| Bryant Woods ES | 1 |  | 9 | 4 | 3 | 17 | 7.1% | 92.9% |
| Clarksville ES | 1 |  | 9 | 5 | 1 | 16 | 6.7% | 93.3% |
| Rockburn ES | 1 | 1 | 23 | 10 |  | 35 | 5.7% | 94.3% |
| Stevens Forest ES |  | 1 | 13 | 5 | 2 | 21 | 5.3% | 94.7% |
| Waverly ES |  | 1 | 9 | 10 |  | 20 | 5.0% | 95.0% |
| Thunder Hill ES |  | 1 | 9 | 11 | 1 | 22 | 4.8% | 95.2% |
| Deep Run ES |  | 2 | 23 | 18 | 5 | 48 | 4.7% | 95.3% |
| Centennial Lane ES |  | 1 | 14 | 7 | 4 | 26 | 4.5% | 95.5% |
| Dayton Oaks ES |  | 3 | 35 | 28 | 5 | 71 | 4.5% | 95.5% |
| West Friendship ES | 1 |  | 16 | 6 | 1 | 24 | 4.3% | 95.7% |
| Cradlerock ES | 1 |  | 21 | 2 |  | 24 | 4.2% | 95.8% |
| Hollifield Station ES | 1 |  | 18 | 9 | 1 | 29 | 3.6% | 96.4% |
| Worthington ES |  | 1 | 22 | 8 | 3 | 34 | 3.2% | 96.8% |
| Clemens Crossing ES |  | 1 | 16 | 17 | 1 | 35 | 2.9% | 97.1% |
| Running Brook ES |  | 1 | 24 | 9 | 1 | 35 | 2.9% | 97.1% |
| St. John's Lane ES | 1 |  | 18 | 20 | 2 | 41 | 2.6% | 97.4% |
| Talbott Springs ES |  | 1 | 29 | 11 | 4 | 45 | 2.4% | 97.6% |
| Bellows Spring ES |  | 1 | 34 | 9 | 2 | 46 | 2.3% | 97.7% |
| Veterans ES |  | 1 | 40 | 18 |  | 59 | 1.7% | 98.3% |
| Ducketts Lane ES |  |  | 10 | 6 |  | 16 | 0.0% | 100% |
| Forest Ridge ES |  |  | 17 | 4 | 1 | 22 | 0.0% | 100% |
| Hammond ES |  |  | 12 | 6 | 3 | 21 | 0.0% | 100% |
| Hanover Hills ES |  |  | 12 | 4 |  | 16 | 0.0% | 100% |
| Swansfield ES |  |  | 26 | 18 |  | 44 | 0.0% | 100% |
| Triadelphia Ridge ES |  |  | 23 | 7 | 2 | 32 | 0.0% | 100% |
| Waterloo ES |  |  | 23 | 10 | 1 | 34 | 0.0% | 100% |

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| **Worksite** | **Strongly Agree** | **Agree** | **Strongly Disagree** | **Disagree** | **Does Not Apply** | **Grand Total** | **% Agree** | **% Disagree** |
| **Middle** | **29** | **37** | **421** | **285** | **42** | **814** | **8.5%** | **91.5%** |
| Lake Elkhorn MS | 5 | 6 | 22 | 20 | 4 | 57 | 20.8% | 79.2% |
| Dunloggin MS | 1 | 8 | 17 | 20 | 1 | 47 | 19.6% | 80.4% |
| Elkridge Landing MS | 4 | 4 | 17 | 21 |  | 46 | 17.4% | 82.6% |
| Hammond MS | 3 | 1 | 19 | 15 | 3 | 41 | 10.5% | 89.5% |
| Patuxent Valley MS | 4 | 1 | 31 | 12 | 2 | 50 | 10.4% | 89.6% |
| Bonnie Branch MS |  | 3 | 19 | 7 | 3 | 32 | 10.3% | 89.7% |
| Thomas Viaduct MS | 1 | 4 | 34 | 17 | 4 | 60 | 8.9% | 91.1% |
| Clarksville MS | 2 | 1 | 16 | 16 | 3 | 38 | 8.6% | 91.4% |
| Ellicott Mills MS | 3 |  | 24 | 11 | 3 | 41 | 7.9% | 92.1% |
| Mount View MS | 2 | 2 | 29 | 20 | 3 | 56 | 7.5% | 92.5% |
| Wilde Lake MS | 1 |  | 5 | 10 |  | 16 | 6.3% | 93.8% |
| Mayfield Woods MS | 1 | 2 | 33 | 16 | 2 | 54 | 5.8% | 94.2% |
| Lime Kiln MS | 1 |  | 2 | 15 | 3 | 21 | 5.6% | 94.4% |
| Harpers Choice MS |  | 3 | 43 | 22 | 5 | 73 | 4.4% | 95.6% |
| Murray Hill MS |  | 2 | 20 | 24 | 2 | 48 | 4.3% | 95.7% |
| Folly Quarter MS | 1 |  | 30 | 7 |  | 38 | 2.6% | 97.4% |
| Burleigh Manor MS |  |  | 14 | 10 | 1 | 25 | 0.0% | 100.0% |
| Glenwood MS |  |  | 10 | 4 |  | 14 | 0.0% | 100.0% |
| Oakland Mills MS |  |  | 15 | 10 | 1 | 26 | 0.0% | 100.0% |
| Patapsco MS |  |  | 21 | 8 | 2 | 31 | 0.0% | 100.0% |
| **High** | **24** | **45** | **376** | **260** | **41** | **746** | **9.8%** | **90.2%** |
| Wilde Lake HS | 7 | 8 | 16 | 29 | 3 | 63 | 25.0% | 75.0% |
| Long Reach HS | 4 | 1 | 20 | 14 | 1 | 40 | 12.8% | 87.2% |
| Mt. Hebron HS | 5 | 3 | 53 | 19 | 5 | 85 | 10.0% | 90.0% |
| Atholton HS | 2 | 5 | 40 | 25 | 4 | 76 | 9.7% | 90.3% |
| Reservoir HS | 3 | 4 | 37 | 28 | 2 | 74 | 9.7% | 90.3% |
| Howard HS | 1 | 6 | 41 | 30 | 5 | 83 | 9.0% | 91.0% |
| Centennial HS |  | 5 | 38 | 18 | 4 | 65 | 8.2% | 91.8% |
| Glenelg HS | 1 | 4 | 34 | 23 | 2 | 64 | 8.1% | 91.9% |
| River Hill HS |  | 3 | 22 | 16 | 4 | 45 | 7.3% | 92.7% |
| Oakland Mills HS |  | 4 | 38 | 22 | 4 | 68 | 6.3% | 93.8% |
| Marriotts Ridge HS | 1 | 1 | 16 | 17 | 2 | 37 | 5.7% | 94.3% |
| Hammond HS |  | 1 | 21 | 19 | 5 | 46 | 2.4% | 97.6% |
| **Special** | **4** | **8** | **57** | **42** | **11** | **122** | **10.8%** | **89.2%** |
| Cedar Lane | 1 | 2 | 3 | 4 |  | 10 | 30.0% | 70.0% |
| Central Office |  | 3 | 7 | 9 | 1 | 20 | 15.8% | 84.2% |
| Homewood Center | 2 | 3 | 19 | 17 | 5 | 46 | 12.2% | 87.8% |
| Old Cedar Lane | 1 |  | 11 | 2 | 2 | 16 | 7.1% | 92.9% |
| ARL |  |  | 8 | 7 | 3 | 18 | 0.0% | 100.0% |
| Ascend One |  |  | 5 | 1 |  | 6 | 0.0% | 100.0% |
| **Grand Total** | **88** | **169** | **1681** | **1053** | **168** | **3159** | **8.6%** | **91.4%** |
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| **29) In the last 12 months, I have experienced harassing behavior from parents.** | | | | | | | | |
| **Worksite** | **Strongly Agree** | **Agree** | **Strongly Disagree** | **Disagree** | **Does Not Apply** | **Grand Total** | **% Agree** | **% Disagree** |
| **Elementary** | **79** | **210** | **546** | **576** | **66** | **1477** | **20.5%** | **79.5%** |
| Pointers Run ES | 9 | 12 | 7 | 24 | 2 | 54 | 40.4% | 59.6% |
| Hammond ES | 2 | 5 | 5 | 7 | 1 | 20 | 36.8% | 63.2% |
| Ilchester ES | 4 | 8 | 14 | 7 | 2 | 35 | 36.4% | 63.6% |
| Forest Ridge ES | 2 | 5 | 10 | 5 |  | 22 | 31.8% | 68.2% |
| Fulton ES | 4 | 8 | 11 | 15 | 1 | 39 | 31.6% | 68.4% |
| Triadelphia Ridge ES | 3 | 6 | 13 | 8 | 2 | 32 | 30.0% | 70.0% |
| Longfellow ES | 5 | 5 | 15 | 9 | 1 | 35 | 29.4% | 70.6% |
| Laurel Woods ES | 2 | 13 | 21 | 17 | 3 | 56 | 28.3% | 71.7% |
| Swansfield ES | 5 | 7 | 13 | 19 |  | 44 | 27.3% | 72.7% |
| Centennial Lane ES | 1 | 5 | 7 | 10 | 3 | 26 | 26.1% | 73.9% |
| Guilford ES | 2 | 2 | 4 | 8 | 2 | 18 | 25.0% | 75.0% |
| Waterloo ES |  | 8 | 12 | 12 | 2 | 34 | 25.0% | 75.0% |
| Waverly ES |  | 5 | 4 | 11 |  | 20 | 25.0% | 75.0% |
| Northfield ES | 2 | 9 | 16 | 18 | 4 | 49 | 24.4% | 75.6% |
| Thunder Hill ES |  | 5 | 4 | 12 | 1 | 22 | 23.8% | 76.2% |
| Rockburn ES | 2 | 6 | 16 | 11 |  | 35 | 22.9% | 77.1% |
| Manor Woods ES | 2 | 8 | 19 | 15 |  | 44 | 22.7% | 77.3% |
| Atholton ES | 2 | 6 | 14 | 14 |  | 36 | 22.2% | 77.8% |
| Elkridge ES | 5 | 7 | 21 | 21 | 3 | 57 | 22.2% | 77.8% |
| Gorman Crossing ES |  | 4 | 6 | 8 |  | 18 | 22.2% | 77.8% |
| Clemens Crossing ES | 3 | 4 | 9 | 18 | 1 | 35 | 20.6% | 79.4% |
| Bryant Woods ES |  | 3 | 6 | 6 | 2 | 17 | 20.0% | 80.0% |
| Bollman Bridge ES | 4 | 8 | 26 | 25 | 4 | 67 | 19.0% | 81.0% |
| Bellows Spring ES | 2 | 6 | 20 | 17 | 2 | 47 | 17.8% | 82.2% |
| St. John's Lane ES | 5 | 2 | 13 | 20 | 3 | 43 | 17.5% | 82.5% |
| Cradlerock ES | 2 | 2 | 15 | 4 |  | 23 | 17.4% | 82.6% |
| West Friendship ES | 2 | 2 | 9 | 10 | 1 | 24 | 17.4% | 82.6% |
| Jeffers Hill ES | 1 | 2 | 7 | 8 |  | 18 | 16.7% | 83.3% |
| Running Brook ES | 1 | 5 | 18 | 12 | 1 | 37 | 16.7% | 83.3% |
| Lisbon ES | 1 | 5 | 15 | 16 | 2 | 39 | 16.2% | 83.8% |
| Stevens Forest ES |  | 3 | 7 | 9 | 2 | 21 | 15.8% | 84.2% |
| Bushy Park ES |  | 5 | 12 | 18 | 2 | 37 | 14.3% | 85.7% |
| Talbott Springs ES | 1 | 5 | 19 | 17 | 3 | 45 | 14.3% | 85.7% |
| Dayton Oaks ES | 1 | 8 | 18 | 37 | 6 | 70 | 14.1% | 85.9% |
| Clarksville ES | 1 | 1 | 7 | 7 |  | 16 | 12.5% | 87.5% |
| Veterans ES | 3 | 4 | 28 | 23 |  | 58 | 12.1% | 87.9% |
| Hollifield Station ES |  | 3 | 15 | 10 | 1 | 29 | 10.7% | 89.3% |
| Phelps Luck ES |  | 4 | 21 | 16 |  | 41 | 9.8% | 90.2% |
| Deep Run ES |  | 3 | 22 | 19 | 4 | 48 | 6.8% | 93.2% |
| Hanover Hills ES |  | 1 | 6 | 8 | 1 | 16 | 6.7% | 93.3% |
| Ducketts Lane ES |  |  | 7 | 9 |  | 16 | 0.0% | 100% |
| Worthington ES |  |  | 14 | 16 | 4 | 34 | 0.0% | 100% |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Worksite** | **Strongly Agree** | **Agree** | **Strongly Disagree** | **Disagree** | **Does Not Apply** | **Grand Total** | **% Agree** | **% Disagree** |
| **Middle** | **65** | **203** | **237** | **277** | **33** | **815** | **34.3%** | **65.7%** |
| Hammond MS | 12 | 8 | 8 | 12 | 1 | 41 | 50.0% | 50.0% |
| Folly Quarter MS | 4 | 14 | 7 | 12 | 1 | 38 | 48.6% | 51.4% |
| Bonnie Branch MS | 4 | 10 | 10 | 5 | 2 | 31 | 48.3% | 51.7% |
| Dunloggin MS | 4 | 18 | 10 | 14 | 2 | 48 | 47.8% | 52.2% |
| Elkridge Landing MS | 4 | 18 | 10 | 14 |  | 46 | 47.8% | 52.2% |
| Clarksville MS | 4 | 13 | 7 | 12 | 2 | 38 | 47.2% | 52.8% |
| Lime Kiln MS |  | 8 | 4 | 8 | 1 | 21 | 40.0% | 60.0% |
| Mount View MS | 5 | 15 | 16 | 18 | 2 | 56 | 37.0% | 63.0% |
| Ellicott Mills MS | 3 | 11 | 8 | 18 | 1 | 41 | 35.0% | 65.0% |
| Patapsco MS | 2 | 8 | 9 | 10 | 3 | 32 | 34.5% | 65.5% |
| Mayfield Woods MS | 3 | 15 | 19 | 16 | 1 | 54 | 34.0% | 66.0% |
| Murray Hill MS | 4 | 12 | 12 | 20 |  | 48 | 33.3% | 66.7% |
| Patuxent Valley MS | 5 | 11 | 18 | 14 | 2 | 50 | 33.3% | 66.7% |
| Wilde Lake MS | 1 | 3 | 3 | 8 | 1 | 16 | 26.7% | 73.3% |
| Harpers Choice MS | 2 | 13 | 33 | 19 | 5 | 72 | 22.4% | 77.6% |
| Lake Elkhorn MS | 6 | 6 | 17 | 25 | 3 | 57 | 22.2% | 77.8% |
| Burleigh Manor MS |  | 5 | 7 | 12 | 1 | 25 | 20.8% | 79.2% |
| Thomas Viaduct MS | 1 | 10 | 22 | 23 | 5 | 61 | 19.6% | 80.4% |
| Oakland Mills MS | 1 | 4 | 10 | 11 |  | 26 | 19.2% | 80.8% |
| Glenwood MS |  | 1 | 7 | 6 |  | 14 | 7.1% | 92.9% |
| **High** | **82** | **164** | **220** | **247** | **31** | **744** | **34.5%** | **65.5%** |
| Marriotts Ridge HS | 5 | 11 | 12 | 8 | 1 | 37 | 44.4% | 55.6% |
| Atholton HS | 6 | 26 | 17 | 27 |  | 76 | 42.1% | 57.9% |
| Glenelg HS | 9 | 15 | 20 | 17 | 3 | 64 | 39.3% | 60.7% |
| Wilde Lake HS | 8 | 16 | 13 | 26 |  | 63 | 38.1% | 61.9% |
| Reservoir HS | 11 | 15 | 22 | 25 | 1 | 74 | 35.6% | 64.4% |
| Mt. Hebron HS | 10 | 18 | 26 | 26 | 4 | 84 | 35.0% | 65.0% |
| Centennial HS | 6 | 14 | 19 | 20 | 6 | 65 | 33.9% | 66.1% |
| Howard HS | 13 | 13 | 26 | 25 | 6 | 83 | 33.8% | 66.2% |
| Hammond HS | 6 | 8 | 16 | 15 | 1 | 46 | 31.1% | 68.9% |
| River Hill HS | 2 | 10 | 11 | 18 | 4 | 45 | 29.3% | 70.7% |
| Oakland Mills HS | 3 | 13 | 24 | 24 | 4 | 68 | 25.0% | 75.0% |
| Long Reach HS | 3 | 5 | 14 | 16 | 1 | 39 | 21.1% | 78.9% |
| **Special** | **7** | **13** | **39** | **44** | **21** | **124** | **19.4%** | **80.6%** |
| Old Cedar Lane | 2 | 1 | 7 | 3 | 3 | 16 | 23.1% | 76.9% |
| Homewood Center | 2 | 6 | 14 | 18 | 6 | 46 | 20.0% | 80.0% |
| Central Office |  | 2 | 4 | 5 | 10 | 21 | 18.2% | 81.8% |
| ARL | 2 |  | 8 | 6 | 1 | 17 | 12.5% | 87.5% |
| Cedar Lane |  | 1 | 3 | 7 | 1 | 12 | 9.1% | 90.9% |
| Ascend One |  |  | 2 | 4 |  | 6 | 0.0% | 100.0% |
| **Grand Total** | **233** | **590** | **1042** | **1144** | **151** | **3160** | **27.4%** | **72.6%** |
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| **30) At my school I spend most of my PIP time on non-instructional activities.** | | | | | | | | |
| **Worksite** | **Strongly Agree** | **Agree** | **Strongly Disagree** | **Disagree** | **Does Not Apply** | **Grand Total** | **% Agree** | **% Disagree** |
| **Elementary** | **45** | **267** | **165** | **538** | **443** | **1458** | **30.7%** | **69.3%** |
| Waverly ES | 3 | 7 |  | 5 | 5 | 20 | 66.7% | 33.3% |
| Centennial Lane ES | 1 | 10 | 4 | 6 | 4 | 25 | 52.4% | 47.6% |
| Fulton ES | 4 | 11 | 1 | 13 | 8 | 37 | 51.7% | 48.3% |
| Clarksville ES | 3 | 3 | 2 | 4 | 4 | 16 | 50.0% | 50.0% |
| Manor Woods ES | 2 | 15 | 5 | 14 | 8 | 44 | 47.2% | 52.8% |
| Laurel Woods ES | 5 | 11 | 6 | 16 | 18 | 56 | 42.1% | 57.9% |
| Longfellow ES | 1 | 7 | 3 | 8 | 14 | 33 | 42.1% | 57.9% |
| Phelps Luck ES | 2 | 8 | 5 | 9 | 15 | 39 | 41.7% | 58.3% |
| Elkridge ES | 1 | 13 | 3 | 20 | 19 | 56 | 37.8% | 62.2% |
| Deep Run ES |  | 10 | 4 | 13 | 21 | 48 | 37.0% | 63.0% |
| Ilchester ES | 1 | 8 | 6 | 10 | 9 | 34 | 36.0% | 64.0% |
| Pointers Run ES | 2 | 11 | 5 | 19 | 16 | 53 | 35.1% | 64.9% |
| Hollifield Station ES | 3 | 4 | 3 | 10 | 8 | 28 | 35.0% | 65.0% |
| Forest Ridge ES | 1 | 4 | 1 | 9 | 7 | 22 | 33.3% | 66.7% |
| Stevens Forest ES | 1 | 3 | 2 | 6 | 8 | 20 | 33.3% | 66.7% |
| Clemens Crossing ES |  | 8 | 4 | 13 | 10 | 35 | 32.0% | 68.0% |
| Hammond ES |  | 4 | 1 | 8 | 8 | 21 | 30.8% | 69.2% |
| Rockburn ES |  | 7 | 5 | 11 | 12 | 35 | 30.4% | 69.6% |
| Swansfield ES |  | 9 | 4 | 17 | 13 | 43 | 30.0% | 70.0% |
| St. John's Lane ES |  | 9 | 4 | 18 | 12 | 43 | 29.0% | 71.0% |
| Hanover Hills ES |  | 2 | 2 | 3 | 8 | 15 | 28.6% | 71.4% |
| Dayton Oaks ES | 1 | 13 | 3 | 34 | 20 | 71 | 27.5% | 72.5% |
| Gorman Crossing ES | 1 | 2 | 3 | 5 | 6 | 17 | 27.3% | 72.7% |
| Atholton ES | 2 | 5 | 3 | 16 | 10 | 36 | 26.9% | 73.1% |
| Bollman Bridge ES |  | 12 | 11 | 22 | 21 | 66 | 26.7% | 73.3% |
| Cradlerock ES |  | 5 | 7 | 7 | 5 | 24 | 26.3% | 73.7% |
| Bushy Park ES |  | 7 | 6 | 14 | 10 | 37 | 25.9% | 74.1% |
| Worthington ES | 1 | 6 | 3 | 17 | 7 | 34 | 25.9% | 74.1% |
| Lisbon ES | 1 | 6 | 2 | 19 | 9 | 37 | 25.0% | 75.0% |
| Triadelphia Ridge ES | 1 | 5 | 7 | 11 | 7 | 31 | 25.0% | 75.0% |
| Veterans ES | 2 | 8 | 8 | 22 | 19 | 59 | 25.0% | 75.0% |
| Bellows Spring ES |  | 6 | 4 | 15 | 21 | 46 | 24.0% | 76.0% |
| Waterloo ES |  | 5 | 7 | 10 | 12 | 34 | 22.7% | 77.3% |
| West Friendship ES | 1 | 3 | 4 | 10 | 6 | 24 | 22.2% | 77.8% |
| Talbott Springs ES |  | 6 | 3 | 20 | 16 | 45 | 20.7% | 79.3% |
| Jeffers Hill ES |  | 3 | 2 | 10 | 3 | 18 | 20.0% | 80.0% |
| Thunder Hill ES | 1 | 2 |  | 13 | 6 | 22 | 18.8% | 81.3% |
| Bryant Woods ES |  | 2 | 2 | 7 | 6 | 17 | 18.2% | 81.8% |
| Northfield ES | 2 | 4 | 7 | 22 | 13 | 48 | 17.1% | 82.9% |
| Guilford ES | 2 |  | 3 | 7 | 5 | 17 | 16.7% | 83.3% |
| Running Brook ES |  | 3 | 5 | 18 | 10 | 36 | 11.5% | 88.5% |
| Ducketts Lane ES |  |  | 5 | 7 | 4 | 16 | 0.0% | 100.0% |

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| **Worksite** | **Strongly Agree** | **Agree** | **Strongly Disagree** | **Disagree** | **Does Not Apply** | **Grand Total** | **% Agree** | **% Disagree** |
| **Middle** | **52** | **186** | **89** | **293** | **189** | **809** | **38.4%** | **61.6%** |
| Murray Hill MS | 7 | 20 | 3 | 8 | 11 | 49 | 71.1% | 28.9% |
| Hammond MS | 6 | 14 | 5 | 11 | 6 | 42 | 55.6% | 44.4% |
| Lake Elkhorn MS | 4 | 18 | 2 | 17 | 17 | 58 | 53.7% | 46.3% |
| Burleigh Manor MS | 4 | 5 | 3 | 6 | 5 | 23 | 50.0% | 50.0% |
| Glenwood MS | 2 | 3 |  | 5 | 4 | 14 | 50.0% | 50.0% |
| Lime Kiln MS | 2 | 7 | 1 | 9 | 2 | 21 | 47.4% | 52.6% |
| Patuxent Valley MS | 4 | 12 | 4 | 16 | 14 | 50 | 44.4% | 55.6% |
| Thomas Viaduct MS | 3 | 16 | 5 | 22 | 14 | 60 | 41.3% | 58.7% |
| Bonnie Branch MS | 2 | 7 | 5 | 10 | 8 | 32 | 37.5% | 62.5% |
| Oakland Mills MS | 1 | 6 | 5 | 7 | 6 | 25 | 36.8% | 63.2% |
| Mayfield Woods MS | 2 | 12 | 10 | 16 | 13 | 53 | 35.0% | 65.0% |
| Mount View MS | 1 | 15 | 3 | 27 | 9 | 55 | 34.8% | 65.2% |
| Elkridge Landing MS | 4 | 9 | 6 | 19 | 8 | 46 | 34.2% | 65.8% |
| Wilde Lake MS | 1 | 3 | 1 | 7 | 4 | 16 | 33.3% | 66.7% |
| Patapsco MS | 2 | 6 |  | 17 | 7 | 32 | 32.0% | 68.0% |
| Clarksville MS | 2 | 7 | 4 | 17 | 8 | 38 | 30.0% | 70.0% |
| Ellicott Mills MS | 1 | 6 | 4 | 15 | 13 | 39 | 26.9% | 73.1% |
| Harpers Choice MS | 3 | 9 | 13 | 28 | 20 | 73 | 22.6% | 77.4% |
| Dunloggin MS | 1 | 6 | 8 | 20 | 11 | 46 | 20.0% | 80.0% |
| Folly Quarter MS |  | 5 | 7 | 16 | 9 | 37 | 17.9% | 82.1% |
| **High** | **83** | **160** | **74** | **278** | **146** | **741** | **40.8%** | **59.2%** |
| Long Reach HS | 11 | 8 | 2 | 11 | 8 | 40 | 59.4% | 40.6% |
| Hammond HS | 2 | 19 | 3 | 12 | 10 | 46 | 58.3% | 41.7% |
| Mt. Hebron HS | 16 | 21 | 6 | 22 | 19 | 84 | 56.9% | 43.1% |
| Wilde Lake HS | 10 | 18 | 4 | 22 | 8 | 62 | 51.9% | 48.1% |
| Oakland Mills HS | 8 | 15 | 1 | 22 | 23 | 69 | 50.0% | 50.0% |
| Centennial HS | 5 | 18 | 3 | 27 | 12 | 65 | 43.4% | 56.6% |
| Reservoir HS | 7 | 19 | 9 | 25 | 14 | 74 | 43.3% | 56.7% |
| Glenelg HS | 10 | 11 | 6 | 26 | 10 | 63 | 39.6% | 60.4% |
| Howard HS | 8 | 10 | 9 | 39 | 15 | 81 | 27.3% | 72.7% |
| Marriotts Ridge HS | 1 | 6 | 7 | 16 | 7 | 37 | 23.3% | 76.7% |
| River Hill HS | 3 | 5 | 8 | 20 | 8 | 44 | 22.2% | 77.8% |
| Atholton HS | 2 | 10 | 16 | 36 | 12 | 76 | 18.8% | 81.3% |
| **Special** | **2** | **11** | **7** | **27** | **77** | **124** | **27.7%** | **72.3%** |
| Homewood Center | 2 | 8 | 4 | 12 | 20 | 46 | 38.5% | 61.5% |
| Cedar Lane |  | 2 | 1 | 4 | 5 | 12 | 28.6% | 71.4% |
| ARL |  | 1 | 2 | 8 | 6 | 17 | 9.1% | 90.9% |
| Ascend One |  |  |  |  | 6 | 6 | 0.0% | 0.0% |
| Central Office |  |  |  | 1 | 20 | 21 | 0.0% | 100.0% |
| Old Cedar Lane |  |  |  | 1 | 15 | 16 | 0.0% | 100.0% |
| **Grand Total** | **182** | **624** | **335** | **1136** | **855** | **3132** | **35.4%** | **64.6%** |
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| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **31) At my school our administrator includes time during PIP for teacher-initiated collaboration.** | | | | | | | | |
| **Worksite** | **Strongly Agree** | **Agree** | **Strongly Disagree** | **Disagree** | **Does Not Apply** | **Grand Total** | **% Agree** | **% Disagree** |
| **Elementary** | **96** | **675** | **53** | **190** | **446** | **1460** | **76.0%** | **24.0%** |
| Hanover Hills ES | 1 | 8 |  |  | 7 | 16 | 100.0% | 0.0% |
| Waterloo ES | 2 | 17 |  |  | 15 | 34 | 100.0% | 0.0% |
| Worthington ES | 5 | 21 |  |  | 7 | 33 | 100.0% | 0.0% |
| Talbott Springs ES | 3 | 27 | 1 | 1 | 13 | 45 | 93.8% | 6.3% |
| Hammond ES |  | 14 |  | 1 | 6 | 21 | 93.3% | 6.7% |
| West Friendship ES | 5 | 9 |  | 1 | 9 | 24 | 93.3% | 6.7% |
| Gorman Crossing ES |  | 10 | 1 |  | 7 | 18 | 90.9% | 9.1% |
| Longfellow ES |  | 20 |  | 2 | 11 | 33 | 90.9% | 9.1% |
| Bellows Spring ES | 5 | 21 | 1 | 2 | 17 | 46 | 89.7% | 10.3% |
| Deep Run ES | 5 | 19 |  | 3 | 20 | 47 | 88.9% | 11.1% |
| Bushy Park ES | 2 | 21 | 2 | 2 | 10 | 37 | 85.2% | 14.8% |
| Laurel Woods ES | 6 | 21 |  | 5 | 22 | 54 | 84.4% | 15.6% |
| Guilford ES | 1 | 9 | 2 |  | 5 | 17 | 83.3% | 16.7% |
| Lisbon ES | 3 | 22 | 3 | 2 | 9 | 39 | 83.3% | 16.7% |
| Ducketts Lane ES | 3 | 5 |  | 2 | 6 | 16 | 80.0% | 20.0% |
| Fulton ES |  | 24 | 1 | 5 | 8 | 38 | 80.0% | 20.0% |
| Stevens Forest ES |  | 12 | 1 | 2 | 6 | 21 | 80.0% | 20.0% |
| Northfield ES | 3 | 27 | 5 | 3 | 11 | 49 | 78.9% | 21.1% |
| Veterans ES | 2 | 30 | 3 | 6 | 18 | 59 | 78.0% | 22.0% |
| Triadelphia Ridge ES | 2 | 18 | 2 | 4 | 5 | 31 | 76.9% | 23.1% |
| St. John's Lane ES | 6 | 17 |  | 7 | 12 | 42 | 76.7% | 23.3% |
| Swansfield ES | 2 | 24 | 3 | 5 | 10 | 44 | 76.5% | 23.5% |
| Bryant Woods ES | 2 | 7 |  | 3 | 5 | 17 | 75.0% | 25.0% |
| Clarksville ES | 3 | 6 | 1 | 2 | 4 | 16 | 75.0% | 25.0% |
| Clemens Crossing ES | 2 | 16 | 1 | 5 | 11 | 35 | 75.0% | 25.0% |
| Running Brook ES | 1 | 19 | 3 | 4 | 10 | 37 | 74.1% | 25.9% |
| Rockburn ES | 2 | 15 | 1 | 5 | 12 | 35 | 73.9% | 26.1% |
| Cradlerock ES | 3 | 11 | 1 | 4 | 5 | 24 | 73.7% | 26.3% |
| Elkridge ES | 3 | 25 | 1 | 9 | 18 | 56 | 73.7% | 26.3% |
| Hollifield Station ES | 3 | 11 |  | 6 | 7 | 27 | 70.0% | 30.0% |
| Atholton ES | 2 | 16 |  | 8 | 10 | 36 | 69.2% | 30.8% |
| Phelps Luck ES | 5 | 10 | 1 | 6 | 17 | 39 | 68.2% | 31.8% |
| Dayton Oaks ES | 5 | 28 | 2 | 14 | 22 | 71 | 67.3% | 32.7% |
| Waverly ES |  | 10 | 1 | 4 | 5 | 20 | 66.7% | 33.3% |
| Thunder Hill ES |  | 9 |  | 5 | 8 | 22 | 64.3% | 35.7% |
| Ilchester ES | 3 | 13 |  | 9 | 9 | 34 | 64.0% | 36.0% |
| Centennial Lane ES | 1 | 11 | 3 | 4 | 6 | 25 | 63.2% | 36.8% |
| Pointers Run ES | 1 | 20 | 4 | 10 | 19 | 54 | 60.0% | 40.0% |
| Manor Woods ES | 2 | 17 | 2 | 12 | 8 | 41 | 57.6% | 42.4% |
| Bollman Bridge ES | 2 | 21 | 3 | 17 | 24 | 67 | 53.5% | 46.5% |
| Jeffers Hill ES |  | 8 | 2 | 5 | 3 | 18 | 53.3% | 46.7% |
| Forest Ridge ES |  | 6 | 2 | 5 | 9 | 22 | 46.2% | 53.8% |

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| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Worksite** | **Strongly Agree** | **Agree** | **Strongly Disagree** | **Disagree** | **Does Not Apply** | **Grand Total** | **% Agree** | **% Disagree** |
| **Middle** | **134** | **397** | **35** | **70** | **171** | **807** | **83.5%** | **16.5%** |
| Lime Kiln MS | 2 | 17 |  |  | 1 | 20 | 100% | 0.0% |
| Folly Quarter MS | 11 | 17 | 1 |  | 9 | 38 | 96.6% | 3.4% |
| Patapsco MS | 7 | 18 |  | 1 | 6 | 32 | 96.2% | 3.8% |
| Ellicott Mills MS | 10 | 16 | 1 | 1 | 12 | 40 | 92.9% | 7.1% |
| Wilde Lake MS |  | 13 |  | 1 | 2 | 16 | 92.9% | 7.1% |
| Elkridge Landing MS | 8 | 26 | 2 | 1 | 9 | 46 | 91.9% | 8.1% |
| Patuxent Valley MS | 9 | 25 |  | 3 | 12 | 49 | 91.9% | 8.1% |
| Thomas Viaduct MS | 14 | 29 | 1 | 3 | 12 | 59 | 91.5% | 8.5% |
| Oakland Mills MS | 6 | 13 |  | 2 | 5 | 26 | 90.5% | 9.5% |
| Harpers Choice MS | 10 | 37 |  | 6 | 20 | 73 | 88.7% | 11.3% |
| Bonnie Branch MS | 10 | 12 |  | 3 | 6 | 31 | 88.0% | 12.0% |
| Glenwood MS | 2 | 7 | 1 | 1 | 3 | 14 | 81.8% | 18.2% |
| Dunloggin MS | 2 | 24 | 1 | 5 | 13 | 45 | 81.3% | 18.8% |
| Burleigh Manor MS | 3 | 14 | 1 | 3 | 3 | 24 | 81.0% | 19.0% |
| Hammond MS | 12 | 19 | 3 | 5 | 3 | 42 | 79.5% | 20.5% |
| Mount View MS | 11 | 25 | 3 | 7 | 8 | 54 | 78.3% | 21.7% |
| Mayfield Woods MS | 8 | 23 | 4 | 6 | 13 | 54 | 75.6% | 24.4% |
| Lake Elkhorn MS | 2 | 28 | 5 | 5 | 18 | 58 | 75.0% | 25.0% |
| Clarksville MS | 5 | 15 | 3 | 10 | 4 | 37 | 60.6% | 39.4% |
| Murray Hill MS | 2 | 19 | 9 | 7 | 12 | 49 | 56.8% | 43.2% |
| **High** | **42** | **287** | **93** | **175** | **140** | **737** | **55.1%** | **44.9%** |
| Hammond HS | 6 | 21 | 4 | 5 | 10 | 46 | 75.0% | 25.0% |
| Atholton HS | 6 | 33 | 6 | 14 | 15 | 74 | 66.1% | 33.9% |
| Marriotts Ridge HS | 7 | 13 | 2 | 9 | 6 | 37 | 64.5% | 35.5% |
| River Hill HS | 2 | 22 | 4 | 11 | 6 | 45 | 61.5% | 38.5% |
| Mt. Hebron HS | 5 | 36 | 8 | 19 | 16 | 84 | 60.3% | 39.7% |
| Howard HS | 3 | 38 | 12 | 17 | 12 | 82 | 58.6% | 41.4% |
| Oakland Mills HS | 2 | 26 | 4 | 16 | 20 | 68 | 58.3% | 41.7% |
| Reservoir HS | 4 | 30 | 12 | 14 | 13 | 73 | 56.7% | 43.3% |
| Centennial HS | 3 | 24 | 5 | 20 | 10 | 62 | 51.9% | 48.1% |
| Glenelg HS | 2 | 19 | 12 | 18 | 13 | 64 | 41.2% | 58.8% |
| Wilde Lake HS | 1 | 19 | 12 | 20 | 10 | 62 | 38.5% | 61.5% |
| Long Reach HS | 1 | 6 | 12 | 12 | 9 | 40 | 22.6% | 77.4% |
| **Special** | **16** | **28** | **2** | **7** | **71** | **124** | **83.0%** | **17.0%** |
| ARL | 6 | 6 |  |  | 5 | 17 | 100% | 0.0% |
| Central Office | 1 |  |  |  | 20 | 21 | 100% | 0.0% |
| Homewood Center | 8 | 17 | 2 | 4 | 15 | 46 | 80.6% | 19.4% |
| Cedar Lane | 1 | 4 |  | 2 | 5 | 12 | 71.4% | 28.6% |
| Ascend One |  |  |  |  | 6 | 6 | 0.0% | 0.0% |
| Old Cedar Lane |  |  |  | 1 | 15 | 16 | 0.0% | 100.0% |
| **Grand Total** | **288** | **1387** | **183** | **442** | **828** | **3128** | **72.8%** | **27.2%** |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Level | (All) |  |  |  |  |  |
| HCEA Member | (All) |  |  |  |  |  |
| Profession | (All) |  |  |  |  |  |
| Years in Education | (All) |  |  |  |  |  |
| Years with HCPSS | (All) |  |  |  |  |  |
|  |  |  |  |  |  |  |
| **Question** | **Strongly Agree** | **Agree** | **Strongly Disagree** | **Disagree** | **Does Not Apply** | **Grand Total** |
| 1. Overall, morale at my school/worksite is good. | 464 | 1658 | 397 | 650 | 2 | 3171 |
|  | 14.6% | 52.3% | 12.5% | 20.5% |  |  |
| 2. There is an atmosphere of open communication and trust in my school/worksite. | 474 | 1567 | 329 | 796 | 5 | 3171 |
|  | 15.0% | 49.5% | 10.4% | 25.1% |  |  |
| 3. I personally feel successful in my work. | 885 | 1809 | 117 | 352 | 3 | 3166 |
|  | 28.0% | 57.2% | 3.7% | 11.1% |  |  |
| 4. I feel involved in decision-making at my school/worksite. | 466 | 1359 | 381 | 868 | 85 | 3159 |
|  | 15.2% | 44.2% | 12.4% | 28.2% |  |  |
| 5. I want to be involved in decision-making at my school/worksite. | 909 | 1876 | 40 | 249 | 91 | 3165 |
|  | 29.6% | 61.0% | 1.3% | 8.1% |  |  |
| 6. In my school/worksite, I can speak openly about important issues without fear of repercussions. | 666 | 1481 | 322 | 673 | 24 | 3166 |
|  | 21.2% | 47.1% | 10.2% | 21.4% |  |  |
| 7. In my school/worksite, I am treated as a professional. | 1021 | 1632 | 167 | 341 | 5 | 3166 |
|  | 32.3% | 51.6% | 5.3% | 10.8% |  |  |
| 8. There is good teamwork among staff in my school/worksite. | 904 | 1623 | 151 | 475 | 4 | 3157 |
|  | 28.7% | 51.5% | 4.8% | 15.1% |  |  |
| 9. Non-instructional duties are assigned on an equitable basis in my school/worksite. | 641 | 1570 | 238 | 472 | 235 | 3156 |
|  | 21.9% | 53.7% | 8.1% | 16.2% |  |  |
| 10. My working environment (i.e. safety, cleanliness) is conducive to success. | 757 | 1591 | 301 | 501 | 17 | 3167 |
|  | 24.0% | 50.5% | 9.6% | 15.9% |  |  |
| 11. My work performance is evaluated fairly. | 910 | 1756 | 130 | 324 | 38 | 3158 |
|  | 29.2% | 56.3% | 4.2% | 10.4% |  |  |
| 12. I am provided adequate time during the workday to plan, prepare for and do my job. | 425 | 1233 | 610 | 821 | 75 | 3164 |
|  | 13.8% | 39.9% | 19.7% | 26.6% |  |  |
| 13. I am provided adequate work and storage space to prepare for and do my job. | 902 | 1750 | 157 | 329 | 21 | 3159 |
|  | 28.7% | 55.8% | 5.0% | 10.5% |  |  |
| 14. My administrators/supervisors respect the negotiated contracts. | 1195 | 1683 | 57 | 196 | 26 | 3157 |
|  | 38.2% | 53.8% | 1.8% | 6.3% |  |  |
| 15. My planning time is respected by my school administrations/supervisors. | 856 | 1409 | 132 | 357 | 403 | 3157 |
|  | 31.1% | 51.2% | 4.8% | 13.0% |  |  |
| 16. In my school, administrators/supervisors support me in enforcing discipline. | 597 | 1397 | 347 | 570 | 236 | 3147 |
|  | 20.5% | 48.0% | 11.9% | 19.6% |  |  |
| 17. In my school, student misbehavior interferes with learning. | 844 | 1088 | 320 | 757 | 152 | 3161 |
|  | 28.0% | 36.2% | 10.6% | 25.2% |  |  |
| 18. Too much instructional time is spent administering assessments. | 752 | 1190 | 112 | 735 | 357 | 3146 |
|  | 27.0% | 42.7% | 4.0% | 26.4% |  |  |
| 19. HCPSS professional development experiences are meaningful and worthwhile. | 212 | 1316 | 553 | 974 | 100 | 3155 |
|  | 6.9% | 43.1% | 18.1% | 31.9% |  |  |
| 20. Increased workload has contributed to a decline in my morale. | 718 | 1179 | 240 | 896 | 132 | 3165 |
|  | 23.7% | 38.9% | 7.9% | 29.5% |  |  |
| 21. I am paid fairly. | 162 | 1285 | 639 | 1066 | 5 | 3157 |
|  | 5.1% | 40.8% | 20.3% | 33.8% |  |  |
| 22. I have confidence in the leadership exhibited by the HCPSS Superintendent. | 1073 | 1733 | 74 | 249 | 30 | 3159 |
|  | 34.3% | 55.4% | 2.4% | 8.0% |  |  |
| 23. I have confidence in the leadership exhibited by the Howard County Board of Education. | 429 | 2168 | 73 | 370 | 99 | 3139 |
|  | 14.1% | 71.3% | 2.4% | 12.2% |  |  |
| 24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). | 1042 | 1868 | 52 | 145 | 49 | 3156 |
|  | 33.5% | 60.1% | 1.7% | 4.7% |  |  |
| 25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education. | 503 | 1779 | 173 | 580 | 110 | 3145 |
|  | 16.6% | 58.6% | 5.7% | 19.1% |  |  |
| 26. In my position, I receive appropriate and adequate support and training. | 533 | 1879 | 154 | 571 | 15 | 3152 |
|  | 17.0% | 59.9% | 4.9% | 18.2% |  |  |
| 27. In the last 12 months, I have experienced harassing behavior from colleagues. | 110 | 275 | 1578 | 1035 | 151 | 3149 |
|  | 3.7% | 9.2% | 52.6% | 34.5% |  |  |
| 28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors. | 88 | 169 | 1683 | 1053 | 168 | 3161 |
|  | 2.9% | 5.6% | 56.2% | 35.2% |  |  |
| 29. In the last 12 months, I have experienced harassing behavior from parents. | 233 | 590 | 1044 | 1144 | 151 | 3162 |
|  | 7.7% | 19.6% | 34.7% | 38.0% |  |  |
| 30. At my school I spend most of my PIP time on non-instructional activities. | 182 | 624 | 335 | 1136 | 857 | 3134 |
|  | 8.0% | 27.4% | 14.7% | 49.9% |  |  |
| 31. At my school our administrator includes time during PIP for teacher-initiated collaboration. | 288 | 1387 | 183 | 442 | 830 | 3130 |
|  | 12.5% | 60.3% | 8.0% | 19.2% |  |  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Level | (All) |  |  |  |  |  |
| HCEA Member | (All) |  |  |  |  |  |
| Profession | Teacher |  |  |  |  |  |
| Years in Education | less than 5 | |  |  |  |  |
| Years with HCPSS | (All) |  |  |  |  |  |
|  |  |  |  |  |  |  |
| **Questions** | **Strongly Agree** | **Agree** | **Strongly Disagree** | **Disagree** | **Does Not Apply** | **Grand Total** |
| 1. Overall, morale at my school/worksite is good. | 34 | 132 | 21 | 38 |  | 225 |
|  | 15.1% | 58.7% | 9.3% | 16.9% |  |  |
| 2. There is an atmosphere of open communication and trust in my school/worksite. | 31 | 125 | 22 | 47 |  | 225 |
|  | 13.8% | 55.6% | 9.8% | 20.9% |  |  |
| 3. I personally feel successful in my work. | 54 | 142 | 9 | 21 |  | 226 |
|  | 23.9% | 62.8% | 4.0% | 9.3% |  |  |
| 4. I feel involved in decision-making at my school/worksite. | 25 | 103 | 15 | 75 | 6 | 224 |
|  | 11.5% | 47.2% | 6.9% | 34.4% |  |  |
| 5. I want to be involved in decision-making at my school/worksite. | 59 | 139 | 2 | 18 | 8 | 226 |
|  | 27.1% | 63.8% | 0.9% | 8.3% |  |  |
| 6. In my school/worksite, I can speak openly about important issues without fear of repercussions. | 43 | 116 | 14 | 50 | 3 | 226 |
|  | 19.3% | 52.0% | 6.3% | 22.4% |  |  |
| 7. In my school/worksite, I am treated as a professional. | 75 | 128 | 6 | 17 |  | 226 |
|  | 33.2% | 56.6% | 2.7% | 7.5% |  |  |
| 8. There is good teamwork among staff in my school/worksite. | 72 | 116 | 4 | 33 | 1 | 226 |
|  | 32.0% | 51.6% | 1.8% | 14.7% |  |  |
| 9. Non-instructional duties are assigned on an equitable basis in my school/worksite. | 41 | 127 | 12 | 30 | 15 | 225 |
|  | 19.5% | 60.5% | 5.7% | 14.3% |  |  |
| 10. My working environment (i.e. safety, cleanliness) is conducive to success. | 53 | 122 | 14 | 35 |  | 224 |
|  | 23.7% | 54.5% | 6.3% | 15.6% |  |  |
| 11. My work performance is evaluated fairly. | 75 | 123 | 4 | 18 | 3 | 223 |
|  | 34.1% | 55.9% | 1.8% | 8.2% |  |  |
| 12. I am provided adequate time during the workday to plan, prepare for and do my job. | 36 | 88 | 42 | 57 | 2 | 225 |
|  | 16.1% | 39.5% | 18.8% | 25.6% |  |  |
| 13. I am provided adequate work and storage space to prepare for and do my job. | 69 | 125 | 8 | 24 |  | 226 |
|  | 30.5% | 55.3% | 3.5% | 10.6% |  |  |
| 14. My administrators/supervisors respect the negotiated contracts. | 94 | 112 | 2 | 13 | 4 | 225 |
|  | 42.5% | 50.7% | 0.9% | 5.9% |  |  |
| 15. My planning time is respected by my school administrations/supervisors. | 67 | 101 | 11 | 33 | 12 | 224 |
|  | 31.6% | 47.6% | 5.2% | 15.6% |  |  |
| 16. In my school, administrators/supervisors support me in enforcing discipline. | 58 | 100 | 20 | 39 | 8 | 225 |
|  | 26.7% | 46.1% | 9.2% | 18.0% |  |  |
| 17. In my school, student misbehavior interferes with learning. | 69 | 84 | 12 | 56 | 5 | 226 |
|  | 31.2% | 38.0% | 5.4% | 25.3% |  |  |
| 18. Too much instructional time is spent administering assessments. | 25 | 67 | 18 | 81 | 34 | 225 |
|  | 13.1% | 35.1% | 9.4% | 42.4% |  |  |
| 19. HCPSS professional development experiences are meaningful and worthwhile. | 13 | 135 | 16 | 58 | 3 | 225 |
|  | 5.9% | 60.8% | 7.2% | 26.1% |  |  |
| 20. Increased workload has contributed to a decline in my morale. | 39 | 85 | 13 | 75 | 13 | 225 |
|  | 18.4% | 40.1% | 6.1% | 35.4% |  |  |
| 21. I am paid fairly. | 8 | 96 | 46 | 75 |  | 225 |
|  | 3.6% | 42.7% | 20.4% | 33.3% |  |  |
| 22. I have confidence in the leadership exhibited by the HCPSS Superintendent. | 80 | 129 | 2 | 12 | 2 | 225 |
|  | 35.9% | 57.8% | 0.9% | 5.4% |  |  |
| 23. I have confidence in the leadership exhibited by the Howard County Board of Education. | 35 | 150 | 1 | 24 | 14 | 224 |
|  | 16.7% | 71.4% | 0.5% | 11.4% |  |  |
| 24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). | 64 | 147 | 1 | 4 | 9 | 225 |
|  | 29.6% | 68.1% | 0.5% | 1.9% |  |  |
| 25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education. | 59 | 133 | 2 | 25 | 4 | 223 |
|  | 26.9% | 60.7% | 0.9% | 11.4% |  |  |
| 26. In my position, I receive appropriate and adequate support and training. | 45 | 135 | 6 | 37 |  | 223 |
|  | 20.2% | 60.5% | 2.7% | 16.6% |  |  |
| 27. In the last 12 months, I have experienced harassing behavior from colleagues. | 7 | 10 | 130 | 65 | 12 | 224 |
|  | 3.3% | 4.7% | 61.3% | 30.7% |  |  |
| 28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors. | 1 | 8 | 143 | 56 | 17 | 225 |
|  | 0.5% | 3.8% | 68.8% | 26.9% |  |  |
| 29. In the last 12 months, I have experienced harassing behavior from parents. | 20 | 40 | 78 | 76 | 11 | 225 |
|  | 9.3% | 18.7% | 36.4% | 35.5% |  |  |
| 30. At my school I spend most of my PIP time on non-instructional activities. | 10 | 50 | 37 | 80 | 49 | 226 |
|  | 5.6% | 28.2% | 20.9% | 45.2% |  |  |
| 31. At my school our administrator includes time during PIP for teacher-initiated collaboration. | 17 | 107 | 11 | 42 | 46 | 223 |
|  | 9.6% | 60.5% | 6.2% | 23.7% |  |  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Level | (All) |  |  |  |  |  |
| HCEA Member | (All) |  |  |  |  |  |
| Profession | Teacher |  |  |  |  |  |
| Years in Education | 5 to 10 |  |  |  |  |  |
| Years with HCPSS | (All) |  |  |  |  |  |
|  |  |  |  |  |  |  |
| **Questions** | **Strongly Agree** | **Agree** | **Strongly Disagree** | **Disagree** | **Does Not Apply** | **Grand Total** |
| 1. Overall, morale at my school/worksite is good. | 65 | 209 | 58 | 96 |  | 428 |
|  | 15.2% | 48.8% | 13.6% | 22.4% |  |  |
| 2. There is an atmosphere of open communication and trust in my school/worksite. | 69 | 190 | 41 | 126 |  | 426 |
|  | 16.2% | 44.6% | 9.6% | 29.6% |  |  |
| 3. I personally feel successful in my work. | 123 | 238 | 15 | 49 |  | 425 |
|  | 28.9% | 56.0% | 3.5% | 11.5% |  |  |
| 4. I feel involved in decision-making at my school/worksite. | 65 | 174 | 45 | 131 | 10 | 425 |
|  | 15.7% | 41.9% | 10.8% | 31.6% |  |  |
| 5. I want to be involved in decision-making at my school/worksite. | 150 | 237 | 5 | 29 | 5 | 426 |
|  | 35.6% | 56.3% | 1.2% | 6.9% |  |  |
| 6. In my school/worksite, I can speak openly about important issues without fear of repercussions. | 96 | 182 | 39 | 106 | 2 | 425 |
|  | 22.7% | 43.0% | 9.2% | 25.1% |  |  |
| 7. In my school/worksite, I am treated as a professional. | 144 | 215 | 23 | 45 | 1 | 428 |
|  | 33.7% | 50.4% | 5.4% | 10.5% |  |  |
| 8. There is good teamwork among staff in my school/worksite. | 112 | 214 | 23 | 78 |  | 427 |
|  | 26.2% | 50.1% | 5.4% | 18.3% |  |  |
| 9. Non-instructional duties are assigned on an equitable basis in my school/worksite. | 98 | 211 | 31 | 65 | 21 | 426 |
|  | 24.2% | 52.1% | 7.7% | 16.0% |  |  |
| 10. My working environment (i.e. safety, cleanliness) is conducive to success. | 112 | 203 | 39 | 72 | 1 | 427 |
|  | 26.3% | 47.7% | 9.2% | 16.9% |  |  |
| 11. My work performance is evaluated fairly. | 141 | 219 | 23 | 40 | 4 | 427 |
|  | 33.3% | 51.8% | 5.4% | 9.5% |  |  |
| 12. I am provided adequate time during the workday to plan, prepare for and do my job. | 58 | 142 | 107 | 120 | 1 | 428 |
|  | 13.6% | 33.3% | 25.1% | 28.1% |  |  |
| 13. I am provided adequate work and storage space to prepare for and do my job. | 118 | 212 | 31 | 63 | 2 | 426 |
|  | 27.8% | 50.0% | 7.3% | 14.9% |  |  |
| 14. My administrators/supervisors respect the negotiated contracts. | 171 | 214 | 8 | 28 | 2 | 423 |
|  | 40.6% | 50.8% | 1.9% | 6.7% |  |  |
| 15. My planning time is respected by my school administrations/supervisors. | 131 | 198 | 29 | 61 | 7 | 426 |
|  | 31.3% | 47.3% | 6.9% | 14.6% |  |  |
| 16. In my school, administrators/supervisors support me in enforcing discipline. | 97 | 169 | 58 | 90 | 13 | 427 |
|  | 23.4% | 40.8% | 14.0% | 21.7% |  |  |
| 17. In my school, student misbehavior interferes with learning. | 110 | 146 | 54 | 107 | 10 | 427 |
|  | 26.4% | 35.0% | 12.9% | 25.7% |  |  |
| 18. Too much instructional time is spent administering assessments. | 100 | 157 | 18 | 121 | 28 | 424 |
|  | 25.3% | 39.6% | 4.5% | 30.6% |  |  |
| 19. HCPSS professional development experiences are meaningful and worthwhile. | 31 | 173 | 80 | 136 | 8 | 428 |
|  | 7.4% | 41.2% | 19.0% | 32.4% |  |  |
| 20. Increased workload has contributed to a decline in my morale. | 97 | 176 | 21 | 116 | 17 | 427 |
|  | 23.7% | 42.9% | 5.1% | 28.3% |  |  |
| 21. I am paid fairly. | 23 | 156 | 88 | 161 |  | 428 |
|  | 5.4% | 36.4% | 20.6% | 37.6% |  |  |
| 22. I have confidence in the leadership exhibited by the HCPSS Superintendent. | 147 | 228 | 7 | 37 | 8 | 427 |
|  | 35.1% | 54.4% | 1.7% | 8.8% |  |  |
| 23. I have confidence in the leadership exhibited by the Howard County Board of Education. | 61 | 286 | 10 | 51 | 18 | 426 |
|  | 15.0% | 70.1% | 2.5% | 12.5% |  |  |
| 24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). | 148 | 249 | 5 | 12 | 13 | 427 |
|  | 35.7% | 60.1% | 1.2% | 2.9% |  |  |
| 25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education. | 88 | 241 | 18 | 72 | 5 | 424 |
|  | 21.0% | 57.5% | 4.3% | 17.2% |  |  |
| 26. In my position, I receive appropriate and adequate support and training. | 84 | 247 | 19 | 74 | 1 | 425 |
|  | 19.8% | 58.3% | 4.5% | 17.5% |  |  |
| 27. In the last 12 months, I have experienced harassing behavior from colleagues. | 10 | 36 | 235 | 118 | 28 | 427 |
|  | 2.5% | 9.0% | 58.9% | 29.6% |  |  |
| 28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors. | 9 | 15 | 253 | 121 | 30 | 428 |
|  | 2.3% | 3.8% | 63.6% | 30.4% |  |  |
| 29. In the last 12 months, I have experienced harassing behavior from parents. | 42 | 78 | 154 | 131 | 23 | 428 |
|  | 10.4% | 19.3% | 38.0% | 32.3% |  |  |
| 30. At my school I spend most of my PIP time on non-instructional activities. | 33 | 94 | 59 | 183 | 55 | 424 |
|  | 8.9% | 25.5% | 16.0% | 49.6% |  |  |
| 31. At my school our administrator includes time during PIP for teacher-initiated collaboration. | 51 | 205 | 45 | 66 | 55 | 422 |
|  | 13.9% | 55.9% | 12.3% | 18.0% |  |  |

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Level | | (All) | |  | |  | |  | |  | |  |
| HCEA Member | | (All) | |  | |  | |  | |  | |  |
| Profession | | Teacher | |  | |  | |  | |  | |  |
| Years in Education | | 10 to 20 | | | |  | |  | |  | |  |
| Years with HCPSS | | (All) | |  | |  | |  | |  | |  |
|  | |  | |  | |  | |  | |  | |  |
| **Questions** | | **Strongly Agree** | | **Agree** | | **Strongly Disagree** | | **Disagree** | | **Does Not Apply** | | **Grand Total** |
| 1. Overall, morale at my school/worksite is good. | | 156 | | 549 | | 136 | | 234 | | 1 | | 1076 |
|  | | 14.5% | | 51.1% | | 12.7% | | 21.8% | |  | |  |
| 2. There is an atmosphere of open communication and trust in my school/worksite. | | 166 | | 526 | | 113 | | 268 | | 3 | | 1076 |
|  | | 15.5% | | 49.0% | | 10.5% | | 25.0% | |  | |  |
| 3. I personally feel successful in my work. | | 282 | | 607 | | 45 | | 140 | |  | | 1074 |
|  | | 26.3% | | 56.5% | | 4.2% | | 13.0% | |  | |  |
| 4. I feel involved in decision-making at my school/worksite. | | 177 | | 481 | | 135 | | 273 | | 8 | | 1074 |
|  | | 16.6% | | 45.1% | | 12.7% | | 25.6% | |  | |  |
| 5. I want to be involved in decision-making at my school/worksite. | | 338 | | 627 | | 13 | | 77 | | 21 | | 1076 |
|  | | 32.0% | | 59.4% | | 1.2% | | 7.3% | |  | |  |
| 6. In my school/worksite, I can speak openly about important issues without fear of repercussions. | | 242 | | 494 | | 118 | | 213 | | 9 | | 1076 |
|  | | 22.7% | | 46.3% | | 11.1% | | 20.0% | |  | |  |
| 7. In my school/worksite, I am treated as a professional. | | 366 | | 547 | | 55 | | 102 | | 3 | | 1073 |
|  | | 34.2% | | 51.1% | | 5.1% | | 9.5% | |  | |  |
| 8. There is good teamwork among staff in my school/worksite. | | 302 | | 545 | | 58 | | 165 | | 2 | | 1072 |
|  | | 28.2% | | 50.9% | | 5.4% | | 15.4% | |  | |  |
| 9. Non-instructional duties are assigned on an equitable basis in my school/worksite. | | 249 | | 535 | | 76 | | 161 | | 52 | | 1073 |
|  | | 24.4% | | 52.4% | | 7.4% | | 15.8% | |  | |  |
| 10. My working environment (i.e. safety, cleanliness) is conducive to success. | | 250 | | 530 | | 109 | | 181 | | 5 | | 1075 |
|  | | 23.4% | | 49.5% | | 10.2% | | 16.9% | |  | |  |
| 11. My work performance is evaluated fairly. | | 299 | | 607 | | 52 | | 114 | | 3 | | 1075 |
|  | | 27.9% | | 56.6% | | 4.9% | | 10.6% | |  | |  |
| 12. I am provided adequate time during the workday to plan, prepare for and do my job. | | 134 | | 396 | | 234 | | 307 | | 5 | | 1076 |
|  | | 12.5% | | 37.0% | | 21.8% | | 28.7% | |  | |  |
| 13. I am provided adequate work and storage space to prepare for and do my job. | | 331 | | 571 | | 61 | | 108 | | 2 | | 1073 |
|  | | 30.9% | | 53.3% | | 5.7% | | 10.1% | |  | |  |
| 14. My administrators/supervisors respect the negotiated contracts. | | 428 | | 565 | | 23 | | 52 | | 5 | | 1073 |
|  | | 40.1% | | 52.9% | | 2.2% | | 4.9% | |  | |  |
| 15. My planning time is respected by my school administrations/supervisors. | | 346 | | 525 | | 39 | | 133 | | 27 | | 1070 |
|  | | 33.2% | | 50.3% | | 3.7% | | 12.8% | |  | |  |
| 16. In my school, administrators/supervisors support me in enforcing discipline. | 211 | | 475 | | 119 | | 209 | | 49 | | 1063 | |
|  | 20.8% | | 46.8% | | 11.7% | | 20.6% | |  | |  | |
| 17. In my school, student misbehavior interferes with learning. | 298 | | 363 | | 106 | | 273 | | 35 | | 1075 | |
|  | 28.7% | | 34.9% | | 10.2% | | 26.3% | |  | |  | |
| 18. Too much instructional time is spent administering assessments. | 299 | | 401 | | 29 | | 263 | | 77 | | 1069 | |
|  | 30.1% | | 40.4% | | 2.9% | | 26.5% | |  | |  | |
| 19. HCPSS professional development experiences are meaningful and worthwhile. | 62 | | 446 | | 199 | | 347 | | 13 | | 1067 | |
|  | 5.9% | | 42.3% | | 18.9% | | 32.9% | |  | |  | |
| 20. Increased workload has contributed to a decline in my morale. | 288 | | 430 | | 67 | | 267 | | 22 | | 1074 | |
|  | 27.4% | | 40.9% | | 6.4% | | 25.4% | |  | |  | |
| 21. I am paid fairly. | 50 | | 480 | | 192 | | 353 | |  | | 1075 | |
|  | 4.7% | | 44.7% | | 17.9% | | 32.8% | |  | |  | |
| 22. I have confidence in the leadership exhibited by the HCPSS Superintendent. | 361 | | 593 | | 26 | | 85 | | 8 | | 1073 | |
|  | 33.9% | | 55.7% | | 2.4% | | 8.0% | |  | |  | |
| 23. I have confidence in the leadership exhibited by the Howard County Board of Education. | 135 | | 750 | | 25 | | 125 | | 37 | | 1072 | |
|  | 13.0% | | 72.5% | | 2.4% | | 12.1% | |  | |  | |
| 24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). | 363 | | 630 | | 16 | | 48 | | 14 | | 1071 | |
|  | 34.3% | | 59.6% | | 1.5% | | 4.5% | |  | |  | |
| 25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education. | 169 | | 610 | | 62 | | 205 | | 27 | | 1073 | |
|  | 16.2% | | 58.3% | | 5.9% | | 19.6% | |  | |  | |
| 26. In my position, I receive appropriate and adequate support and training. | 188 | | 627 | | 60 | | 196 | | 2 | | 1073 | |
|  | 17.6% | | 58.5% | | 5.6% | | 18.3% | |  | |  | |
| 27. In the last 12 months, I have experienced harassing behavior from colleagues. | 43 | | 111 | | 541 | | 337 | | 40 | | 1072 | |
|  | 4.2% | | 10.8% | | 52.4% | | 32.7% | |  | |  | |
| 28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors. | 34 | | 73 | | 568 | | 355 | | 39 | | 1069 | |
|  | 3.3% | | 7.1% | | 55.1% | | 34.5% | |  | |  | |
| 29. In the last 12 months, I have experienced harassing behavior from parents. | 78 | | 233 | | 342 | | 391 | | 29 | | 1073 | |
|  | 7.5% | | 22.3% | | 32.8% | | 37.5% | |  | |  | |
| 30. At my school I spend most of my PIP time on non-instructional activities. | 85 | | 267 | | 131 | | 457 | | 122 | | 1062 | |
|  | 9.0% | | 28.4% | | 13.9% | | 48.6% | |  | |  | |
| 31. At my school our administrator includes time during PIP for teacher-initiated collaboration. | 124 | | 567 | | 70 | | 183 | | 121 | | 1065 | |
|  | 13.1% | | 60.1% | | 7.4% | | 19.4% | |  | |  | |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Level | | (All) | |  | |  | |  | |  | |  | |
| HCEA Member | | (All) | |  | |  | |  | |  | |  | |
| Profession | | Teacher | |  | |  | |  | |  | |  | |
| Years in Education | | More than 20 | | | |  | |  | |  | |  | |
| Years with HCPSS | | (All) | |  | |  | |  | |  | |  | |
|  | |  | |  | |  | |  | |  | |  | |
| **Questions** | | **Strongly Agree** | | **Agree** | | **Strongly Disagree** | | **Disagree** | | **Does Not Apply** | | **Grand Total** | |
| 1. Overall, morale at my school/worksite is good. | | 100 | | 449 | | 116 | | 175 | |  | | 840 | |
|  | | 11.9% | | 53.5% | | 13.8% | | 20.8% | |  | |  | |
| 2. There is an atmosphere of open communication and trust in my school/worksite. | | 113 | | 426 | | 98 | | 203 | |  | | 840 | |
|  | | 13.5% | | 50.7% | | 11.7% | | 24.2% | |  | |  | |
| 3. I personally feel successful in my work. | | 240 | | 465 | | 33 | | 100 | | 2 | | 840 | |
|  | | 28.6% | | 55.5% | | 3.9% | | 11.9% | |  | |  | |
| 4. I feel involved in decision-making at my school/worksite. | | 135 | | 344 | | 113 | | 228 | | 15 | | 835 | |
|  | | 16.5% | | 42.0% | | 13.8% | | 27.8% | |  | |  | |
| 5. I want to be involved in decision-making at my school/worksite. | | 257 | | 483 | | 13 | | 71 | | 12 | | 836 | |
|  | | 31.2% | | 58.6% | | 1.6% | | 8.6% | |  | |  | |
| 6. In my school/worksite, I can speak openly about important issues without fear of repercussions. | | 181 | | 395 | | 83 | | 175 | | 3 | | 837 | |
|  | | 21.7% | | 47.4% | | 10.0% | | 21.0% | |  | |  | |
| 7. In my school/worksite, I am treated as a professional. | | 286 | | 403 | | 46 | | 102 | |  | | 837 | |
|  | | 34.2% | | 48.1% | | 5.5% | | 12.2% | |  | |  | |
| 8. There is good teamwork among staff in my school/worksite. | | 252 | | 430 | | 43 | | 107 | |  | | 832 | |
|  | | 30.3% | | 51.7% | | 5.2% | | 12.9% | |  | |  | |
| 9. Non-instructional duties are assigned on an equitable basis in my school/worksite. | | 179 | | 435 | | 55 | | 108 | | 55 | | 832 | |
|  | | 23.0% | | 56.0% | | 7.1% | | 13.9% | |  | |  | |
| 10. My working environment (i.e. safety, cleanliness) is conducive to success. | | 213 | | 403 | | 90 | | 129 | | 4 | | 839 | |
|  | | 25.5% | | 48.3% | | 10.8% | | 15.4% | |  | |  | |
| 11. My work performance is evaluated fairly. | | 215 | | 480 | | 34 | | 92 | | 11 | | 832 | |
|  | | 26.2% | | 58.5% | | 4.1% | | 11.2% | |  | |  | |
| 12. I am provided adequate time during the workday to plan, prepare for and do my job. | | 97 | | 316 | | 175 | | 240 | | 7 | | 835 | |
|  | | 11.7% | | 38.2% | | 21.1% | | 29.0% | |  | |  | |
| 13. I am provided adequate work and storage space to prepare for and do my job. | | 237 | | 467 | | 42 | | 88 | |  | | 834 | |
|  | | 28.4% | | 56.0% | | 5.0% | | 10.6% | |  | |  | |
| 14. My administrators/supervisors respect the negotiated contracts. | | 325 | | 446 | | 15 | | 48 | | 2 | | 836 | |
|  | | 39.0% | | 53.5% | | 1.8% | | 5.8% | |  | |  | |
| 15. My planning time is respected by my school administrations/supervisors. | | 251 | | 440 | | 35 | | 89 | | 21 | | 836 | |
|  | | 30.8% | | 54.0% | | 4.3% | | 10.9% | |  | |  | |
| 16. In my school, administrators/supervisors support me in enforcing discipline. | 159 | | 395 | | 86 | | 141 | | 52 | | 833 | |
|  | 20.4% | | 50.6% | | 11.0% | | 18.1% | |  | |  | |
| 17. In my school, student misbehavior interferes with learning. | 175 | | 291 | | 112 | | 228 | | 29 | | 835 | |
|  | 21.7% | | 36.1% | | 13.9% | | 28.3% | |  | |  | |
| 18. Too much instructional time is spent administering assessments. | 232 | | 352 | | 32 | | 161 | | 58 | | 835 | |
|  | 29.9% | | 45.3% | | 4.1% | | 20.7% | |  | |  | |
| 19. HCPSS professional development experiences are meaningful and worthwhile. | 59 | | 324 | | 173 | | 263 | | 16 | | 835 | |
|  | 7.2% | | 39.6% | | 21.1% | | 32.1% | |  | |  | |
| 20. Increased workload has contributed to a decline in my morale. | 244 | | 340 | | 58 | | 184 | | 13 | | 839 | |
|  | 29.5% | | 41.2% | | 7.0% | | 22.3% | |  | |  | |
| 21. I am paid fairly. | 66 | | 409 | | 108 | | 247 | | 2 | | 832 | |
|  | 8.0% | | 49.3% | | 13.0% | | 29.8% | |  | |  | |
| 22. I have confidence in the leadership exhibited by the HCPSS Superintendent. | 274 | | 449 | | 29 | | 76 | | 5 | | 833 | |
|  | 33.1% | | 54.2% | | 3.5% | | 9.2% | |  | |  | |
| 23. I have confidence in the leadership exhibited by the Howard County Board of Education. | 113 | | 568 | | 21 | | 99 | | 21 | | 822 | |
|  | 14.1% | | 70.9% | | 2.6% | | 12.4% | |  | |  | |
| 24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). | 299 | | 466 | | 15 | | 43 | | 10 | | 833 | |
|  | 36.3% | | 56.6% | | 1.8% | | 5.2% | |  | |  | |
| 25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education. | 121 | | 470 | | 49 | | 155 | | 32 | | 827 | |
|  | 15.2% | | 59.1% | | 6.2% | | 19.5% | |  | |  | |
| 26. In my position, I receive appropriate and adequate support and training. | 148 | | 501 | | 40 | | 139 | | 4 | | 832 | |
|  | 17.9% | | 60.5% | | 4.8% | | 16.8% | |  | |  | |
| 27. In the last 12 months, I have experienced harassing behavior from colleagues. | 29 | | 75 | | 391 | | 291 | | 49 | | 835 | |
|  | 3.7% | | 9.5% | | 49.7% | | 37.0% | |  | |  | |
| 28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors. | 30 | | 46 | | 417 | | 291 | | 53 | | 837 | |
|  | 3.8% | | 5.9% | | 53.2% | | 37.1% | |  | |  | |
| 29. In the last 12 months, I have experienced harassing behavior from parents. | 68 | | 172 | | 255 | | 306 | | 37 | | 838 | |
|  | 8.5% | | 21.5% | | 31.8% | | 38.2% | |  | |  | |
| 30. At my school I spend most of my PIP time on non-instructional activities. | 54 | | 195 | | 96 | | 365 | | 115 | | 825 | |
|  | 7.6% | | 27.5% | | 13.5% | | 51.4% | |  | |  | |
| 31. At my school our administrator includes time during PIP for teacher-initiated collaboration. | 81 | | 442 | | 55 | | 129 | | 117 | | 824 | |
|  | 11.5% | | 62.5% | | 7.8% | | 18.2% | |  | |  | |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Level | Elementary | |  |  |  |  |
| HCEA Member | (All) |  |  |  |  |  |
| Profession | Teacher |  |  |  |  |  |
| Years in Education | (All) |  |  |  |  |  |
| Years with HCPSS | (All) |  |  |  |  |  |
|  |  |  |  |  |  |  |
| **Questions** | **Strongly Agree** | **Agree** | **Strongly Disagree** | **Disagree** | **Does Not Apply** | **Grand Total** |
| 1. Overall, morale at my school/worksite is good. | 187 | 604 | 146 | 240 |  | 1177 |
|  | 15.9% | 51.3% | 12.4% | 20.4% |  |  |
| 2. There is an atmosphere of open communication and trust in my school/worksite. | 210 | 573 | 126 | 264 | 1 | 1174 |
|  | 17.9% | 48.8% | 10.7% | 22.5% |  |  |
| 3. I personally feel successful in my work. | 330 | 652 | 47 | 148 | 1 | 1178 |
|  | 28.0% | 55.4% | 4.0% | 12.6% |  |  |
| 4. I feel involved in decision-making at my school/worksite. | 208 | 516 | 123 | 314 | 12 | 1173 |
|  | 17.9% | 44.4% | 10.6% | 27.0% |  |  |
| 5. I want to be involved in decision-making at my school/worksite. | 420 | 673 | 7 | 65 | 12 | 1177 |
|  | 36.1% | 57.8% | 0.6% | 5.6% |  |  |
| 6. In my school/worksite, I can speak openly about important issues without fear of repercussions. | 270 | 557 | 116 | 230 | 3 | 1176 |
|  | 23.0% | 47.5% | 9.9% | 19.6% |  |  |
| 7. In my school/worksite, I am treated as a professional. | 415 | 595 | 55 | 109 |  | 1174 |
|  | 35.3% | 50.7% | 4.7% | 9.3% |  |  |
| 8. There is good teamwork among staff in my school/worksite. | 358 | 608 | 46 | 154 | 1 | 1167 |
|  | 30.7% | 52.1% | 3.9% | 13.2% |  |  |
| 9. Non-instructional duties are assigned on an equitable basis in my school/worksite. | 255 | 603 | 78 | 161 | 76 | 1173 |
|  | 23.2% | 55.0% | 7.1% | 14.7% |  |  |
| 10. My working environment (i.e. safety, cleanliness) is conducive to success. | 300 | 566 | 117 | 185 | 7 | 1175 |
|  | 25.7% | 48.5% | 10.0% | 15.8% |  |  |
| 11. My work performance is evaluated fairly. | 367 | 645 | 44 | 105 | 10 | 1171 |
|  | 31.6% | 55.6% | 3.8% | 9.0% |  |  |
| 12. I am provided adequate time during the workday to plan, prepare for and do my job. | 138 | 450 | 262 | 320 | 3 | 1173 |
|  | 11.8% | 38.5% | 22.4% | 27.4% |  |  |
| 13. I am provided adequate work and storage space to prepare for and do my job. | 337 | 635 | 61 | 140 | 2 | 1175 |
|  | 28.7% | 54.1% | 5.2% | 11.9% |  |  |
| 14. My administrators/supervisors respect the negotiated contracts. | 490 | 585 | 18 | 74 | 4 | 1171 |
|  | 42.0% | 50.1% | 1.5% | 6.3% |  |  |
| 15. My planning time is respected by my school administrations/supervisors. | 371 | 573 | 52 | 158 | 20 | 1174 |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 16. In my school, administrators/supervisors support me in enforcing discipline. | 301 | 526 | 107 | 182 | 54 | 1170 |
|  | 27.0% | 47.1% | 9.6% | 16.3% |  |  |
| 17. In my school, student misbehavior interferes with learning. | 297 | 404 | 117 | 323 | 30 | 1171 |
|  | 26.0% | 35.4% | 10.3% | 28.3% |  |  |
| 18. Too much instructional time is spent administering assessments. | 196 | 450 | 51 | 357 | 113 | 1167 |
|  | 18.6% | 42.7% | 4.8% | 33.9% |  |  |
| 19. HCPSS professional development experiences are meaningful and worthwhile. | 75 | 529 | 181 | 372 | 14 | 1171 |
|  | 6.5% | 45.7% | 15.6% | 32.2% |  |  |
| 20. Increased workload has contributed to a decline in my morale. | 340 | 461 | 57 | 288 | 26 | 1172 |
|  | 29.7% | 40.2% | 5.0% | 25.1% |  |  |
| 21. I am paid fairly. | 57 | 499 | 223 | 391 | 1 | 1171 |
|  | 4.9% | 42.6% | 19.1% | 33.4% |  |  |
| 22. I have confidence in the leadership exhibited by the HCPSS Superintendent. | 518 | 578 | 15 | 56 | 6 | 1173 |
|  | 44.4% | 49.5% | 1.3% | 4.8% |  |  |
| 23. I have confidence in the leadership exhibited by the Howard County Board of Education. | 195 | 813 | 17 | 112 | 31 | 1168 |
|  | 17.2% | 71.5% | 1.5% | 9.9% |  |  |
| 24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). | 426 | 671 | 10 | 46 | 18 | 1171 |
|  | 36.9% | 58.2% | 0.9% | 4.0% |  |  |
| 25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education. | 224 | 687 | 40 | 193 | 24 | 1168 |
|  | 19.6% | 60.1% | 3.5% | 16.9% |  |  |
| 26. In my position, I receive appropriate and adequate support and training. | 235 | 690 | 53 | 194 | 1 | 1173 |
|  | 20.1% | 58.9% | 4.5% | 16.6% |  |  |
| 27. In the last 12 months, I have experienced harassing behavior from colleagues. | 34 | 110 | 616 | 356 | 57 | 1173 |
|  | 3.0% | 9.9% | 55.2% | 31.9% |  |  |
| 28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors. | 25 | 64 | 676 | 347 | 62 | 1174 |
|  | 2.2% | 5.8% | 60.8% | 31.2% |  |  |
| 29. In the last 12 months, I have experienced harassing behavior from parents. | 64 | 179 | 440 | 442 | 50 | 1175 |
|  | 5.7% | 15.9% | 39.1% | 39.3% |  |  |
| 30. At my school I spend most of my PIP time on non-instructional activities. | 49 | 258 | 162 | 509 | 179 | 1157 |
|  | 5.0% | 26.4% | 16.6% | 52.0% |  |  |
| 31. At my school our administrator includes time during PIP for teacher-initiated collaboration. | 93 | 648 | 54 | 179 | 186 | 1160 |
|  | 9.5% | 66.5% | 5.5% | 18.4% |  |  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Level | Middle |  |  |  |  |  |
| HCEA Member | (All) |  |  |  |  |  |
| Profession | Teacher |  |  |  |  |  |
| Years in Education | (All) |  |  |  |  |  |
| Years with HCPSS | (All) |  |  |  |  |  |
|  |  |  |  |  |  |  |
| **Questions** | **Strongly Agree** | **Agree** | **Strongly Disagree** | **Disagree** | **Does Not Apply** | **Grand Total** |
| 1. Overall, morale at my school/worksite is good. | 75 | 299 | 122 | 161 | 1 | 658 |
|  | 11.4% | 45.5% | 18.6% | 24.5% |  |  |
| 2. There is an atmosphere of open communication and trust in my school/worksite. | 73 | 293 | 93 | 200 |  | 659 |
|  | 11.1% | 44.5% | 14.1% | 30.3% |  |  |
| 3. I personally feel successful in my work. | 165 | 371 | 30 | 89 | 1 | 656 |
|  | 25.2% | 56.6% | 4.6% | 13.6% |  |  |
| 4. I feel involved in decision-making at my school/worksite. | 101 | 255 | 103 | 185 | 11 | 655 |
|  | 15.7% | 39.6% | 16.0% | 28.7% |  |  |
| 5. I want to be involved in decision-making at my school/worksite. | 194 | 375 | 13 | 59 | 13 | 654 |
|  | 30.3% | 58.5% | 2.0% | 9.2% |  |  |
| 6. In my school/worksite, I can speak openly about important issues without fear of repercussions. | 138 | 279 | 74 | 160 | 6 | 657 |
|  | 21.2% | 42.9% | 11.4% | 24.6% |  |  |
| 7. In my school/worksite, I am treated as a professional. | 213 | 320 | 38 | 84 | 3 | 658 |
|  | 32.5% | 48.9% | 5.8% | 12.8% |  |  |
| 8. There is good teamwork among staff in my school/worksite. | 183 | 327 | 37 | 110 | 1 | 658 |
|  | 27.9% | 49.8% | 5.6% | 16.7% |  |  |
| 9. Non-instructional duties are assigned on an equitable basis in my school/worksite. | 146 | 321 | 56 | 103 | 27 | 653 |
|  | 23.3% | 51.3% | 8.9% | 16.5% |  |  |
| 10. My working environment (i.e. safety, cleanliness) is conducive to success. | 146 | 310 | 79 | 120 | 2 | 657 |
|  | 22.3% | 47.3% | 12.1% | 18.3% |  |  |
| 11. My work performance is evaluated fairly. | 168 | 364 | 33 | 84 | 6 | 655 |
|  | 25.9% | 56.1% | 5.1% | 12.9% |  |  |
| 12. I am provided adequate time during the workday to plan, prepare for and do my job. | 83 | 233 | 142 | 196 | 4 | 658 |
|  | 12.7% | 35.6% | 21.7% | 30.0% |  |  |
| 13. I am provided adequate work and storage space to prepare for and do my job. | 192 | 342 | 46 | 70 | 1 | 651 |
|  | 29.5% | 52.6% | 7.1% | 10.8% |  |  |
| 14. My administrators/supervisors respect the negotiated contracts. | 252 | 342 | 17 | 41 | 5 | 657 |
|  | 38.7% | 52.5% | 2.6% | 6.3% |  |  |
| 15. My planning time is respected by my school administrations/supervisors. | 220 | 301 | 34 | 84 | 14 | 653 |
|  | 34.4% | 47.1% | 5.3% | 13.1% |  |  |
| 16. In my school, administrators/supervisors support me in enforcing discipline. | 109 | 272 | 107 | 147 | 15 | 650 |
|  | 17.2% | 42.8% | 16.9% | 23.1% |  |  |
| 17. In my school, student misbehavior interferes with learning. | 219 | 222 | 74 | 135 | 8 | 658 |
|  | 33.7% | 34.2% | 11.4% | 20.8% |  |  |
| 18. Too much instructional time is spent administering assessments. | 160 | 270 | 30 | 164 | 30 | 654 |
|  | 25.6% | 43.3% | 4.8% | 26.3% |  |  |
| 19. HCPSS professional development experiences are meaningful and worthwhile. | 57 | 291 | 103 | 192 | 13 | 656 |
|  | 8.9% | 45.3% | 16.0% | 29.9% |  |  |
| 20. Increased workload has contributed to a decline in my morale. | 164 | 268 | 50 | 162 | 15 | 659 |
|  | 25.5% | 41.6% | 7.8% | 25.2% |  |  |
| 21. I am paid fairly. | 47 | 303 | 91 | 216 | 1 | 658 |
|  | 7.2% | 46.1% | 13.9% | 32.9% |  |  |
| 22. I have confidence in the leadership exhibited by the HCPSS Superintendent. | 168 | 389 | 20 | 69 | 8 | 654 |
|  | 26.0% | 60.2% | 3.1% | 10.7% |  |  |
| 23. I have confidence in the leadership exhibited by the Howard County Board of Education. | 65 | 444 | 20 | 91 | 31 | 651 |
|  | 10.5% | 71.6% | 3.2% | 14.7% |  |  |
| 24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). | 198 | 407 | 11 | 25 | 12 | 653 |
|  | 30.9% | 63.5% | 1.7% | 3.9% |  |  |
| 25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education. | 102 | 372 | 33 | 119 | 23 | 649 |
|  | 16.3% | 59.4% | 5.3% | 19.0% |  |  |
| 26. In my position, I receive appropriate and adequate support and training. | 110 | 383 | 35 | 123 | 2 | 653 |
|  | 16.9% | 58.8% | 5.4% | 18.9% |  |  |
| 27. In the last 12 months, I have experienced harassing behavior from colleagues. | 19 | 62 | 322 | 221 | 28 | 652 |
|  | 3.0% | 9.9% | 51.6% | 35.4% |  |  |
| 28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors. | 24 | 31 | 334 | 233 | 32 | 654 |
|  | 3.9% | 5.0% | 53.7% | 37.5% |  |  |
| 29. In the last 12 months, I have experienced harassing behavior from parents. | 59 | 178 | 177 | 225 | 17 | 656 |
|  | 9.2% | 27.9% | 27.7% | 35.2% |  |  |
| 30. At my school I spend most of my PIP time on non-instructional activities. | 48 | 177 | 83 | 279 | 64 | 651 |
|  | 8.2% | 30.2% | 14.1% | 47.5% |  |  |
| 31. At my school our administrator includes time during PIP for teacher-initiated collaboration. | 126 | 370 | 34 | 62 | 57 | 649 |
|  | 21.3% | 62.5% | 5.7% | 10.5% |  |  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Level | High |  |  |  |  |  |
| HCEA Member | (All) |  |  |  |  |  |
| Profession | Teacher |  |  |  |  |  |
| Years in Education | (All) |  |  |  |  |  |
| Years with HCPSS | (All) |  |  |  |  |  |
|  |  |  |  |  |  |  |
| **Questions** | **Strongly Agree** | **Agree** | **Strongly Disagree** | **Disagree** | **Does Not Apply** | **Grand Total** |
| 1. Overall, morale at my school/worksite is good. | 73 | 394 | 51 | 128 |  | 646 |
|  | 11.3% | 61.0% | 7.9% | 19.8% |  |  |
| 2. There is an atmosphere of open communication and trust in my school/worksite. | 78 | 357 | 47 | 162 | 2 | 646 |
|  | 12.1% | 55.4% | 7.3% | 25.2% |  |  |
| 3. I personally feel successful in my work. | 179 | 383 | 18 | 64 |  | 644 |
|  | 27.8% | 59.5% | 2.8% | 9.9% |  |  |
| 4. I feel involved in decision-making at my school/worksite. | 71 | 286 | 75 | 197 | 14 | 643 |
|  | 11.3% | 45.5% | 11.9% | 31.3% |  |  |
| 5. I want to be involved in decision-making at my school/worksite. | 153 | 393 | 11 | 70 | 19 | 646 |
|  | 24.4% | 62.7% | 1.8% | 11.2% |  |  |
| 6. In my school/worksite, I can speak openly about important issues without fear of repercussions. | 125 | 315 | 56 | 140 | 7 | 643 |
|  | 19.7% | 49.5% | 8.8% | 22.0% |  |  |
| 7. In my school/worksite, I am treated as a professional. | 203 | 342 | 31 | 67 | 1 | 644 |
|  | 31.6% | 53.2% | 4.8% | 10.4% |  |  |
| 8. There is good teamwork among staff in my school/worksite. | 170 | 326 | 39 | 108 | 1 | 644 |
|  | 26.4% | 50.7% | 6.1% | 16.8% |  |  |
| 9. Non-instructional duties are assigned on an equitable basis in my school/worksite. | 149 | 344 | 36 | 92 | 22 | 643 |
|  | 24.0% | 55.4% | 5.8% | 14.8% |  |  |
| 10. My working environment (i.e. safety, cleanliness) is conducive to success. | 163 | 342 | 49 | 91 |  | 645 |
|  | 25.3% | 53.0% | 7.6% | 14.1% |  |  |
| 11. My work performance is evaluated fairly. | 163 | 374 | 34 | 68 | 4 | 643 |
|  | 25.5% | 58.5% | 5.3% | 10.6% |  |  |
| 12. I am provided adequate time during the workday to plan, prepare for and do my job. | 83 | 222 | 146 | 189 | 5 | 645 |
|  | 13.0% | 34.7% | 22.8% | 29.5% |  |  |
| 13. I am provided adequate work and storage space to prepare for and do my job. | 198 | 352 | 26 | 69 |  | 645 |
|  | 30.7% | 54.6% | 4.0% | 10.7% |  |  |
| 14. My administrators/supervisors respect the negotiated contracts. | 233 | 372 | 11 | 22 | 4 | 642 |
|  | 36.5% | 58.3% | 1.7% | 3.4% |  |  |
| 15. My planning time is respected by my school administrations/supervisors. | 176 | 356 | 26 | 69 | 14 | 641 |
|  | 28.1% | 56.8% | 4.1% | 11.0% |  |  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 16. In my school, administrators/supervisors support me in enforcing discipline. | 100 | 313 | 65 | 138 | 25 | 641 |
|  | 16.2% | 50.8% | 10.6% | 22.4% |  |  |
| 17. In my school, student misbehavior interferes with learning. | 106 | 241 | 84 | 203 | 12 | 646 |
|  | 16.7% | 38.0% | 13.2% | 32.0% |  |  |
| 18. Too much instructional time is spent administering assessments. | 282 | 236 | 13 | 92 | 21 | 644 |
|  | 45.3% | 37.9% | 2.1% | 14.8% |  |  |
| 19. HCPSS professional development experiences are meaningful and worthwhile. | 28 | 217 | 176 | 212 | 8 | 641 |
|  | 4.4% | 34.3% | 27.8% | 33.5% |  |  |
| 20. Increased workload has contributed to a decline in my morale. | 159 | 274 | 37 | 161 | 15 | 646 |
|  | 25.2% | 43.4% | 5.9% | 25.5% |  |  |
| 21. I am paid fairly. | 34 | 301 | 108 | 200 |  | 643 |
|  | 5.3% | 46.8% | 16.8% | 31.1% |  |  |
| 22. I have confidence in the leadership exhibited by the HCPSS Superintendent. | 149 | 386 | 23 | 77 | 8 | 643 |
|  | 23.5% | 60.8% | 3.6% | 12.1% |  |  |
| 23. I have confidence in the leadership exhibited by the Howard County Board of Education. | 70 | 446 | 19 | 80 | 23 | 638 |
|  | 11.4% | 72.5% | 3.1% | 13.0% |  |  |
| 24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). | 219 | 364 | 14 | 32 | 15 | 644 |
|  | 34.8% | 57.9% | 2.2% | 5.1% |  |  |
| 25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education. | 93 | 353 | 50 | 128 | 19 | 643 |
|  | 14.9% | 56.6% | 8.0% | 20.5% |  |  |
| 26. In my position, I receive appropriate and adequate support and training. | 100 | 385 | 33 | 118 | 4 | 640 |
|  | 15.7% | 60.5% | 5.2% | 18.6% |  |  |
| 27. In the last 12 months, I have experienced harassing behavior from colleagues. | 32 | 52 | 322 | 205 | 35 | 646 |
|  | 5.2% | 8.5% | 52.7% | 33.6% |  |  |
| 28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors. | 21 | 41 | 332 | 215 | 37 | 646 |
|  | 3.4% | 6.7% | 54.5% | 35.3% |  |  |
| 29. In the last 12 months, I have experienced harassing behavior from parents. | 78 | 154 | 186 | 204 | 23 | 645 |
|  | 12.5% | 24.8% | 29.9% | 32.8% |  |  |
| 30. At my school I spend most of my PIP time on non-instructional activities. | 83 | 160 | 71 | 272 | 55 | 641 |
|  | 14.2% | 27.3% | 12.1% | 46.4% |  |  |
| 31. At my school our administrator includes time during PIP for teacher-initiated collaboration. | 41 | 277 | 92 | 172 | 55 | 637 |
|  | 7.0% | 47.6% | 15.8% | 29.6% |  |  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Level | Elementary | |  |  |  |  |
| HCEA Member | (All) |  |  |  |  |  |
| Profession | All ESP |  |  |  |  |  |
| Years in Education | (All) |  |  |  |  |  |
| Years with HCPSS | (All) |  |  |  |  |  |
|  |  |  |  |  |  |  |
| **Questions** | **Strongly Agree** | **Agree** | **Strongly Disagree** | **Disagree** | **Does Not Apply** | **Grand Total** |
| 1. Overall, morale at my school/worksite is good. | 62 | 170 | 40 | 57 |  | 329 |
|  | 18.8% | 51.7% | 12.2% | 17.3% |  |  |
| 2. There is an atmosphere of open communication and trust in my school/worksite. | 50 | 168 | 32 | 80 |  | 330 |
|  | 15.2% | 50.9% | 9.7% | 24.2% |  |  |
| 3. I personally feel successful in my work. | 95 | 206 | 8 | 21 |  | 330 |
|  | 28.8% | 62.4% | 2.4% | 6.4% |  |  |
| 4. I feel involved in decision-making at my school/worksite. | 30 | 154 | 43 | 78 | 23 | 328 |
|  | 9.8% | 50.5% | 14.1% | 25.6% |  |  |
| 5. I want to be involved in decision-making at my school/worksite. | 56 | 223 | 3 | 29 | 19 | 330 |
|  | 18.0% | 71.7% | 1.0% | 9.3% |  |  |
| 6. In my school/worksite, I can speak openly about important issues without fear of repercussions. | 58 | 164 | 40 | 64 | 2 | 328 |
|  | 17.8% | 50.3% | 12.3% | 19.6% |  |  |
| 7. In my school/worksite, I am treated as a professional. | 77 | 189 | 19 | 46 |  | 331 |
|  | 23.3% | 57.1% | 5.7% | 13.9% |  |  |
| 8. There is good teamwork among staff in my school/worksite. | 92 | 175 | 9 | 53 |  | 329 |
|  | 28.0% | 53.2% | 2.7% | 16.1% |  |  |
| 9. Non-instructional duties are assigned on an equitable basis in my school/worksite. | 40 | 161 | 40 | 68 | 20 | 329 |
|  | 12.9% | 52.1% | 12.9% | 22.0% |  |  |
| 10. My working environment (i.e. safety, cleanliness) is conducive to success. | 67 | 192 | 25 | 42 | 3 | 329 |
|  | 20.6% | 58.9% | 7.7% | 12.9% |  |  |
| 11. My work performance is evaluated fairly. | 104 | 185 | 5 | 27 | 8 | 329 |
|  | 32.4% | 57.6% | 1.6% | 8.4% |  |  |
| 12. I am provided adequate time during the workday to plan, prepare for and do my job. | 51 | 174 | 23 | 58 | 22 | 328 |
|  | 16.7% | 56.9% | 7.5% | 19.0% |  |  |
| 13. I am provided adequate work and storage space to prepare for and do my job. | 74 | 211 | 9 | 29 | 3 | 326 |
|  | 22.9% | 65.3% | 2.8% | 9.0% |  |  |
| 14. My administrators/supervisors respect the negotiated contracts. | 85 | 196 | 4 | 38 | 6 | 329 |
|  | 26.3% | 60.7% | 1.2% | 11.8% |  |  |
| 15. My planning time is respected by my school administrations/supervisors. | 33 | 102 | 8 | 26 | 160 | 329 |
|  | 19.5% | 60.4% | 4.7% | 15.4% |  |  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 16. In my school, administrators/supervisors support me in enforcing discipline. | 46 | 155 | 39 | 50 | 39 | 329 |
|  | 15.9% | 53.4% | 13.4% | 17.2% |  |  |
| 17. In my school, student misbehavior interferes with learning. | 114 | 125 | 15 | 61 | 12 | 327 |
|  | 36.2% | 39.7% | 4.8% | 19.4% |  |  |
| 18. Too much instructional time is spent administering assessments. | 60 | 129 | 5 | 67 | 64 | 325 |
|  | 23.0% | 49.4% | 1.9% | 25.7% |  |  |
| 19. HCPSS professional development experiences are meaningful and worthwhile. | 17 | 151 | 47 | 93 | 19 | 327 |
|  | 5.5% | 49.0% | 15.3% | 30.2% |  |  |
| 20. Increased workload has contributed to a decline in my morale. | 34 | 91 | 34 | 148 | 22 | 329 |
|  | 11.1% | 29.6% | 11.1% | 48.2% |  |  |
| 21. I am paid fairly. | 4 | 85 | 103 | 132 | 1 | 325 |
|  | 1.2% | 26.2% | 31.8% | 40.7% |  |  |
| 22. I have confidence in the leadership exhibited by the HCPSS Superintendent. | 132 | 175 | 2 | 18 | 3 | 330 |
|  | 40.4% | 53.5% | 0.6% | 5.5% |  |  |
| 23. I have confidence in the leadership exhibited by the Howard County Board of Education. | 49 | 230 | 7 | 37 | 3 | 326 |
|  | 15.2% | 71.2% | 2.2% | 11.5% |  |  |
| 24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). | 102 | 198 | 6 | 22 |  | 328 |
|  | 31.1% | 60.4% | 1.8% | 6.7% |  |  |
| 25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education. | 30 | 185 | 19 | 67 | 26 | 327 |
|  | 10.0% | 61.5% | 6.3% | 22.3% |  |  |
| 26. In my position, I receive appropriate and adequate support and training. | 30 | 218 | 14 | 63 | 2 | 327 |
|  | 9.2% | 67.1% | 4.3% | 19.4% |  |  |
| 27. In the last 12 months, I have experienced harassing behavior from colleagues. | 10 | 24 | 156 | 123 | 9 | 322 |
|  | 3.2% | 7.7% | 49.8% | 39.3% |  |  |
| 28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors. | 6 | 15 | 167 | 129 | 13 | 330 |
|  | 1.9% | 4.7% | 52.7% | 40.7% |  |  |
| 29. In the last 12 months, I have experienced harassing behavior from parents. | 15 | 36 | 115 | 146 | 17 | 329 |
|  | 4.8% | 11.5% | 36.9% | 46.8% |  |  |
| 30. At my school I spend most of my PIP time on non-instructional activities. |  | 14 | 6 | 35 | 271 | 326 |
|  | 0.0% | 25.5% | 10.9% | 63.6% |  |  |
| 31. At my school our administrator includes time during PIP for teacher-initiated collaboration. | 6 | 41 |  | 14 | 265 | 326 |
|  | 9.8% | 67.2% | 0.0% | 23.0% |  |  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Level | Middle | |  |  |  |  |
| HCEA Member | (All) |  |  |  |  |  |
| Profession | All ESP |  |  |  |  |  |
| Years in Education | (All) |  |  |  |  |  |
| Years with HCPSS | (All) |  |  |  |  |  |
|  |  |  |  |  |  |  |
| **Questions** | **Strongly Agree** | **Agree** | **Strongly Disagree** | **Disagree** | **Does Not Apply** | **Grand Total** |
| 1. Overall, morale at my school/worksite is good. | 25 | 66 | 20 | 23 | 1 | 135 |
|  | 18.7% | 49.3% | 14.9% | 17.2% |  |  |
| 2. There is an atmosphere of open communication and trust in my school/worksite. | 24 | 62 | 17 | 33 |  | 136 |
|  | 17.6% | 45.6% | 12.5% | 24.3% |  |  |
| 3. I personally feel successful in my work. | 51 | 69 | 5 | 10 |  | 135 |
|  | 37.8% | 51.1% | 3.7% | 7.4% |  |  |
| 4. I feel involved in decision-making at my school/worksite. | 17 | 49 | 21 | 37 | 12 | 136 |
|  | 13.7% | 39.5% | 16.9% | 29.8% |  |  |
| 5. I want to be involved in decision-making at my school/worksite. | 25 | 81 | 3 | 13 | 13 | 135 |
|  | 20.5% | 66.4% | 2.5% | 10.7% |  |  |
| 6. In my school/worksite, I can speak openly about important issues without fear of repercussions. | 24 | 67 | 17 | 25 | 3 | 136 |
|  | 18.0% | 50.4% | 12.8% | 18.8% |  |  |
| 7. In my school/worksite, I am treated as a professional. | 35 | 72 | 13 | 14 |  | 134 |
|  | 26.1% | 53.7% | 9.7% | 10.4% |  |  |
| 8. There is good teamwork among staff in my school/worksite. | 42 | 64 | 7 | 22 |  | 135 |
|  | 31.1% | 47.4% | 5.2% | 16.3% |  |  |
| 9. Non-instructional duties are assigned on an equitable basis in my school/worksite. | 21 | 54 | 16 | 24 | 19 | 134 |
|  | 18.3% | 47.0% | 13.9% | 20.9% |  |  |
| 10. My working environment (i.e. safety, cleanliness) is conducive to success. | 34 | 62 | 14 | 23 | 3 | 136 |
|  | 25.6% | 46.6% | 10.5% | 17.3% |  |  |
| 11. My work performance is evaluated fairly. | 40 | 70 | 4 | 16 | 5 | 135 |
|  | 30.8% | 53.8% | 3.1% | 12.3% |  |  |
| 12. I am provided adequate time during the workday to plan, prepare for and do my job. | 25 | 53 | 19 | 25 | 13 | 135 |
|  | 20.5% | 43.4% | 15.6% | 20.5% |  |  |
| 13. I am provided adequate work and storage space to prepare for and do my job. | 44 | 75 | 4 | 10 | 3 | 136 |
|  | 33.1% | 56.4% | 3.0% | 7.5% |  |  |
| 14. My administrators/supervisors respect the negotiated contracts. | 49 | 70 | 3 | 10 | 3 | 135 |
|  | 37.1% | 53.0% | 2.3% | 7.6% |  |  |
| 15. My planning time is respected by my school administrations/supervisors. | 16 | 23 | 7 | 11 | 79 | 136 |
|  | 28.1% | 40.4% | 12.3% | 19.3% |  |  |
| 16. In my school, administrators/supervisors support me in enforcing discipline. | 14 | 56 | 17 | 26 | 22 | 135 |
|  | 12.4% | 49.6% | 15.0% | 23.0% |  |  |
| 17. In my school, student misbehavior interferes with learning. | 48 | 43 | 12 | 18 | 13 | 134 |
|  | 39.7% | 35.5% | 9.9% | 14.9% |  |  |
| 18. Too much instructional time is spent administering assessments. | 16 | 47 | 4 | 28 | 38 | 133 |
|  | 16.8% | 49.5% | 4.2% | 29.5% |  |  |
| 19. HCPSS professional development experiences are meaningful and worthwhile. | 11 | 44 | 19 | 41 | 20 | 135 |
|  | 9.6% | 38.3% | 16.5% | 35.7% |  |  |
| 20. Increased workload has contributed to a decline in my morale. | 7 | 27 | 27 | 52 | 22 | 135 |
|  | 6.2% | 23.9% | 23.9% | 46.0% |  |  |
| 21. I am paid fairly. | 6 | 30 | 56 | 43 |  | 135 |
|  | 4.4% | 22.2% | 41.5% | 31.9% |  |  |
| 22. I have confidence in the leadership exhibited by the HCPSS Superintendent. | 42 | 77 | 3 | 10 | 2 | 134 |
|  | 31.8% | 58.3% | 2.3% | 7.6% |  |  |
| 23. I have confidence in the leadership exhibited by the Howard County Board of Education. | 18 | 93 | 3 | 16 | 3 | 133 |
|  | 13.8% | 71.5% | 2.3% | 12.3% |  |  |
| 24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). | 29 | 93 | 4 | 8 |  | 134 |
|  | 21.6% | 69.4% | 3.0% | 6.0% |  |  |
| 25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education. | 17 | 68 | 12 | 26 | 11 | 134 |
|  | 13.8% | 55.3% | 9.8% | 21.1% |  |  |
| 26. In my position, I receive appropriate and adequate support and training. | 19 | 81 | 6 | 25 | 4 | 135 |
|  | 14.5% | 61.8% | 4.6% | 19.1% |  |  |
| 27. In the last 12 months, I have experienced harassing behavior from colleagues. | 7 | 9 | 63 | 46 | 8 | 133 |
|  | 5.6% | 7.2% | 50.4% | 36.8% |  |  |
| 28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors. | 5 | 6 | 73 | 42 | 9 | 135 |
|  | 4.0% | 4.8% | 57.9% | 33.3% |  |  |
| 29. In the last 12 months, I have experienced harassing behavior from parents. | 6 | 20 | 53 | 40 | 15 | 134 |
|  | 5.0% | 16.8% | 44.5% | 33.6% |  |  |
| 30. At my school I spend most of my PIP time on non-instructional activities. |  | 4 | 3 | 8 | 120 | 135 |
|  | 0.0% | 26.7% | 20.0% | 53.3% |  |  |
| 31. At my school our administrator includes time during PIP for teacher-initiated collaboration. | 5 | 13 |  | 5 | 111 | 134 |
|  | 21.7% | 56.5% | 0.0% | 21.7% |  |  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Level | High |  |  |  |  |  |
| HCEA Member | (All) |  |  |  |  |  |
| Profession | All ESP |  |  |  |  |  |
| Years in Education | (All) |  |  |  |  |  |
| Years with HCPSS | (All) |  |  |  |  |  |
|  |  |  |  |  |  |  |
| **Questions** | **Strongly Agree** | **Agree** | **Strongly Disagree** | **Disagree** | **Does Not Apply** | **Grand Total** |
| 1. Overall, morale at my school/worksite is good. | 13 | 67 | 1 | 20 |  | 101 |
|  | 12.9% | 66.3% | 1.0% | 19.8% |  |  |
| 2. There is an atmosphere of open communication and trust in my school/worksite. | 9 | 60 | 4 | 27 | 1 | 101 |
|  | 9.0% | 60.0% | 4.0% | 27.0% |  |  |
| 3. I personally feel successful in my work. | 28 | 63 | 1 | 6 | 1 | 99 |
|  | 28.6% | 64.3% | 1.0% | 6.1% |  |  |
| 4. I feel involved in decision-making at my school/worksite. | 8 | 39 | 8 | 34 | 11 | 100 |
|  | 9.0% | 43.8% | 9.0% | 38.2% |  |  |
| 5. I want to be involved in decision-making at my school/worksite. | 15 | 60 | 1 | 11 | 12 | 99 |
|  | 17.2% | 69.0% | 1.1% | 12.6% |  |  |
| 6. In my school/worksite, I can speak openly about important issues without fear of repercussions. | 12 | 50 | 8 | 29 | 2 | 101 |
|  | 12.1% | 50.5% | 8.1% | 29.3% |  |  |
| 7. In my school/worksite, I am treated as a professional. | 24 | 59 | 4 | 12 | 1 | 100 |
|  | 24.2% | 59.6% | 4.0% | 12.1% |  |  |
| 8. There is good teamwork among staff in my school/worksite. | 21 | 60 | 3 | 14 | 1 | 99 |
|  | 21.4% | 61.2% | 3.1% | 14.3% |  |  |
| 9. Non-instructional duties are assigned on an equitable basis in my school/worksite. | 10 | 40 | 4 | 11 | 35 | 100 |
|  | 15.4% | 61.5% | 6.2% | 16.9% |  |  |
| 10. My working environment (i.e. safety, cleanliness) is conducive to success. | 17 | 64 | 7 | 13 |  | 101 |
|  | 16.8% | 63.4% | 6.9% | 12.9% |  |  |
| 11. My work performance is evaluated fairly. | 22 | 58 | 3 | 14 | 3 | 100 |
|  | 22.7% | 59.8% | 3.1% | 14.4% |  |  |
| 12. I am provided adequate time during the workday to plan, prepare for and do my job. | 14 | 49 | 7 | 13 | 17 | 100 |
|  | 16.9% | 59.0% | 8.4% | 15.7% |  |  |
| 13. I am provided adequate work and storage space to prepare for and do my job. | 17 | 71 | 2 | 6 | 5 | 101 |
|  | 17.7% | 74.0% | 2.1% | 6.3% |  |  |
| 14. My administrators/supervisors respect the negotiated contracts. | 27 | 63 | 1 | 5 | 3 | 99 |
|  | 28.1% | 65.6% | 1.0% | 5.2% |  |  |
| 15. My planning time is respected by my school administrations/supervisors. | 6 | 14 | 1 | 3 | 76 | 100 |
|  | 25.0% | 58.3% | 4.2% | 12.5% |  |  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 16. In my school, administrators/supervisors support me in enforcing discipline. | 8 | 40 | 7 | 11 | 32 | 98 |
|  | 12.1% | 60.6% | 10.6% | 16.7% |  |  |
| 17. In my school, student misbehavior interferes with learning. | 21 | 33 | 8 | 12 | 26 | 100 |
|  | 28.4% | 44.6% | 10.8% | 16.2% |  |  |
| 18. Too much instructional time is spent administering assessments. | 18 | 33 | 4 | 10 | 35 | 100 |
|  | 27.7% | 50.8% | 6.2% | 15.4% |  |  |
| 19. HCPSS professional development experiences are meaningful and worthwhile. | 11 | 29 | 17 | 28 | 17 | 102 |
|  | 12.9% | 34.1% | 20.0% | 32.9% |  |  |
| 20. Increased workload has contributed to a decline in my morale. | 8 | 24 | 12 | 41 | 15 | 100 |
|  | 9.4% | 28.2% | 14.1% | 48.2% |  |  |
| 21. I am paid fairly. | 1 | 21 | 35 | 42 | 1 | 100 |
|  | 1.0% | 21.2% | 35.4% | 42.4% |  |  |
| 22. I have confidence in the leadership exhibited by the HCPSS Superintendent. | 27 | 65 | 3 | 6 |  | 101 |
|  | 26.7% | 64.4% | 3.0% | 5.9% |  |  |
| 23. I have confidence in the leadership exhibited by the Howard County Board of Education. | 12 | 72 | 3 | 13 |  | 100 |
|  | 12.0% | 72.0% | 3.0% | 13.0% |  |  |
| 24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). | 27 | 62 | 3 | 7 | 2 | 101 |
|  | 27.3% | 62.6% | 3.0% | 7.1% |  |  |
| 25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education. | 12 | 54 | 6 | 24 | 4 | 100 |
|  | 12.5% | 56.3% | 6.3% | 25.0% |  |  |
| 26. In my position, I receive appropriate and adequate support and training. | 9 | 55 | 7 | 27 | 2 | 100 |
|  | 9.2% | 56.1% | 7.1% | 27.6% |  |  |
| 27. In the last 12 months, I have experienced harassing behavior from colleagues. | 2 | 6 | 46 | 43 | 3 | 100 |
|  | 2.1% | 6.2% | 47.4% | 44.3% |  |  |
| 28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors. | 3 | 4 | 44 | 45 | 4 | 100 |
|  | 3.1% | 4.2% | 45.8% | 46.9% |  |  |
| 29. In the last 12 months, I have experienced harassing behavior from parents. | 4 | 10 | 34 | 43 | 8 | 99 |
|  | 4.4% | 11.0% | 37.4% | 47.3% |  |  |
| 30. At my school I spend most of my PIP time on non-instructional activities. |  |  | 3 | 6 | 91 | 100 |
|  | 0.0% | 0.0% | 33.3% | 66.7% |  |  |
| 31. At my school our administrator includes time during PIP for teacher-initiated collaboration. | 1 | 10 | 1 | 3 | 85 | 100 |
|  | 6.7% | 66.7% | 6.7% | 20.0% |  |  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Level | (All) |  |  |  |  |  |
| HCEA Member | Yes |  |  |  |  |  |
| Profession | (All) | |  |  |  |  |
| Years in Education | (All) |  |  |  |  |  |
| Years with HCPSS | (All) |  |  |  |  |  |
|  |  |  |  |  |  |  |
| **Questions** | **Strongly Agree** | **Agree** | **Strongly Disagree** | **Disagree** | **Does Not Apply** | **Grand Total** |
| 1. Overall, morale at my school/worksite is good. | 438 | 1550 | 365 | 594 | 2 | 2949 |
|  | 14.9% | 52.6% | 12.4% | 20.2% |  |  |
| 2. There is an atmosphere of open communication and trust in my school/worksite. | 445 | 1454 | 302 | 744 | 5 | 2950 |
|  | 15.1% | 49.4% | 10.3% | 25.3% |  |  |
| 3. I personally feel successful in my work. | 823 | 1686 | 111 | 324 | 2 | 2946 |
|  | 28.0% | 57.3% | 3.8% | 11.0% |  |  |
| 4. I feel involved in decision-making at my school/worksite. | 442 | 1265 | 350 | 809 | 74 | 2940 |
|  | 15.4% | 44.1% | 12.2% | 28.2% |  |  |
| 5. I want to be involved in decision-making at my school/worksite. | 860 | 1734 | 38 | 230 | 82 | 2944 |
|  | 30.0% | 60.6% | 1.3% | 8.0% |  |  |
| 6. In my school/worksite, I can speak openly about important issues without fear of repercussions. | 623 | 1373 | 299 | 628 | 21 | 2944 |
|  | 21.3% | 47.0% | 10.2% | 21.5% |  |  |
| 7. In my school/worksite, I am treated as a professional. | 960 | 1510 | 156 | 314 | 5 | 2945 |
|  | 32.7% | 51.4% | 5.3% | 10.7% |  |  |
| 8. There is good teamwork among staff in my school/worksite. | 863 | 1494 | 140 | 439 | 3 | 2939 |
|  | 29.4% | 50.9% | 4.8% | 15.0% |  |  |
| 9. Non-instructional duties are assigned on an equitable basis in my school/worksite. | 606 | 1471 | 222 | 435 | 202 | 2936 |
|  | 22.2% | 53.8% | 8.1% | 15.9% |  |  |
| 10. My working environment (i.e. safety, cleanliness) is conducive to success. | 718 | 1479 | 276 | 461 | 12 | 2946 |
|  | 24.5% | 50.4% | 9.4% | 15.7% |  |  |
| 11. My work performance is evaluated fairly. | 847 | 1644 | 119 | 298 | 31 | 2939 |
|  | 29.1% | 56.5% | 4.1% | 10.2% |  |  |
| 12. I am provided adequate time during the workday to plan, prepare for and do my job. | 395 | 1127 | 580 | 776 | 67 | 2945 |
|  | 13.7% | 39.2% | 20.2% | 27.0% |  |  |
| 13. I am provided adequate work and storage space to prepare for and do my job. | 850 | 1610 | 148 | 311 | 19 | 2938 |
|  | 29.1% | 55.2% | 5.1% | 10.7% |  |  |
| 14. My administrators/supervisors respect the negotiated contracts. | 1124 | 1556 | 53 | 181 | 21 | 2935 |
|  | 38.6% | 53.4% | 1.8% | 6.2% |  |  |
| 15. My planning time is respected by my school administrations/supervisors. | 804 | 1325 | 127 | 340 | 340 | 2936 |
|  | 31.0% | 51.0% | 4.9% | 13.1% |  |  |
| 16. In my school, administrators/supervisors support me in enforcing discipline. | 559 | 1325 | 324 | 524 | 196 | 2928 |
|  | 20.5% | 48.5% | 11.9% | 19.2% |  |  |
| 17. In my school, student misbehavior interferes with learning. | 792 | 1020 | 299 | 701 | 127 | 2939 |
|  | 28.2% | 36.3% | 10.6% | 24.9% |  |  |
| 18. Too much instructional time is spent administering assessments. | 708 | 1110 | 103 | 690 | 315 | 2926 |
|  | 27.1% | 42.5% | 3.9% | 26.4% |  |  |
| 19. HCPSS professional development experiences are meaningful and worthwhile. | 197 | 1237 | 514 | 905 | 80 | 2933 |
|  | 6.9% | 43.4% | 18.0% | 31.7% |  |  |
| 20. Increased workload has contributed to a decline in my morale. | 676 | 1107 | 220 | 822 | 118 | 2943 |
|  | 23.9% | 39.2% | 7.8% | 29.1% |  |  |
| 21. I am paid fairly. | 147 | 1197 | 586 | 1001 | 5 | 2936 |
|  | 5.0% | 40.8% | 20.0% | 34.2% |  |  |
| 22. I have confidence in the leadership exhibited by the HCPSS Superintendent. | 1014 | 1612 | 65 | 223 | 24 | 2938 |
|  | 34.8% | 55.3% | 2.2% | 7.7% |  |  |
| 23. I have confidence in the leadership exhibited by the Howard County Board of Education. | 408 | 2025 | 66 | 330 | 92 | 2921 |
|  | 14.4% | 71.6% | 2.3% | 11.7% |  |  |
| 24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). | 1019 | 1722 | 43 | 118 | 35 | 2937 |
|  | 35.1% | 59.3% | 1.5% | 4.1% |  |  |
| 25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education. | 476 | 1665 | 159 | 528 | 96 | 2924 |
|  | 16.8% | 58.9% | 5.6% | 18.7% |  |  |
| 26. In my position, I receive appropriate and adequate support and training. | 502 | 1751 | 143 | 522 | 14 | 2932 |
|  | 17.2% | 60.0% | 4.9% | 17.9% |  |  |
| 27. In the last 12 months, I have experienced harassing behavior from colleagues. | 107 | 255 | 1464 | 958 | 144 | 2928 |
|  | 3.8% | 9.2% | 52.6% | 34.4% |  |  |
| 28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors. | 85 | 156 | 1559 | 984 | 159 | 2943 |
|  | 3.1% | 5.6% | 56.0% | 35.3% |  |  |
| 29. In the last 12 months, I have experienced harassing behavior from parents. | 217 | 551 | 968 | 1065 | 141 | 2942 |
|  | 7.7% | 19.7% | 34.6% | 38.0% |  |  |
| 30. At my school I spend most of my PIP time on non-instructional activities. | 171 | 597 | 316 | 1077 | 752 | 2913 |
|  | 7.9% | 27.6% | 14.6% | 49.8% |  |  |
| 31. At my school our administrator includes time during PIP for teacher-initiated collaboration. | 270 | 1318 | 176 | 421 | 726 | 2911 |
|  | 12.4% | 60.3% | 8.1% | 19.3% |  |  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Level | (All) |  |  |  |  |  |
| HCEA Member | No |  |  |  |  |  |
| Profession | (All) |  |  |  |  |  |
| Years in Education | (All) |  |  |  |  |  |
| Years with HCPSS | (All) |  |  |  |  |  |
|  |  |  |  |  |  |  |
| **Questions** | **Strongly Agree** | **Agree** | **Strongly Disagree** | **Disagree** | **Does Not Apply** | **Grand Total** |
| 1. Overall, morale at my school/worksite is good. | 26 | 108 | 32 | 56 |  | 222 |
|  | 11.7% | 48.6% | 14.4% | 25.2% |  |  |
| 2. There is an atmosphere of open communication and trust in my school/worksite. | 29 | 113 | 27 | 52 |  | 221 |
|  | 13.1% | 51.1% | 12.2% | 23.5% |  |  |
| 3. I personally feel successful in my work. | 62 | 123 | 6 | 28 | 1 | 220 |
|  | 28.3% | 56.2% | 2.7% | 12.8% |  |  |
| 4. I feel involved in decision-making at my school/worksite. | 24 | 94 | 31 | 59 | 11 | 219 |
|  | 11.5% | 45.2% | 14.9% | 28.4% |  |  |
| 5. I want to be involved in decision-making at my school/worksite. | 49 | 142 | 2 | 19 | 9 | 221 |
|  | 23.1% | 67.0% | 0.9% | 9.0% |  |  |
| 6. In my school/worksite, I can speak openly about important issues without fear of repercussions. | 43 | 108 | 23 | 45 | 3 | 222 |
|  | 19.6% | 49.3% | 10.5% | 20.5% |  |  |
| 7. In my school/worksite, I am treated as a professional. | 61 | 122 | 11 | 27 |  | 221 |
|  | 27.6% | 55.2% | 5.0% | 12.2% |  |  |
| 8. There is good teamwork among staff in my school/worksite. | 41 | 129 | 11 | 36 | 1 | 218 |
|  | 18.9% | 59.4% | 5.1% | 16.6% |  |  |
| 9. Non-instructional duties are assigned on an equitable basis in my school/worksite. | 35 | 99 | 16 | 37 | 33 | 220 |
|  | 18.7% | 52.9% | 8.6% | 19.8% |  |  |
| 10. My working environment (i.e. safety, cleanliness) is conducive to success. | 39 | 112 | 25 | 40 | 5 | 221 |
|  | 18.1% | 51.9% | 11.6% | 18.5% |  |  |
| 11. My work performance is evaluated fairly. | 63 | 112 | 11 | 26 | 7 | 219 |
|  | 29.7% | 52.8% | 5.2% | 12.3% |  |  |
| 12. I am provided adequate time during the workday to plan, prepare for and do my job. | 30 | 106 | 30 | 45 | 8 | 219 |
|  | 14.2% | 50.2% | 14.2% | 21.3% |  |  |
| 13. I am provided adequate work and storage space to prepare for and do my job. | 52 | 140 | 9 | 18 | 2 | 221 |
|  | 23.7% | 63.9% | 4.1% | 8.2% |  |  |
| 14. My administrators/supervisors respect the negotiated contracts. | 71 | 127 | 4 | 15 | 5 | 222 |
|  | 32.7% | 58.5% | 1.8% | 6.9% |  |  |
| 15. My planning time is respected by my school administrations/supervisors. | 52 | 84 | 5 | 17 | 63 | 221 |
|  | 32.9% | 53.2% | 3.2% | 10.8% |  |  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 16. In my school, administrators/supervisors support me in enforcing discipline. | 38 | 72 | 23 | 46 | 40 | 219 |
|  | 21.2% | 40.2% | 12.8% | 25.7% |  |  |
| 17. In my school, student misbehavior interferes with learning. | 52 | 68 | 21 | 56 | 25 | 222 |
|  | 26.4% | 34.5% | 10.7% | 28.4% |  |  |
| 18. Too much instructional time is spent administering assessments. | 44 | 80 | 9 | 45 | 42 | 220 |
|  | 24.7% | 44.9% | 5.1% | 25.3% |  |  |
| 19. HCPSS professional development experiences are meaningful and worthwhile. | 15 | 79 | 39 | 69 | 20 | 222 |
|  | 7.4% | 39.1% | 19.3% | 34.2% |  |  |
| 20. Increased workload has contributed to a decline in my morale. | 42 | 72 | 20 | 74 | 14 | 222 |
|  | 20.2% | 34.6% | 9.6% | 35.6% |  |  |
| 21. I am paid fairly. | 15 | 88 | 53 | 65 |  | 221 |
|  | 6.8% | 39.8% | 24.0% | 29.4% |  |  |
| 22. I have confidence in the leadership exhibited by the HCPSS Superintendent. | 59 | 121 | 9 | 26 | 6 | 221 |
|  | 27.4% | 56.3% | 4.2% | 12.1% |  |  |
| 23. I have confidence in the leadership exhibited by the Howard County Board of Education. | 21 | 143 | 7 | 40 | 7 | 218 |
|  | 10.0% | 67.8% | 3.3% | 19.0% |  |  |
| 24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). | 23 | 146 | 9 | 27 | 14 | 219 |
|  | 11.2% | 71.2% | 4.4% | 13.2% |  |  |
| 25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education. | 27 | 114 | 14 | 52 | 14 | 221 |
|  | 13.0% | 55.1% | 6.8% | 25.1% |  |  |
| 26. In my position, I receive appropriate and adequate support and training. | 31 | 128 | 11 | 49 | 1 | 220 |
|  | 14.2% | 58.4% | 5.0% | 22.4% |  |  |
| 27. In the last 12 months, I have experienced harassing behavior from colleagues. | 3 | 20 | 114 | 77 | 7 | 221 |
|  | 1.4% | 9.3% | 53.3% | 36.0% |  |  |
| 28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors. | 3 | 13 | 124 | 69 | 9 | 218 |
|  | 1.4% | 6.2% | 59.3% | 33.0% |  |  |
| 29. In the last 12 months, I have experienced harassing behavior from parents. | 16 | 39 | 76 | 79 | 10 | 220 |
|  | 7.6% | 18.6% | 36.2% | 37.6% |  |  |
| 30. At my school I spend most of my PIP time on non-instructional activities. | 11 | 27 | 19 | 59 | 105 | 221 |
|  | 9.5% | 23.3% | 16.4% | 50.9% |  |  |
| 31. At my school our administrator includes time during PIP for teacher-initiated collaboration. | 18 | 69 | 7 | 21 | 104 | 219 |
|  | 15.7% | 60.0% | 6.1% | 18.3% |  |  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Level | (All) |  |  |  |  |  |
| HCEA Member | Yes |  |  |  |  |  |
| Profession | All ESP |  |  |  |  |  |
| Years in Education | (All) |  |  |  |  |  |
| Years with HCPSS | (All) |  |  |  |  |  |
|  |  |  |  |  |  |  |
| **Questions** | **Strongly Agree** | **Agree** | **Strongly Disagree** | **Disagree** | **Does Not Apply** | **Grand Total** |
| 1. Overall, morale at my school/worksite is good. | 98 | 285 | 53 | 82 | 1 | 519 |
|  | 18.9% | 55.0% | 10.2% | 15.8% |  |  |
| 2. There is an atmosphere of open communication and trust in my school/worksite. | 85 | 264 | 46 | 124 | 2 | 521 |
|  | 16.4% | 50.9% | 8.9% | 23.9% |  |  |
| 3. I personally feel successful in my work. | 161 | 308 | 15 | 33 | 1 | 518 |
|  | 31.1% | 59.6% | 2.9% | 6.4% |  |  |
| 4. I feel involved in decision-making at my school/worksite. | 60 | 220 | 66 | 136 | 38 | 520 |
|  | 12.4% | 45.6% | 13.7% | 28.2% |  |  |
| 5. I want to be involved in decision-making at my school/worksite. | 101 | 327 | 5 | 48 | 38 | 519 |
|  | 21.0% | 68.0% | 1.0% | 10.0% |  |  |
| 6. In my school/worksite, I can speak openly about important issues without fear of repercussions. | 95 | 251 | 59 | 109 | 5 | 519 |
|  | 18.5% | 48.8% | 11.5% | 21.2% |  |  |
| 7. In my school/worksite, I am treated as a professional. | 136 | 288 | 35 | 60 | 1 | 520 |
|  | 26.2% | 55.5% | 6.7% | 11.6% |  |  |
| 8. There is good teamwork among staff in my school/worksite. | 156 | 271 | 19 | 72 | 1 | 519 |
|  | 30.1% | 52.3% | 3.7% | 13.9% |  |  |
| 9. Non-instructional duties are assigned on an equitable basis in my school/worksite. | 69 | 231 | 54 | 88 | 76 | 518 |
|  | 15.6% | 52.3% | 12.2% | 19.9% |  |  |
| 10. My working environment (i.e. safety, cleanliness) is conducive to success. | 117 | 293 | 38 | 67 | 4 | 519 |
|  | 22.7% | 56.9% | 7.4% | 13.0% |  |  |
| 11. My work performance is evaluated fairly. | 161 | 280 | 14 | 53 | 11 | 519 |
|  | 31.7% | 55.1% | 2.8% | 10.4% |  |  |
| 12. I am provided adequate time during the workday to plan, prepare for and do my job. | 86 | 245 | 47 | 88 | 53 | 519 |
|  | 18.5% | 52.6% | 10.1% | 18.9% |  |  |
| 13. I am provided adequate work and storage space to prepare for and do my job. | 133 | 315 | 12 | 42 | 15 | 517 |
|  | 26.5% | 62.7% | 2.4% | 8.4% |  |  |
| 14. My administrators/supervisors respect the negotiated contracts. | 162 | 294 | 7 | 45 | 9 | 517 |
|  | 31.9% | 57.9% | 1.4% | 8.9% |  |  |
| 15. My planning time is respected by my school administrations/supervisors. | 52 | 126 | 17 | 32 | 292 | 519 |
|  | 22.9% | 55.5% | 7.5% | 14.1% |  |  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| 16. In my school, administrators/supervisors support me in enforcing discipline. | 67 | 234 | 55 | 74 | 88 | 518 |
|  | 15.6% | 54.4% | 12.8% | 17.2% |  |  |
| 17. In my school, student misbehavior interferes with learning. | 168 | 179 | 31 | 81 | 56 | 515 |
|  | 36.6% | 39.0% | 6.8% | 17.6% |  |  |
| 18. Too much instructional time is spent administering assessments. | 84 | 181 | 11 | 98 | 137 | 511 |
|  | 22.5% | 48.4% | 2.9% | 26.2% |  |  |
| 19. HCPSS professional development experiences are meaningful and worthwhile. | 43 | 214 | 71 | 145 | 44 | 517 |
|  | 9.1% | 45.2% | 15.0% | 30.7% |  |  |
| 20. Increased workload has contributed to a decline in my morale. | 42 | 128 | 68 | 219 | 60 | 517 |
|  | 9.2% | 28.0% | 14.9% | 47.9% |  |  |
| 21. I am paid fairly. | 13 | 119 | 179 | 201 | 3 | 515 |
|  | 2.5% | 23.2% | 35.0% | 39.3% |  |  |
| 22. I have confidence in the leadership exhibited by the HCPSS Superintendent. | 192 | 282 | 8 | 30 | 6 | 518 |
|  | 37.5% | 55.1% | 1.6% | 5.9% |  |  |
| 23. I have confidence in the leadership exhibited by the Howard County Board of Education. | 80 | 357 | 14 | 54 | 8 | 513 |
|  | 15.8% | 70.7% | 2.8% | 10.7% |  |  |
| 24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). | 163 | 315 | 13 | 25 | 2 | 518 |
|  | 31.6% | 61.0% | 2.5% | 4.8% |  |  |
| 25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education. | 61 | 279 | 36 | 103 | 36 | 515 |
|  | 12.7% | 58.2% | 7.5% | 21.5% |  |  |
| 26. In my position, I receive appropriate and adequate support and training. | 63 | 317 | 26 | 105 | 7 | 518 |
|  | 12.3% | 62.0% | 5.1% | 20.5% |  |  |
| 27. In the last 12 months, I have experienced harassing behavior from colleagues. | 20 | 35 | 247 | 187 | 20 | 509 |
|  | 4.1% | 7.2% | 50.5% | 38.2% |  |  |
| 28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors. | 13 | 22 | 265 | 195 | 26 | 521 |
|  | 2.6% | 4.4% | 53.5% | 39.4% |  |  |
| 29. In the last 12 months, I have experienced harassing behavior from parents. | 20 | 55 | 192 | 204 | 45 | 516 |
|  | 4.2% | 11.7% | 40.8% | 43.3% |  |  |
| 30. At my school I spend most of my PIP time on non-instructional activities. |  | 16 | 12 | 44 | 442 | 514 |
|  | 0.0% | 22.2% | 16.7% | 61.1% |  |  |
| 31. At my school our administrator includes time during PIP for teacher-initiated collaboration. | 15 | 58 | 2 | 18 | 420 | 513 |
|  | 16.1% | 62.4% | 2.2% | 19.4% |  |  |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Level | (All) |  |  |  |  |  |
| HCEA Member | No |  |  |  |  |  |
| Profession | All ESP | |  |  |  |  |
| Years in Education | (All) |  |  |  |  |  |
| Years with HCPSS | (All) |  |  |  |  |  |
|  |  |  |  |  |  |  |
| **Questions** | **Strongly Agree** | **Agree** | **Strongly Disagree** | **Disagree** | **Does Not Apply** | **Grand Total** |
| 1. Overall, morale at my school/worksite is good. | 11 | 34 | 13 | 25 |  | 83 |
|  | 13.3% | 41.0% | 15.7% | 30.1% |  |  |
| 2. There is an atmosphere of open communication and trust in my school/worksite. | 10 | 36 | 9 | 28 |  | 83 |
|  | 12.0% | 43.4% | 10.8% | 33.7% |  |  |
| 3. I personally feel successful in my work. | 25 | 49 |  | 9 |  | 83 |
|  | 30.1% | 59.0% | 0.0% | 10.8% |  |  |
| 4. I feel involved in decision-making at my school/worksite. | 4 | 37 | 7 | 25 | 8 | 81 |
|  | 5.5% | 50.7% | 9.6% | 34.2% |  |  |
| 5. I want to be involved in decision-making at my school/worksite. | 4 | 63 | 2 | 6 | 7 | 82 |
|  | 5.3% | 84.0% | 2.7% | 8.0% |  |  |
| 6. In my school/worksite, I can speak openly about important issues without fear of repercussions. | 9 | 43 | 9 | 20 | 2 | 83 |
|  | 11.1% | 53.1% | 11.1% | 24.7% |  |  |
| 7. In my school/worksite, I am treated as a professional. | 14 | 51 | 2 | 15 |  | 82 |
|  | 17.1% | 62.2% | 2.4% | 18.3% |  |  |
| 8. There is good teamwork among staff in my school/worksite. | 10 | 47 | 4 | 20 |  | 81 |
|  | 12.3% | 58.0% | 4.9% | 24.7% |  |  |
| 9. Non-instructional duties are assigned on an equitable basis in my school/worksite. | 5 | 31 | 10 | 20 | 16 | 82 |
|  | 7.6% | 47.0% | 15.2% | 30.3% |  |  |
| 10. My working environment (i.e. safety, cleanliness) is conducive to success. | 12 | 40 | 11 | 17 | 3 | 83 |
|  | 15.0% | 50.0% | 13.8% | 21.3% |  |  |
| 11. My work performance is evaluated fairly. | 19 | 47 | 3 | 7 | 6 | 82 |
|  | 25.0% | 61.8% | 3.9% | 9.2% |  |  |
| 12. I am provided adequate time during the workday to plan, prepare for and do my job. | 14 | 46 | 5 | 9 | 7 | 81 |
|  | 18.9% | 62.2% | 6.8% | 12.2% |  |  |
| 13. I am provided adequate work and storage space to prepare for and do my job. | 14 | 60 | 3 | 4 | 2 | 83 |
|  | 17.3% | 74.1% | 3.7% | 4.9% |  |  |
| 14. My administrators/supervisors respect the negotiated contracts. | 15 | 52 | 2 | 10 | 4 | 83 |
|  | 19.0% | 65.8% | 2.5% | 12.7% |  |  |
| 15. My planning time is respected by my school administrations/supervisors. | 9 | 19 | 1 | 9 | 44 | 82 |
|  | 23.7% | 50.0% | 2.6% | 23.7% |  |  |
| 16. In my school, administrators/supervisors support me in enforcing discipline. | 5 | 24 | 9 | 17 | 26 | 81 |
|  | 9.1% | 43.6% | 16.4% | 30.9% |  |  |
| 17. In my school, student misbehavior interferes with learning. | 24 | 25 | 5 | 12 | 17 | 83 |
|  | 36.4% | 37.9% | 7.6% | 18.2% |  |  |
| 18. Too much instructional time is spent administering assessments. | 12 | 32 | 4 | 11 | 23 | 82 |
|  | 20.3% | 54.2% | 6.8% | 18.6% |  |  |
| 19. HCPSS professional development experiences are meaningful and worthwhile. | 4 | 24 | 14 | 25 | 16 | 83 |
|  | 6.0% | 35.8% | 20.9% | 37.3% |  |  |
| 20. Increased workload has contributed to a decline in my morale. | 8 | 20 | 13 | 35 | 7 | 83 |
|  | 10.5% | 26.3% | 17.1% | 46.1% |  |  |
| 21. I am paid fairly. | 2 | 25 | 26 | 29 |  | 82 |
|  | 2.4% | 30.5% | 31.7% | 35.4% |  |  |
| 22. I have confidence in the leadership exhibited by the HCPSS Superintendent. | 19 | 52 | 2 | 9 | 1 | 83 |
|  | 23.2% | 63.4% | 2.4% | 11.0% |  |  |
| 23. I have confidence in the leadership exhibited by the Howard County Board of Education. | 5 | 57 | 2 | 17 | 1 | 82 |
|  | 6.2% | 70.4% | 2.5% | 21.0% |  |  |
| 24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA). | 5 | 61 | 2 | 13 | 1 | 82 |
|  | 6.2% | 75.3% | 2.5% | 16.0% |  |  |
| 25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education. | 5 | 46 | 6 | 20 | 6 | 83 |
|  | 6.5% | 59.7% | 7.8% | 26.0% |  |  |
| 26. In my position, I receive appropriate and adequate support and training. | 5 | 52 | 3 | 20 | 1 | 81 |
|  | 6.3% | 65.0% | 3.8% | 25.0% |  |  |
| 27. In the last 12 months, I have experienced harassing behavior from colleagues. | 1 | 8 | 34 | 37 | 2 | 82 |
|  | 1.3% | 10.0% | 42.5% | 46.3% |  |  |
| 28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors. | 1 | 5 | 37 | 35 | 3 | 81 |
|  | 1.3% | 6.4% | 47.4% | 44.9% |  |  |
| 29. In the last 12 months, I have experienced harassing behavior from parents. | 5 | 12 | 23 | 36 | 6 | 82 |
|  | 6.6% | 15.8% | 30.3% | 47.4% |  |  |
| 30. At my school I spend most of my PIP time on non-instructional activities. |  | 2 |  | 7 | 74 | 83 |
|  | 0.0% | 22.2% | 0.0% | 77.8% |  |  |
| 31. At my school our administrator includes time during PIP for teacher-initiated collaboration. |  | 8 |  | 4 | 71 | 83 |
|  | 0.0% | 66.7% | 0.0% | 33.3% |  |  |