

OVERVIEW

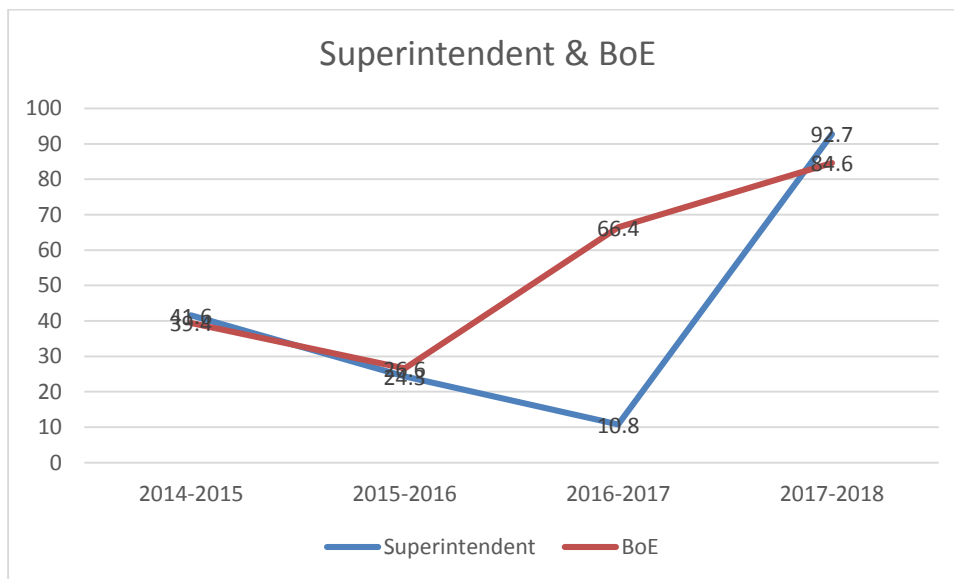
The HCEA Job Satisfaction Survey is a long-standing service provided to the Association's members and the Howard County community annually since the early 1990's. Over 3300 HCPSS employees participated in 2017-18, this represents 45% of the 7300 eligible employees. The survey is conducted by an independent 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.

AT A GLANCE

Statement	% Agree
I have confidence in the leadership exhibited by the HCPSS Superintendent.	92.7%
I have confidence in the leadership exhibited by the Howard County Board of Education.	84.6%
I have confidence in the leadership exhibited by HCEA.	93.9%
Overall, morale at my school/worksite is good.	66.3%
I am provided adequate time during the workday to plan, prepare for and do my job.	56.2%

SUPERINTENDENT/BOARD LEADERSHIP

Confidence in the HCPSS Superintendent and Board of Education are at the highest level ever measured in this survey. Educator confidence in the Superintendent is 92.7% which is up from 10.8% in 2016-2017. Confidence in the Howard County Board of Education continues to rise. Last year it was at 66.4% and this year it rose to 84.6%.



2017-2018 HCEA Job Satisfaction Survey

CONFIDENCE IN HCEA

A clear majority of educators, 93.9% are confident in the leadership exhibited by the Howard County Education Association. Notably, non-union members have high levels of confidence, 85.5%, in the Associations as well.

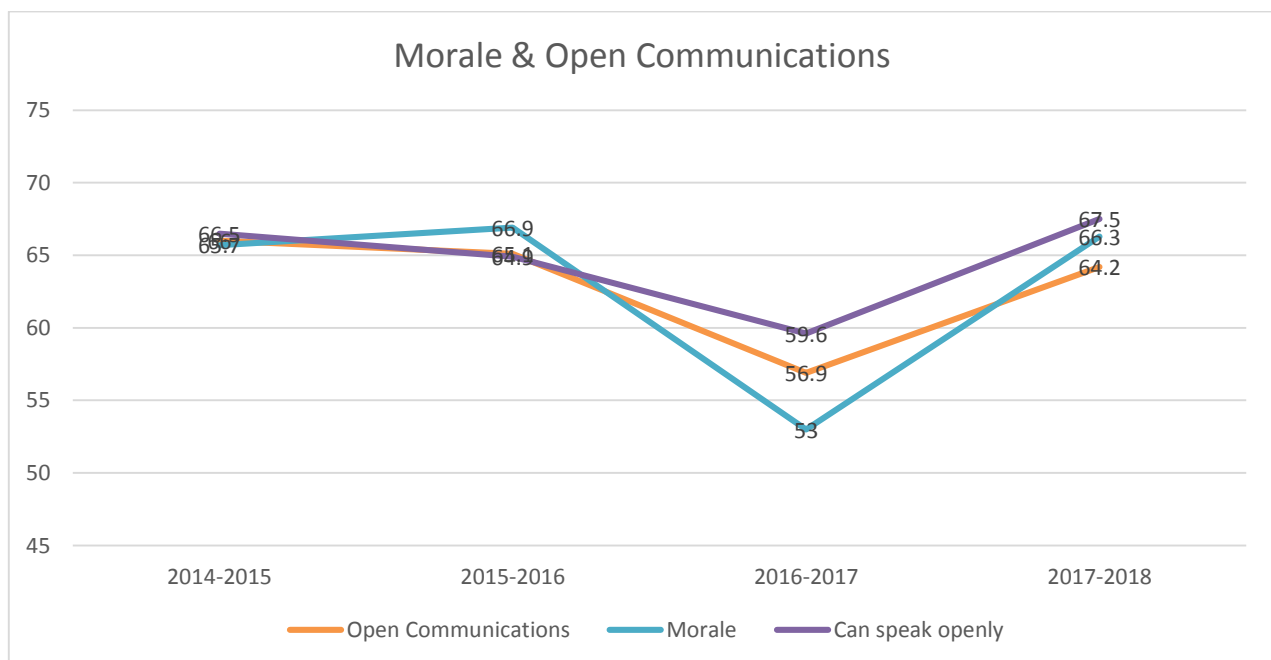
MORALE

Agreement with the statement “Overall, morale in my school/work site is good” significantly increased from last year’s 53% to 66.3% this year. This may correlate to a decrease in respondents that believe increase workload is contributing to a decline in morale, 60.9% as compared to 71.5% last year.

In addition, educator’s feelings of an atmosphere of open communication and trust at their school has increased from 56.9% last year to 64.2% this year. The agreement that educators can speak openly without the fear of repercussions has also risen at a similar rate, from 59.6% last year to 67.5% this year.

Although these areas are trending in a positive direction, we need to do better.

Educator’s belief that their work is evaluated fairly has been continually rising. In 2014-2015 only 75.4% of respondents agreed. This year 84.7% of respondents agree. This increase coincides with the reduction of SLO’s (student assessments) within certificated educator’s evaluations.



2017-2018 HCEA Job Satisfaction Survey

PROFESSION

Of the respondents, 86.7%, feel successful in their work and 83.9% feel they are treated as professionals at their school/work site. In addition, 79.6% report good teamwork among staff at their work site. Like last year, a high percentage of respondents, 91.6%, agree that administrators respect their negotiated contracts and 83.7%

agree that their planning time is respected by administrators/supervisors. The multiyear contract may have contributed to the 6% gain in educator's opinions, 45.9% to 52%, that they are paid fairly.

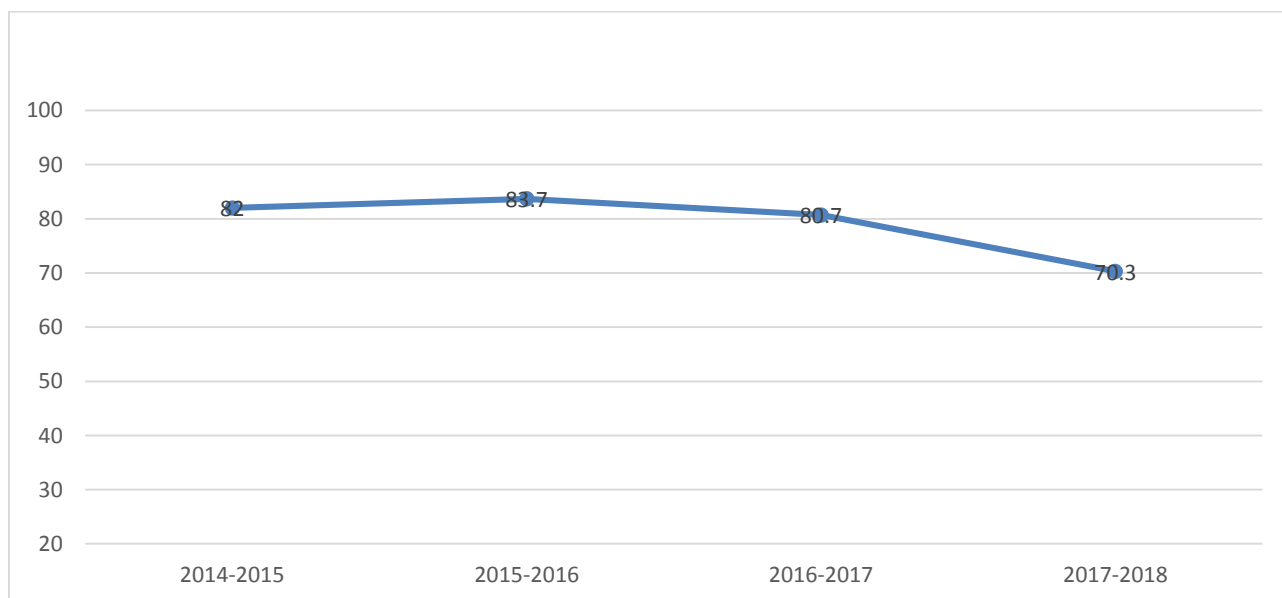
Educator's responses that their environment is conducive to success (safety and cleanliness) is holding steady at 76.7% but that is down from 81% in 2014-2015. This data coincides with the increase of square footage employees are tasked to take care of within the same number of hours.

Most respondents, 77.1%, agree the Howard County Public School System (HCPSS) offer the possibility of opportunities for advancement and 78.9% agree that they provide appropriate support and training. Compared to 39.6% of staff last year, 49.8% of staff this year felt HCPSS professional development experiences were meaningful and worthwhile.

There has been a decline in respondents agreeing, 68.7%, that administrators/supervisors support them in enforcing discipline since 2014-2015 when agreement was at 77%. At the same time, 64.4% of educators report that student misbehavior interferes with learning which is an increase from 53.1% in 2014-2015.

EDUCATION "REFORM" and STANDARDIZED TESTING

For the first time, we have seen a significant drop in the number of educators that say there is too much instructional time spent on administering assessments. Although a clear majority still report that too much time is spent administering assessments, 70.3%, this is down from a high of 83.7%. This coincides with the legislative limits on testing passed in 2017, as well as the new Superintendent's focus on the whole student - not just their test scores.



2017-2018 HCEA Job Satisfaction Survey

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

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	256	887	331	164	2	1640	69.8%	30.2%
Hammond ES	14	9				23	100.0%	0.0%
Waterloo ES	17	28				45	100.0%	0.0%
Triadelphia Ridge ES	20	17	1			38	97.4%	2.6%
Centennial Lane ES	3	30	1			34	97.1%	2.9%
Clarksville ES	8	16		1		25	96.0%	4.0%
Worthington ES	12	11	1			24	95.8%	4.2%
Ducketts Lane ES	7	27	2			36	94.4%	5.6%
Dayton Oaks ES	10	38	4			52	92.3%	7.7%
Laurel Woods ES	10	29	4			43	90.7%	9.3%
Running Brook ES	11	13	2	1		27	88.9%	11.1%
Gorman Crossing ES	5	23	3	1		32	87.5%	12.5%
Veterans ES	13	29	7			49	85.7%	14.3%
Deep Run ES	12	31	7	2	1	53	82.7%	17.3%
Clemens Crossing ES	4	37	6	3		50	82.0%	18.0%
Elkridge ES	7	32	6	3		48	81.3%	18.8%
Bushy Park ES	4	23	5	2		34	79.4%	20.6%
Jeffers Hill ES	6	17	4	2		29	79.3%	20.7%
Swansfield ES	10	30	8	3		51	78.4%	21.6%
Bellows Spring ES	12	26	11			49	77.6%	22.4%
Longfellow ES	2	23	8			33	75.8%	24.2%
Hollifield Station ES	4	32	11	1		48	75.0%	25.0%
Phelps Luck ES	3	37	12	2		54	74.1%	25.9%
Guilford ES	5	18	7	2	1	33	71.9%	28.1%
Northfield ES	2	27	8	4		41	70.7%	29.3%
Talbott Springs ES	6	18	9	2		35	68.6%	31.4%
West Friendship ES	6	15	6	4		31	67.7%	32.3%
Waverly ES	1	28	12	2		43	67.4%	32.6%
Manor Woods ES	8	29	16	3		56	66.1%	33.9%
Thunder Hill ES	5	18	9	3		35	65.7%	34.3%
Forest Ridge ES	5	20	14			39	64.1%	35.9%
Fulton ES	7	22	15	7		51	56.9%	43.1%
Bollman Bridge ES	2	26	16	12		56	50.0%	50.0%
Pointers Run ES	3	19	14	9		45	48.9%	51.1%
Atholton ES	2	14	12	5		33	48.5%	51.5%
Bryant Woods ES	5	13	11	11		40	45.0%	55.0%
St. John's Lane ES		14	11	10		35	40.0%	60.0%
Stevens Forest ES		14	16	5		35	40.0%	60.0%
Lisbon ES	2	9	12	11		34	32.4%	67.6%
Cradlerock ES	2	8	13	8		31	32.3%	67.7%
Rockburn ES		9	15	16		40	22.5%	77.5%
Ilchester ES	1	8	12	29		50	18.0%	82.0%

2017-2018 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	97	419	150	117		783	65.9%	34.1%
Glenwood MS	7	8				15	100.0%	0.0%
Ellicott Mills MS	7	27	1	1		36	94.4%	5.6%
Thomas Viaduct MS	8	47	4	1		60	91.7%	8.3%
Folly Quarter MS	9	23	2	1		35	91.4%	8.6%
Wilde Lake MS	8	23	2	2		35	88.6%	11.4%
Mayfield Woods MS	6	34	7	1		48	83.3%	16.7%
Mount View MS	14	38	9	2		63	82.5%	17.5%
Bonnie Branch MS	4	34	8	3		49	77.6%	22.4%
Lime Kiln MS	5	25	5	4		39	76.9%	23.1%
Oakland Mills MS	5	17	5	3		30	73.3%	26.7%
Hammond MS	6	15	8			29	72.4%	27.6%
Murray Hill MS	2	22	10	2		36	66.7%	33.3%
Patapsco MS	4	18	9	3		34	64.7%	35.3%
Harper's Choice MS	3	22	8	6		39	64.1%	35.9%
Patuxent Valley MS	3	15	4	11		33	54.5%	45.5%
Dunloggin MS	4	17	11	8		40	52.5%	47.5%
Clarksville MS	2	15	13	19		49	34.7%	65.3%
Burleigh Manor MS		9	20	16		45	20.0%	80.0%
Lake Elkhorn MS		6	9	20		35	17.1%	82.9%
Elkridge Landing MS		4	15	14		33	12.1%	87.9%
High	85	373	185	139	2	784	58.6%	41.4%
Hammond HS	18	42		2		62	96.8%	3.2%
Mt. Hebron HS	21	49	4	1		75	93.3%	6.7%
Marriotts Ridge HS	7	29	6	2		44	81.8%	18.2%
Centennial HS	11	44	9	5		69	79.7%	20.3%
Reservoir HS	8	49	16	2		75	76.0%	24.0%
Long Reach HS	2	34	13	11		60	60.0%	40.0%
Howard HS	8	42	25	9		84	59.5%	40.5%
River Hill HS	2	30	18	18		68	47.1%	52.9%
Glenelg HS	4	17	17	9	1	48	44.7%	55.3%
Atholton HS	4	18	24	11		57	38.6%	61.4%
Wilde Lake HS		12	31	22		65	18.5%	81.5%
Oakland Mills HS		7	22	47	1	77	9.2%	90.8%
Special	35	84	43	16		178	66.9%	33.1%
ARL	8	12	4	1		25	80.0%	20.0%
Old Cedar Lane	6	9	2	3	6	20	80.0%	20.0%
PPWS		3		1		4	75.0%	25.0%
Ascend One	3	7	4			14	71.4%	28.6%
Homewood Center	7	15	6	4		32	68.8%	31.3%
Central Office	3	24	14	7		48	56.3%	43.8%
Cedar Lane	1	14	10	3		28	53.6%	46.4%
Grand Total	500	1662	791	416	4	3373	64.2%	35.8%

2017-2018 HCEA Job Satisfaction Survey

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

Work Site	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	268	871	330	168		1637	69.6%	30.4%
Triadelphia Ridge ES	21	16	1			38	97.4%	2.6%
Clarksville ES	8	16		1		25	96.0%	4.0%
Hammond ES	12	10	1			23	95.7%	4.3%
Centennial Lane ES	3	29	2			34	94.1%	5.9%
Worthington ES	9	13	2			24	91.7%	8.3%
Waterloo ES	18	24	3	1		46	91.3%	8.7%
Veterans ES	13	32	4	1		50	90.0%	10.0%
Running Brook ES	13	11	2	1		27	88.9%	11.1%
Phelps Luck ES	9	37	6	1		53	86.8%	13.2%
Dayton Oaks ES	10	35	6	1		52	86.5%	13.5%
Ducketts Lane ES	8	23	5			36	86.1%	13.9%
Laurel Woods ES	10	27	6			43	86.0%	14.0%
Swansfield ES	7	36	5	3		51	84.3%	15.7%
Cradlerock ES	3	23	2	3		31	83.9%	16.1%
Bellows Spring ES	13	27	8	1		49	81.6%	18.4%
Gorman Crossing ES	7	18	3	3		31	80.6%	19.4%
Talbott Springs ES	6	22	6	1		35	80.0%	20.0%
Deep Run ES	13	29	7	4		53	79.2%	20.8%
Elkridge ES	8	30	8	2		48	79.2%	20.8%
Hollifield Station ES	5	31	6	5		47	76.6%	23.4%
Longfellow ES	5	20	8			33	75.8%	24.2%
Guilford ES	3	21	5	4		33	72.7%	27.3%
Manor Woods ES	7	31	11	7		56	67.9%	32.1%
Forest Ridge ES	3	23	11	2		39	66.7%	33.3%
Northfield ES	4	23	9	5		41	65.9%	34.1%
Stevens Forest ES	2	21	9	3		35	65.7%	34.3%
Pointers Run ES	3	25	12	5		45	62.2%	37.8%
Jeffers Hill ES	5	13	8	3		29	62.1%	37.9%
Clemens Crossing ES	6	25	15	4		50	62.0%	38.0%
Bushy Park ES	4	17	11	2		34	61.8%	38.2%
Waverly ES	2	24	15	2		43	60.5%	39.5%
Fulton ES	6	24	14	7		51	58.8%	41.2%
Bollman Bridge ES	5	25	15	10		55	54.5%	45.5%
West Friendship ES	4	12	9	6		31	51.6%	48.4%
Thunder Hill ES	4	14	13	4		35	51.4%	48.6%
Atholton ES	1	13	13	6		33	42.4%	57.6%
Bryant Woods ES	2	13	11	14		40	37.5%	62.5%
Lisbon ES	2	10	12	10		34	35.3%	64.7%
Rockburn ES		12	19	9		40	30.0%	70.0%
St. John's Lane ES	1	9	12	13		35	28.6%	71.4%
Ilchester ES	3	7	15	24		49	20.4%	79.6%

2017-2018 HCEA Job Satisfaction Survey

Work Site	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	115	360	208	95	2	780	61.1%	38.9%
Glenwood MS	7	7	1			15	93.3%	6.7%
Folly Quarter MS	10	22	3			35	91.4%	8.6%
Wilde Lake MS	9	21	5			35	85.7%	14.3%
Ellicott Mills MS	5	24	6	1		36	80.6%	19.4%
Mayfield Woods MS	10	27	9	2		48	77.1%	22.9%
Oakland Mills MS	5	18	6	1		30	76.7%	23.3%
Thomas Viaduct MS	12	34	11	3		60	76.7%	23.3%
Hammond MS	7	14	7	1		29	72.4%	27.6%
Lime Kiln MS	7	21	8	3		39	71.8%	28.2%
Mount View MS	13	31	16	3		63	69.8%	30.2%
Bonnie Branch MS	6	28	13	2		49	69.4%	30.6%
Patapsco MS	5	18	8	4		35	65.7%	34.3%
Murray Hill MS	2	19	10	3	2	36	61.8%	38.2%
Harper's Choice MS	3	19	12	4		38	57.9%	42.1%
Patuxent Valley MS	3	12	9	9		33	45.5%	54.5%
Dunloggin MS	6	9	14	10		39	38.5%	61.5%
Burleigh Manor MS	2	12	21	10		45	31.1%	68.9%
Clarksville MS		15	20	14		49	30.6%	69.4%
Lake Elkhorn MS	2	6	13	13		34	23.5%	76.5%
Elkridge Landing MS	1	3	16	12		32	12.5%	87.5%
High	82	347	210	137	2	778	55.3%	44.7%
Hammond HS	19	38	4			61	93.4%	6.6%
Mt. Hebron HS	16	49	8	2		75	86.7%	13.3%
Marriotts Ridge HS	4	29	8	2		43	76.7%	23.3%
Centennial HS	11	35	13	9	1	69	67.6%	32.4%
Howard HS	9	44	21	8	1	83	64.6%	35.4%
Reservoir HS	8	40	21	6		75	64.0%	36.0%
Long Reach HS	3	32	14	10		59	59.3%	40.7%
River Hill HS	4	25	23	16		68	42.6%	57.4%
Glenelg HS	5	12	19	11		47	36.2%	63.8%
Atholton HS	3	16	25	13		57	33.3%	66.7%
Wilde Lake HS		15	31	18		64	23.4%	76.6%
Oakland Mills HS		12	23	42		77	15.6%	84.4%
Special	35	84	43	16		178	66.9%	33.1%
ARL	8	12	4	1		25	80.0%	20.0%
Old Cedar Lane/CDC	12	4	4			20	80.0%	20.0%
Ascend One	3	7	4			14	71.4%	28.6%
Homewood Center	7	15	6	4		32	68.8%	31.3%
Central Office	3	24	14	7		48	56.3%	43.8%
Cedar Lane	1	14	10	3		28	53.6%	46.4%
Grand Total	500	1662	791	416	4	3373	64.2%	35.8%

2017-2018 HCEA Job Satisfaction Survey

3) I personally feel successful in my work.

Work Site	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	443	968	173	44	2	1630	86.7%	13.3%
Atholton ES	11	16	6			33	81.8%	18.2%
Bellows Spring ES	17	27	4			48	91.7%	8.3%
Bollman Bridge ES	12	33	9	2		56	80.4%	19.6%
Bryant Woods ES	6	28	4	1	1	40	87.2%	12.8%
Bushy Park ES	13	20		1		34	97.1%	2.9%
Centennial Lane ES	4	26	4			34	88.2%	11.8%
Clarksville ES	9	12	4			25	84.0%	16.0%
Clemens Crossing ES	22	25	3			50	94.0%	6.0%
Cradlerock ES	6	15	7	3		31	67.7%	32.3%
Dayton Oaks ES	17	30	4	1		52	90.4%	9.6%
Deep Run ES	15	30	6	1		52	86.5%	13.5%
Ducketts Lane ES	8	24	3			35	91.4%	8.6%
Elkridge ES	9	33	5	1		48	87.5%	12.5%
Forest Ridge ES	10	23	4	1		38	86.8%	13.2%
Fulton ES	9	31	7	4		51	78.4%	21.6%
Gorman Crossing ES	8	21	2	1		32	90.6%	9.4%
Guilford ES	10	19	3	1		33	87.9%	12.1%
Hammond ES	13	9	1			23	95.7%	4.3%
Hollifield Station ES	15	27	4	1	1	48	89.4%	10.6%
Ilchester ES	12	30	5	3		50	84.0%	16.0%
Jeffers Hill ES	9	18	2			29	93.1%	6.9%
Laurel Woods ES	15	26	1			42	97.6%	2.4%
Lisbon ES	7	22	4			33	87.9%	12.1%
Longfellow ES	8	21	4			33	87.9%	12.1%
Manor Woods ES	15	35	5	1		56	89.3%	10.7%
Northfield ES	11	21	7	2		41	78.0%	22.0%
Phelps Luck ES	9	34	9	2		54	79.6%	20.4%
Pointers Run ES	9	23	10	3		45	71.1%	28.9%
Rockburn ES	3	25	8	3		39	71.8%	28.2%
Running Brook ES	11	13	2	1		27	88.9%	11.1%
St. John's Lane ES	6	22	5	2		35	80.0%	20.0%
Stevens Forest ES	12	17	5	1		35	82.9%	17.1%
Swansfield ES	11	33	5	2		51	86.3%	13.7%
Talbott Springs ES	10	23	1			34	97.1%	2.9%
Thunder Hill ES	11	21	2	1		35	91.4%	8.6%
Triadelphia Ridge ES	14	22	2			38	94.7%	5.3%
Veterans ES	14	28	5	2		49	85.7%	14.3%
Waterloo ES	12	30	2	1		45	93.3%	6.7%
Waverly ES	9	29	5			43	88.4%	11.6%
West Friendship ES	10	14	3	2		29	82.8%	17.2%
Worthington ES	11	12	1			24	95.8%	4.2%

2017-2018 HCEA Job Satisfaction Survey

Work Site	Strongl y Agree	Agre e	Disagre e	Strongly Disagre e	Does Not Apply	Grand Total	% Agree	% Disagre e
Middle	235	440	82	22	1	780	86.6%	13.4%
Ellicott Mills MS	8	27	1			36	97.2%	2.8%
Folly Quarter MS	11	23	1			35	97.1%	2.9%
Elkridge Landing MS	3	28	2			33	93.9%	6.1%
Bonnie Branch MS	16	30	1	2		49	93.9%	6.1%
Burleigh Manor MS	14	28	2	1		45	93.3%	6.7%
Glenwood MS	8	6	1			15	93.3%	6.7%
Thomas Viaduct MS	24	30	4	1		59	91.5%	8.5%
Patapsco MS	11	21	2	1		35	91.4%	8.6%
Lime Kiln MS	17	18	3	1		39	89.7%	10.3%
Mayfield Woods MS	13	30	4	1		48	89.6%	10.4%
Mount View MS	28	28	6	1		63	88.9%	11.1%
Wilde Lake MS	10	20	4	1		35	85.7%	14.3%
Murray Hill MS	9	21	6			36	83.3%	16.7%
Hammond MS	12	12	4	1		29	82.8%	17.2%
Clarksville MS	14	26	9			49	81.6%	18.4%
Harper's Choice MS	11	20	5	2		38	81.6%	18.4%
Dunloggin MS	13	19	7	1		40	80.0%	20.0%
Patuxent Valley MS	2	21	6	3		32	71.9%	28.1%
Oakland Mills MS	5	15	6	3		29	69.0%	31.0%
Lake Elkhorn MS	6	17	8	3	1	35	67.6%	32.4%
High	216	457	76	30		779	86.4%	13.6%
Atholton HS	13	38	4	2		57	89.5%	10.5%
Centennial HS	25	37	5	2		69	89.9%	10.1%
River Hill HS	25	36	5	2		68	89.7%	10.3%
Glenelg HS	20	22	5			47	89.4%	10.6%
Mt. Hebron HS	17	49	7	2		75	88.0%	12.0%
Reservoir HS	19	47	7	2		75	88.0%	12.0%
Hammond HS	19	35	6	2		62	87.1%	12.9%
Howard HS	28	45	8	3		84	86.9%	13.1%
Marriotts Ridge HS	10	27	4	2		43	86.0%	14.0%
Long Reach HS	17	33	7	3		60	83.3%	16.7%
Oakland Mills HS	17	45	9	5		76	81.6%	18.4%
Wilde Lake HS	6	43	9	5		63	77.8%	22.2%
Special	64	95	16	5		180	88.3%	11.7%
Ascend One	5	10				15	100.0%	0.0%
Cedar Lane	10	19				29	100.0%	0.0%
Old Cedar Lane/CDC	11	9				20	100.0%	0.0%
ARL	12	10	2	1		25	88.0%	12.0%
Central Office	14	26	5	3		48	83.3%	16.7%
Homewood Center	8	17	7			32	78.1%	21.9%
Grand Total	958	1960	347	101	3	3369	86.7%	13.3%

2017-2018 HCEA Job Satisfaction Survey

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

Work Site	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	224	776	426	159	52	1637	63.1%	36.9%
Triadelphia Ridge ES	14	20	3		1	38	91.9%	8.1%
Laurel Woods ES	7	28	7		1	43	83.3%	16.7%
Centennial Lane ES	4	23	6		1	34	81.8%	18.2%
Hammond ES	8	10	4		1	23	81.8%	18.2%
Talbott Springs ES	7	21	6	1		35	80.0%	20.0%
Waterloo ES	7	29	9	1		46	78.3%	21.7%
Dayton Oaks ES	11	28	11	1	1	52	76.5%	23.5%
Clarksville ES	7	12	5	1		25	76.0%	24.0%
Phelps Luck ES	5	33	9	4	3	54	74.5%	25.5%
Running Brook ES	7	12	6	1	1	27	73.1%	26.9%
Veterans ES	9	26	12	1	2	50	72.9%	27.1%
Guilford ES	7	16	4	5	1	33	71.9%	28.1%
Bellows Spring ES	7	26	12	1	3	49	71.7%	28.3%
Swansfield ES	11	22	12	1	4	50	71.7%	28.3%
Clemens Crossing ES	8	27	13	1	1	50	71.4%	28.6%
Bushy Park ES	5	18	8	2	1	34	69.7%	30.3%
Worthington ES	12	4	6	1	1	24	69.6%	30.4%
Gorman Crossing ES	5	16	7	3	1	32	67.7%	32.3%
Stevens Forest ES	2	21	6	5	1	35	67.6%	32.4%
Waverly ES	4	24	12	2	1	43	66.7%	33.3%
Longfellow ES	2	19	8	3	1	33	65.6%	34.4%
Deep Run ES	6	27	13	5	2	53	64.7%	35.3%
Hollifield Station ES	9	20	8	8	2	47	64.4%	35.6%
Elkridge ES	6	24	15	3		48	62.5%	37.5%
Jeffers Hill ES	4	14	7	4		29	62.1%	37.9%
Ducketts Lane ES	3	16	10	2	4	35	61.3%	38.7%
Cradlerock ES	4	14	5	7	1	31	60.0%	40.0%
West Friendship ES	3	15	9	3	1	31	60.0%	40.0%
Forest Ridge ES	7	15	11	4	1	38	59.5%	40.5%
Thunder Hill ES	5	14	12	2	1	34	57.6%	42.4%
Northfield ES	2	21	12	5	1	41	57.5%	42.5%
Fulton ES	4	22	13	7	5	51	56.5%	43.5%
Pointers Run ES	5	20	13	7		45	55.6%	44.4%
Bollman Bridge ES	1	27	22	6		56	50.0%	50.0%
Lisbon ES	2	14	11	6	1	34	48.5%	51.5%
Manor Woods ES	4	23	22	7		56	48.2%	51.8%
Rockburn ES	1	16	17	5	1	40	43.6%	56.4%
Atholton ES	4	9	12	8		33	39.4%	60.6%
Bryant Woods ES	2	11	16	8	3	40	35.1%	64.9%
St. John's Lane ES	1	9	14	11		35	28.6%	71.4%
Ilchester ES	2	10	18	17	3	50	25.5%	74.5%

2017-2018 HCEA Job Satisfaction Survey

Work Site	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	113	320	221	108	19	781	56.8%	43.2%
Hammond MS	8	16	3		1	28	88.9%	11.1%
Thomas Viaduct MS	18	34	8			60	86.7%	13.3%
Glenwood MS	4	8	2	1		15	80.0%	20.0%
Mayfield Woods MS	6	29	8	5		48	72.9%	27.1%
Ellicott Mills MS	4	22	8	2		36	72.2%	27.8%
Wilde Lake MS	6	17	7	2	3	35	71.9%	28.1%
Folly Quarter MS	7	17	10		1	35	70.6%	29.4%
Bonnie Branch MS	10	17	16	2	3	48	60.0%	40.0%
Harper's Choice MS	3	18	13	4	1	39	55.3%	44.7%
Lime Kiln MS	10	11	9	8		38	55.3%	44.7%
Oakland Mills MS	5	11	9	4	1	30	55.2%	44.8%
Mount View MS	9	24	20	8	2	63	54.1%	45.9%
Dunloggin MS	6	15	10	9		40	52.5%	47.5%
Patuxent Valley MS	1	15	8	8	1	33	50.0%	50.0%
Murray Hill MS	3	12	13	6	2	36	44.1%	55.9%
Patapsco MS	5	10	14	6		35	42.9%	57.1%
Burleigh Manor MS	4	12	16	12	1	45	36.4%	63.6%
Clarksville MS	1	16	21	10	1	49	35.4%	64.6%
Lake Elkhorn MS	2	8	12	12	1	35	29.4%	70.6%
Elkridge Landing MS	1	8	14	9	1	33	28.1%	71.9%
High	73	290	248	144	24	779	48.1%	51.9%
Hammond HS	15	28	11	5	1	60	72.9%	27.1%
Mt. Hebron HS	9	40	21	2	3	75	68.1%	31.9%
Marriotts Ridge HS	2	25	14	2	1	44	62.8%	37.2%
Howard HS	9	38	22	12	3	84	58.0%	42.0%
Glenelg HS	4	19	15	8	1	47	50.0%	50.0%
Centennial HS	8	24	19	14	4	69	49.2%	50.8%
Reservoir HS	8	26	32	8	1	75	45.9%	54.1%
River Hill HS	7	21	22	15	3	68	43.1%	56.9%
Long Reach HS	6	17	21	13	2	59	40.4%	59.6%
Wilde Lake HS	2	18	21	21	2	64	32.3%	67.7%
Atholton HS	2	15	21	19		57	29.8%	70.2%
Oakland Mills HS	1	19	29	25	3	77	27.0%	73.0%
Special	32	99	30	15	2	178	74.4%	25.6%
Ascend One	3	8	1	1		13	84.6%	15.4%
Old Cedar Lane/CDC	3	13	4			20	80.0%	20.0%
ARL	9	10	4	2		25	76.0%	24.0%
Homewood Center	7	16	6	2	1	32	74.2%	25.8%
Central Office	3	31	7	6	1	48	72.3%	27.7%
Cedar Lane	5	13	8	3		29	62.1%	37.9%
Grand Total	442	1485	925	426	97	3375	58.8%	41.2%

2017-2018 HCEA Job Satisfaction Survey

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

Work Site	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	476	982	108	18	45	1629	92.0%	8.0%
West Friendship ES	12	18			1	31	100.0%	0.0%
Worthington ES	11	13				24	100.0%	0.0%
Dayton Oaks ES	18	32	1		1	52	98.0%	2.0%
Waterloo ES	9	35	1			45	97.8%	2.2%
Pointers Run ES	15	27	1			43	97.7%	2.3%
Laurel Woods ES	10	30	1		1	42	97.6%	2.4%
Stevens Forest ES	9	24	1		1	35	97.1%	2.9%
Centennial Lane ES	8	24	1		1	34	97.0%	3.0%
Guilford ES	9	21	1		1	32	96.8%	3.2%
Longfellow ES	10	18	1		2	31	96.6%	3.4%
Running Brook ES	13	12	1		1	27	96.2%	3.8%
Clarksville ES	7	16	1		1	25	95.8%	4.2%
Rockburn ES	9	28	2		1	40	94.9%	5.1%
Manor Woods ES	17	36	2	1		56	94.6%	5.4%
Bollman Bridge ES	17	35	3			55	94.5%	5.5%
Phelps Luck ES	14	34	3		3	54	94.1%	5.9%
Lisbon ES	12	20	2			34	94.1%	5.9%
St. John's Lane ES	6	26	2			34	94.1%	5.9%
Atholton ES	11	20	2			33	93.9%	6.1%
Veterans ES	12	34	2	1	1	50	93.9%	6.1%
Cradlerock ES	8	20	2		1	31	93.3%	6.7%
Jeffers Hill ES	6	20	2		1	29	92.9%	7.1%
Northfield ES	14	24	3			41	92.7%	7.3%
Triadelphia Ridge ES	20	15	2	1		38	92.1%	7.9%
Swansfield ES	19	26	3	1	2	51	91.8%	8.2%
Hollifield Station ES	15	27	3	1	2	48	91.3%	8.7%
Elkridge ES	10	32	3	1	1	47	91.3%	8.7%
Thunder Hill ES	6	24	3		2	35	90.9%	9.1%
Bushy Park ES	13	17	2	1	1	34	90.9%	9.1%
Ilchester ES	16	26	4	1	3	50	89.4%	10.6%
Fulton ES	19	25	5	1	1	51	88.0%	12.0%
Gorman Crossing ES	6	22	4			32	87.5%	12.5%
Forest Ridge ES	12	20	4	1	1	38	86.5%	13.5%
Deep Run ES	15	29	6	1	2	53	86.3%	13.7%
Clemens Crossing ES	14	28	6	1	1	50	85.7%	14.3%
Hammond ES	9	9	3		1	22	85.7%	14.3%
Waverly ES	10	25	5	1	1	42	85.4%	14.6%
Talbott Springs ES	11	18	4	1	1	35	85.3%	14.7%
Bellows Spring ES	10	28	6	1	4	49	84.4%	15.6%
Ducketts Lane ES	8	19	5		4	36	84.4%	15.6%
Bryant Woods ES	6	25	5	3	1	40	79.5%	20.5%

2017-2018 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	196	465	78	14	24	777	87.8%	12.2%
Bonnie Branch MS	16	30	1		1	48	97.9%	2.1%
Lime Kiln MS	15	22	1			38	97.4%	2.6%
Ellicott Mills MS	9	25	1			35	97.1%	2.9%
Oakland Mills MS	7	20	1		2	30	96.4%	3.6%
Elkridge Landing MS	11	20	2			33	93.9%	6.1%
Clarksville MS	9	36		3		48	93.8%	6.3%
Glenwood MS	5	8	1		1	15	92.9%	7.1%
Dunloggin MS	15	21	2	1	1	40	92.3%	7.7%
Mount View MS	19	37	5		2	63	91.8%	8.2%
Folly Quarter MS	7	24	3		1	35	91.2%	8.8%
Harper's Choice MS	8	26	4		1	39	89.5%	10.5%
Hammond MS	5	18	3		3	29	88.5%	11.5%
Patuxent Valley MS	6	20	3	1	3	33	86.7%	13.3%
Burleigh Manor MS	11	26	6		1	44	86.0%	14.0%
Lake Elkhorn MS	9	19	3	2	2	35	84.8%	15.2%
Mayfield Woods MS	11	28	9			48	81.3%	18.8%
Thomas Viaduct MS	15	30	11	2	1	59	77.6%	22.4%
Murray Hill MS	8	17	8		2	35	75.8%	24.2%
Wilde Lake MS	8	16	7	2	2	35	72.7%	27.3%
Patapsco MS	2	22	7	3	1	35	70.6%	29.4%
High	172	478	87	21	21	779	85.8%	14.2%
Hammond HS	23	34	2		3	62	96.6%	3.4%
Wilde Lake HS	12	44	2	3	3	64	91.8%	8.2%
Marriotts Ridge HS	5	33	3	2	1	44	88.4%	11.6%
Long Reach HS	16	36	5	2		59	88.1%	11.9%
Centennial HS	16	42	6	2	2	68	87.9%	12.1%
Reservoir HS	18	45	9	1	1	74	86.3%	13.7%
Atholton HS	12	35	8	1	1	57	83.9%	16.1%
Mt. Hebron HS	17	43	9	3	2	74	83.3%	16.7%
River Hill HS	12	43	10	1	2	68	83.3%	16.7%
Glenelg HS	11	28	8		1	48	83.0%	17.0%
Howard HS	19	48	12	2	3	84	82.7%	17.3%
Oakland Mills HS	11	47	13	4	2	77	77.3%	22.7%
Special	64	103	9	3	1	180	93.3%	6.7%
Ascend One	6	8			1	15	100.0%	0.0%
Old Cedar Lane/CDC	6	14				20	100.0%	0.0%
Homewood Center	16	15		1		32	96.9%	3.1%
Cedar Lane	9	18	2			29	93.1%	6.9%
ARL	9	14	1	1		25	92.0%	8.0%
Central Office	15	27	5	1		48	87.5%	12.5%
Grand Total	908	2028	282	56	91	3365	89.7%	10.3%

2017-2018 HCEA Job Satisfaction Survey

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

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	358	810	299	158	9	1634	71.9%	28.1%
Clarksville ES	12	12		1		25	96.0%	4.0%
Triadelphia Ridge ES	17	19	1	1		38	94.7%	5.3%
Running Brook ES	16	9		2		27	92.6%	7.4%
Swansfield ES	13	33	3	1	1	51	92.0%	8.0%
Hammond ES	13	8	2			23	91.3%	8.7%
Waterloo ES	20	19	4	1		44	88.6%	11.4%
Centennial Lane ES	6	24	4			34	88.2%	11.8%
Laurel Woods ES	8	29	5			42	88.1%	11.9%
Longfellow ES	8	21	3	1		33	87.9%	12.1%
Bellows Spring ES	15	28	3	3		49	87.8%	12.2%
Cradlerock ES	5	22	2	2		31	87.1%	12.9%
Phelps Luck ES	17	29	5	2		53	86.8%	13.2%
Dayton Oaks ES	18	27	7			52	86.5%	13.5%
Veterans ES	17	25	7	1		50	84.0%	16.0%
Manor Woods ES	10	36	8	1	1	56	83.6%	16.4%
Ducketts Lane ES	5	25	4	2		36	83.3%	16.7%
Stevens Forest ES	4	25	4	2		35	82.9%	17.1%
Worthington ES	10	9	5			24	79.2%	20.8%
Elkridge ES	12	25	9	1		47	78.7%	21.3%
Clemens Crossing ES	12	27	10	1		50	78.0%	22.0%
Gorman Crossing ES	7	17	4	4		32	75.0%	25.0%
Pointers Run ES	8	25	7	5		45	73.3%	26.7%
Forest Ridge ES	9	19	10	1		39	71.8%	28.2%
Northfield ES	8	20	9	3	1	41	70.0%	30.0%
Waverly ES	4	26	11	2		43	69.8%	30.2%
Guilford ES	7	15	7	3	1	33	68.8%	31.3%
Deep Run ES	11	24	16	2		53	66.0%	34.0%
Talbott Springs ES	9	14	10	2		35	65.7%	34.3%
Hollifield Station ES	6	24	11	6		47	63.8%	36.2%
Bollman Bridge ES	8	25	16	6		55	60.0%	40.0%
Thunder Hill ES	5	16	10	4		35	60.0%	40.0%
Bushy Park ES	6	14	10	4		34	58.8%	41.2%
Jeffers Hill ES	6	10	8	4	1	29	57.1%	42.9%
West Friendship ES	3	13	8	6	1	31	53.3%	46.7%
Fulton ES	5	21	12	13		51	51.0%	49.0%
Rockburn ES	5	14	15	6		40	47.5%	52.5%
Lisbon ES	2	12	9	9	2	34	43.8%	56.3%
Ilchester ES	3	17	8	20	1	49	41.7%	58.3%
Bryant Woods ES	3	13	8	16		40	40.0%	60.0%
Atholton ES	4	9	14	6		33	39.4%	60.6%
St. John's Lane ES	1	10	10	14		35	31.4%	68.6%

2017-2018 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	165	356	161	96	3	781	67.0%	33.0%
Folly Quarter MS	14	18	2	1		35	91.4%	8.6%
Hammond MS	10	16	2	1		29	89.7%	10.3%
Glenwood MS	9	4	2			15	86.7%	13.3%
Oakland Mills MS	8	18	2	2		30	86.7%	13.3%
Wilde Lake MS	9	21	5			35	85.7%	14.3%
Ellicott Mills MS	9	21	2	4		36	83.3%	16.7%
Bonnie Branch MS	7	29	8	4	1	49	75.0%	25.0%
Mayfield Woods MS	14	22	10	2		48	75.0%	25.0%
Mount View MS	13	33	13	4		63	73.0%	27.0%
Harper's Choice MS	6	21	8	4		39	69.2%	30.8%
Murray Hill MS	4	19	7	4	1	35	67.6%	32.4%
Thomas Viaduct MS	16	21	18	4		59	62.7%	37.3%
Dunloggin MS	10	13	9	8		40	57.5%	42.5%
Elkridge Landing MS	2	16	11	3		32	56.3%	43.8%
Patapsco MS	6	13	9	7		35	54.3%	45.7%
Lime Kiln MS	8	13	12	6		39	53.8%	46.2%
Burleigh Manor MS	5	18	9	13		45	51.1%	48.9%
Clarksville MS	4	21	14	10		49	51.0%	49.0%
Lake Elkhorn MS	6	10	9	9	1	35	47.1%	52.9%
Patuxent Valley MS	5	9	9	10		33	42.4%	57.6%
High	120	332	177	141	10	780	58.7%	41.3%
Hammond HS	25	29	5	3		62	87.1%	12.9%
Howard HS	20	46	12	5	1	84	79.5%	20.5%
Mt. Hebron HS	18	38	14	3	2	75	76.7%	23.3%
Marriotts Ridge HS	5	26	9	3	1	44	72.1%	27.9%
Long Reach HS	8	31	9	12		60	65.0%	35.0%
Centennial HS	10	33	10	14		67	64.2%	35.8%
Reservoir HS	13	34	20	7		74	63.5%	36.5%
Glenelg HS	5	19	15	9		48	50.0%	50.0%
Atholton HS	7	18	19	10	3	57	46.3%	53.7%
River Hill HS	7	22	18	21		68	42.6%	57.4%
Wilde Lake HS	2	21	19	20	2	64	37.1%	62.9%
Oakland Mills HS		15	27	34	1	77	19.7%	80.3%
Special	49	75	36	19		179	69.3%	30.7%
Old Cedar Lane/CDC	9	6	2	3		20	75.0%	25.0%
ARL	9	9	3	4		25	72.0%	28.0%
Ascend One	3	7	4			14	71.4%	28.6%
Homewood Center	11	11	7	3		32	68.8%	31.3%
Cedar Lane	4	15	8	2		29	65.5%	34.5%
Central Office	8	22	12	6		48	62.5%	37.5%
Grand Total	692	1573	673	414	22	3374	67.6%	32.4%

2017-2018 HCEA Job Satisfaction Survey

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

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	591	819	150	71	1	1632	86.5 %	13.5%
Veterans ES	24	25	1			50	98.0%	2.0%
Bellows Spring ES	24	24	1			49	98.0%	2.0%
Clemens Crossing ES	22	26	1			49	98.0%	2.0%
Waterloo ES	26	18	1			45	97.8%	2.2%
Laurel Woods ES	17	25	1			43	97.7%	2.3%
Stevens Forest ES	6	28	1			35	97.1%	2.9%
Running Brook ES	20	6		1		27	96.3%	3.7%
Dayton Oaks ES	29	20	2			51	96.1%	3.9%
Hammond ES	21	1	1			23	95.7%	4.3%
Forest Ridge ES	13	24	1	1		39	94.9%	5.1%
Triadelphia Ridge ES	25	11	2			38	94.7%	5.3%
Phelps Luck ES	25	26	2	1		54	94.4%	5.6%
Swansfield ES	24	23	2	1		50	94.0%	6.0%
Manor Woods ES	17	35	3	1		56	92.9%	7.1%
Clarksville ES	14	9	1	1		25	92.0%	8.0%
Ducketts Lane ES	16	17	3			36	91.7%	8.3%
Hollifield Station ES	14	30	3	1		48	91.7%	8.3%
Worthington ES	12	9	2			23	91.3%	8.7%
Elkridge ES	13	29	5			47	89.4%	10.6%
Talbott Springs ES	9	22	4			35	88.6%	11.4%
Deep Run ES	25	21	6		1	53	88.5%	11.5%
Waverly ES	9	29	5			43	88.4%	11.6%
Centennial Lane ES	11	19	4			34	88.2%	11.8%
Guilford ES	10	19	2	2		33	87.9%	12.1%
Gorman Crossing ES	14	14	2	2		32	87.5%	12.5%
Fulton ES	13	30	4	3		50	86.0%	14.0%
Bushy Park ES	14	15	3	2		34	85.3%	14.7%
Cradlerock ES	9	17	1	4		31	83.9%	16.1%
Longfellow ES	10	16	4	1		31	83.9%	16.1%
Jeffers Hill ES	10	14	4	1		29	82.8%	17.2%
Pointers Run ES	12	25	4	4		45	82.2%	17.8%
West Friendship ES	9	16	4	2		31	80.6%	19.4%
Northfield ES	10	23	6	2		41	80.5%	19.5%
Bollman Bridge ES	15	30	5	6		56	80.4%	19.6%
Thunder Hill ES	12	16	5	2		35	80.0%	20.0%
Atholton ES	7	18	6	2		33	75.8%	24.2%
Rockburn ES	6	24	7	3		40	75.0%	25.0%
Bryant Woods ES	8	16	9	7		40	60.0%	40.0%
Ilchester ES	8	20	13	9		50	56.0%	44.0%
St. John's Lane ES	5	14	9	6		34	55.9%	44.1%
Lisbon ES	3	15	10	6		34	52.9%	47.1%

2017-2018 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	249	403	97	29	1	779	83.8%	16.2%
Folly Quarter MS	23	11	1			35	97.1%	2.9%
Wilde Lake MS	17	17	1			35	97.1%	2.9%
Glenwood MS	8	6	1			15	93.3%	6.7%
Thomas Viaduct MS	25	31	3	1		60	93.3%	6.7%
Hammond MS	13	14	2			29	93.1%	6.9%
Mayfield Woods MS	16	28	3	1		48	91.7%	8.3%
Murray Hill MS	8	25	2	1		36	91.7%	8.3%
Ellicott Mills MS	12	20	2	1		35	91.4%	8.6%
Mount View MS	23	32	5	1		61	90.2%	9.8%
Harper's Choice MS	12	23	3	1		39	89.7%	10.3%
Oakland Mills MS	12	13	3	1	1	30	86.2%	13.8%
Lime Kiln MS	8	23	6	1		38	81.6%	18.4%
Bonnie Branch MS	13	26	9			48	81.3%	18.8%
Patapsco MS	12	16	7			35	80.0%	20.0%
Dunloggin MS	14	17	6	3		40	77.5%	22.5%
Clarksville MS	10	26	9	4		49	73.5%	26.5%
Patuxent Valley MS	7	17	7	2		33	72.7%	27.3%
Burleigh Manor MS	8	23	7	7		45	68.9%	31.1%
Elkridge Landing MS	1	21	10	1		33	66.7%	33.3%
Lake Elkhorn MS	7	14	10	4		35	60.0%	40.0%
High	203	402	96	76	2	779	77.9%	22.1%
Hammond HS	32	28	1	1		62	96.8%	3.2%
Marriotts Ridge HS	14	27	1	1		43	95.3%	4.7%
Mt. Hebron HS	28	39	3	2	1	73	93.1%	6.9%
Centennial HS	24	35	5	5		69	85.5%	14.5%
Reservoir HS	21	41	9	3		74	83.8%	16.2%
Howard HS	22	47	8	7		84	82.1%	17.9%
Glenelg HS	11	26	7	4		48	77.1%	22.9%
Long Reach HS	16	30	8	6		60	76.7%	23.3%
River Hill HS	13	33	14	8		68	67.6%	32.4%
Atholton HS	11	25	11	8	1	56	65.5%	34.5%
Wilde Lake HS	5	35	17	8		65	61.5%	38.5%
Oakland Mills HS	6	36	12	23		77	54.5%	45.5%
Special	73	82	15	9	1	180	86.6%	13.4%
Ascend One	4	10	1			15	93.3%	6.7%
Cedar Lane	7	20	2			29	93.1%	6.9%
Old Cedar Lane/CDC	12	6	2			20	90.0%	10.0%
ARL	16	6	2	1		25	88.0%	12.0%
Homewood Center	14	14	2	2		32	87.5%	12.5%
Central Office	14	22	6	5	1	48	76.6%	23.4%
Grand Total	1116	1706	358	185	5	3370	83.9%	16.1%

2017-2018 HCEA Job Satisfaction Survey

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

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	504	845	213	67	2	1631	82.8%	17.2%
Hammond ES	17	5				22	100.0%	0.0%
Running Brook ES	18	8				26	100.0%	0.0%
Triadelphia Ridge ES	22	15	1			38	97.4%	2.6%
Clarksville ES	12	12	1			25	96.0%	4.0%
Ducketts Lane ES	22	12	2			36	94.4%	5.6%
Phelps Luck ES	20	31	2	1		54	94.4%	5.6%
Deep Run ES	23	26	3		1	53	94.2%	5.8%
Bellows Spring ES	19	25	2	1	1	48	93.6%	6.4%
Jeffers Hill ES	12	14	1	1		28	92.9%	7.1%
Veterans ES	16	30	4			50	92.0%	8.0%
Cradlerock ES	8	20	2	1		31	90.3%	9.7%
Hollifield Station ES	17	25	4	1		47	89.4%	10.6%
Laurel Woods ES	19	19	5			43	88.4%	11.6%
Bushy Park ES	15	15	4			34	88.2%	11.8%
Centennial Lane ES	12	18	4			34	88.2%	11.8%
Lisbon ES	5	25	3	1		34	88.2%	11.8%
Clemens Crossing ES	15	29	5	1		50	88.0%	12.0%
Elkridge ES	6	36	5	1		48	87.5%	12.5%
Worthington ES	12	9	2	1		24	87.5%	12.5%
Waterloo ES	22	18	5	1		46	87.0%	13.0%
Pointers Run ES	12	27	4	2		45	86.7%	13.3%
Swansfield ES	14	27	6	1		48	85.4%	14.6%
Guilford ES	10	18	4	1		33	84.8%	15.2%
Atholton ES	12	15	5			32	84.4%	15.6%
West Friendship ES	9	17	5			31	83.9%	16.1%
Manor Woods ES	15	31	9	1		56	82.1%	17.9%
Talbott Springs ES	10	18	5	2		35	80.0%	20.0%
Dayton Oaks ES	15	26	8	3		52	78.8%	21.2%
Longfellow ES	4	22	5	2		33	78.8%	21.2%
Gorman Crossing ES	12	13	4	3		32	78.1%	21.9%
Thunder Hill ES	13	14	6	2		35	77.1%	22.9%
Forest Ridge ES	10	19	6	3		38	76.3%	23.7%
Waverly ES	4	28	8	3		43	74.4%	25.6%
St. John's Lane ES	6	20	5	4		35	74.3%	25.7%
Bollman Bridge ES	11	30	12	3		56	73.2%	26.8%
Stevens Forest ES	8	17	8	2		35	71.4%	28.6%
Northfield ES	5	24	8	4		41	70.7%	29.3%
Fulton ES	10	26	10	5		51	70.6%	29.4%
Bryant Woods ES	8	18	11	2		39	66.7%	33.3%
Rockburn ES	2	24	10	4		40	65.0%	35.0%
Ilchester ES	2	19	19	10		50	42.0%	58.0%

2017-2018 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	230	382	128	39	3	782	78.6%	21.4%
Thomas Viaduct MS	42	15	3			60	95.0%	5.0%
Wilde Lake MS	9	23	2			34	94.1%	5.9%
Mayfield Woods MS	19	25	4			48	91.7%	8.3%
Folly Quarter MS	10	22	3			35	91.4%	8.6%
Bonnie Branch MS	16	28	3	2		49	89.8%	10.2%
Patapsco MS	13	18	3	1		35	88.6%	11.4%
Lime Kiln MS	11	23	4	1		39	87.2%	12.8%
Hammond MS	8	16	4			28	85.7%	14.3%
Ellicott Mills MS	16	14	5	1		36	83.3%	16.7%
Murray Hill MS	7	22	5	2		36	80.6%	19.4%
Glenwood MS	7	5	3			15	80.0%	20.0%
Oakland Mills MS	8	15	5	2		30	76.7%	23.3%
Mount View MS	19	29	11	4		63	76.2%	23.8%
Patuxent Valley MS	5	18	4	6		33	69.7%	30.3%
Harper's Choice MS	7	20	11	1		39	69.2%	30.8%
Elkridge Landing MS	4	18	9	1	1	33	68.8%	31.3%
Lake Elkhorn MS	7	16	10	1	1	35	67.6%	32.4%
Dunloggin MS	11	14	9	5	1	40	64.1%	35.9%
Burleigh Manor MS	7	20	13	5		45	60.0%	40.0%
Clarksville MS	4	21	17	7		49	51.0%	49.0%
High	176	397	135	73	1	782	73.4%	26.6%
Hammond HS	31	27	3	1		62	93.5%	6.5%
Mt. Hebron HS	23	37	9	6		75	80.0%	20.0%
Marriotts Ridge HS	14	21	7	2		44	79.5%	20.5%
Glenelg HS	10	28	6	4		48	79.2%	20.8%
Howard HS	20	45	10	9		84	77.4%	22.6%
Centennial HS	13	38	10	7		68	75.0%	25.0%
Long Reach HS	15	30	12	3		60	75.0%	25.0%
River Hill HS	8	41	11	8		68	72.1%	27.9%
Reservoir HS	14	39	17	5		75	70.7%	29.3%
Atholton HS	12	26	10	7	1	56	69.1%	30.9%
Oakland Mills HS	11	33	19	14		77	57.1%	42.9%
Wilde Lake HS	5	32	21	7		65	56.9%	43.1%
Special	58	92	22	8		180	83.3%	16.7%
Ascend One	5	10				15	100.0%	0.0%
Old Cedar Lane/CDC	12	7	1			20	95.0%	5.0%
Homewood Center	12	17	3			32	90.6%	9.4%
ARL	7	13	3	2		25	80.0%	20.0%
Cedar Lane	6	16	6	1		29	75.9%	24.1%
Central Office	11	25	8	4		48	75.0%	25.0%
Grand Total	968	1716	498	187	6	3375	79.7%	20.3%

2017-2018 HCEA Job Satisfaction Survey

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

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	297	884	241	98	105	1625	77.7%	22.3%
Clarksville ES	12	13				25	100.0%	0.0%
Worthington ES	10	12	1			23	95.7%	4.3%
Hammond ES	17	4	1		1	23	95.5%	4.5%
Triadelphia Ridge ES	12	21	3		2	38	91.7%	8.3%
Talbott Springs ES	8	23	3		1	35	91.2%	8.8%
Cradlerock ES	6	20	2	1	1	30	89.7%	10.3%
Dayton Oaks ES	9	31	2	3	7	52	88.9%	11.1%
Running Brook ES	5	19	3			27	88.9%	11.1%
Ducketts Lane ES	9	20	4		3	36	87.9%	12.1%
Waterloo ES	11	28	5	1	1	46	86.7%	13.3%
Jeffers Hill ES	6	18	3	1	1	29	85.7%	14.3%
Manor Woods ES	9	36	6	2	3	56	84.9%	15.1%
Bellows Spring ES	10	25	5	2	7	49	83.3%	16.7%
Pointers Run ES	8	27	5	2	3	45	83.3%	16.7%
West Friendship ES	6	19	4	1		30	83.3%	16.7%
Bollman Bridge ES	9	35	6	4	2	56	81.5%	18.5%
Clemens Crossing ES	6	32	6	3	2	49	80.9%	19.1%
Veterans ES	7	26	6	2	9	50	80.5%	19.5%
Swansfield ES	11	25	8	1	5	50	80.0%	20.0%
Longfellow ES	2	21	4	2	3	32	79.3%	20.7%
Thunder Hill ES	4	22	6	1	2	35	78.8%	21.2%
Deep Run ES	13	27	9	2	1	52	78.4%	21.6%
Guilford ES	5	20	3	4	1	33	78.1%	21.9%
Laurel Woods ES	9	21	8	1	4	43	76.9%	23.1%
Hollifield Station ES	7	28	9	2	2	48	76.1%	23.9%
Bushy Park ES	5	17	4	3	4	33	75.9%	24.1%
Northfield ES	2	26	8	1	4	41	75.7%	24.3%
Centennial Lane ES	7	17	6	2	1	33	75.0%	25.0%
Forest Ridge ES	5	22	6	3	3	39	75.0%	25.0%
Gorman Crossing ES	8	16	5	3		32	75.0%	25.0%
Stevens Forest ES	7	14	5	2	7	35	75.0%	25.0%
Atholton ES	5	16	7	1	4	33	72.4%	27.6%
Phelps Luck ES	10	24	9	4	6	53	72.3%	27.7%
Lisbon ES	4	19	7	2	1	33	71.9%	28.1%
Elkridge ES	7	25	9	5	1	47	69.6%	30.4%
Bryant Woods ES	8	18	9	5		40	65.0%	35.0%
Waverly ES	5	20	10	4	3	42	64.1%	35.9%
Ilchester ES	4	26	14	3	2	49	63.8%	36.2%
Fulton ES	7	22	10	7	3	49	63.0%	37.0%
Rockburn ES	1	21	10	3	4	39	62.9%	37.1%
St. John's Lane ES	1	8	10	15	1	35	26.5%	73.5%

2017-2018 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	148	408	120	57	46	779	75.9%	24.1%
Folly Quarter MS	18	16	1			35	97.1%	2.9%
Wilde Lake MS	7	25		3		35	91.4%	8.6%
Glenwood MS	5	5	1		4	15	90.9%	9.1%
Harper's Choice MS	8	23	3	1	4	39	88.6%	11.4%
Patapsco MS	8	21	3	1	2	35	87.9%	12.1%
Hammond MS	7	16	5		1	29	82.1%	17.9%
Mount View MS	20	26	11		6	63	80.7%	19.3%
Ellicott Mills MS	4	24	6	1	1	36	80.0%	20.0%
Murray Hill MS	3	25	4	3	1	36	80.0%	20.0%
Oakland Mills MS	6	16	2	4	1	29	78.6%	21.4%
Thomas Viaduct MS	20	25	9	4	1	59	77.6%	22.4%
Patuxent Valley MS	4	20	5	2	2	33	77.4%	22.6%
Elkridge Landing MS	1	22	5	2	2	32	76.7%	23.3%
Mayfield Woods MS	6	25	10	3	4	48	70.5%	29.5%
Lime Kiln MS	12	12	9	2	4	39	68.6%	31.4%
Bonnie Branch MS	4	28	7	9	1	49	66.7%	33.3%
Clarksville MS	3	28	9	7	2	49	66.0%	34.0%
Lake Elkhorn MS	4	14	9	2	5	34	62.1%	37.9%
Burleigh Manor MS	3	21	9	8	3	44	58.5%	41.5%
Dunloggin MS	5	16	12	5	2	40	55.3%	44.7%
High	150	405	119	58	49	781	75.8%	24.2%
Marriotts Ridge HS	13	24	4	1	2	44	88.1%	11.9%
River Hill HS	21	35	7	3	2	68	84.8%	15.2%
Reservoir HS	21	35	10	2	6	74	82.4%	17.6%
Mt. Hebron HS	15	41	13	2	4	75	78.9%	21.1%
Oakland Mills HS	7	47	11	4	8	77	78.3%	21.7%
Howard HS	16	47	9	9	3	84	77.8%	22.2%
Long Reach HS	4	38	11	3	4	60	75.0%	25.0%
Atholton HS	12	28	8	7	2	57	72.7%	27.3%
Hammond HS	21	21	10	6	3	61	72.4%	27.6%
Glenelg HS	9	22	8	4	4	47	72.1%	27.9%
Centennial HS	7	34	10	9	9	69	68.3%	31.7%
Wilde Lake HS	4	33	18	8	2	65	58.7%	41.3%
Special	27	63	24	10	55	179	72.6%	27.4%
Ascend One	1	7			7	15	100.0%	0.0%
ARL	8	7	4	1	5	25	75.0%	25.0%
Cedar Lane	3	15	7	1	3	29	69.2%	30.8%
Homewood Center	8	12	7	4	1	32	64.5%	35.5%
Central Office	4	12	6	3	22	47	64.0%	36.0%
Old Cedar Lane/CDC	3	4		1	12	20	9.4%	14.3%
Grand Total	622	1760	504	223	255	3364	76.6%	23.4%

2017-2018 HCEA Job Satisfaction Survey

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

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	436	827	246	117	5	1631	77.7%	22.3%
Atholton ES	9	17	7			33	78.8%	21.2%
Bellows Spring ES	15	22	7	5		49	75.5%	24.5%
Bollman Bridge ES	16	32	4	3		55	87.3%	12.7%
Bryant Woods ES	12	16	10	1		39	71.8%	28.2%
Bushy Park ES	23	11				34	100.0%	0.0%
Centennial Lane ES	4	21	7	2		34	73.5%	26.5%
Clarksville ES	11	10	3	1		25	84.0%	16.0%
Clemens Crossing ES	12	23	8	5	1	49	72.9%	27.1%
Cradlerock ES	4	15	6	6		31	61.3%	38.7%
Dayton Oaks ES	16	33	1	1	1	52	96.1%	3.9%
Deep Run ES	17	25	11			53	79.2%	20.8%
Ducketts Lane ES	15	18	2	1		36	91.7%	8.3%
Elkridge ES	6	26	8	8		48	66.7%	33.3%
Forest Ridge ES	7	29	2	1		39	92.3%	7.7%
Fulton ES	11	31	4	4		50	84.0%	16.0%
Gorman Crossing ES	12	16	4			32	87.5%	12.5%
Guilford ES	8	21	2	1		32	90.6%	9.4%
Hammond ES	14	7	1	1		23	91.3%	8.7%
Hollifield Station ES	11	27	6	2	1	47	82.6%	17.4%
Ilchester ES	26	18	3	3		50	88.0%	12.0%
Jeffers Hill ES	9	14	5	1		29	79.3%	20.7%
Laurel Woods ES	16	22	5			43	88.4%	11.6%
Lisbon ES	11	16	3	4		34	79.4%	20.6%
Longfellow ES	2	17	7	6		32	59.4%	40.6%
Manor Woods ES	3	15	23	14	1	56	32.7%	67.3%
Northfield ES	10	27	2	1		40	92.5%	7.5%
Phelps Luck ES	4	29	15	6		54	61.1%	38.9%
Pointers Run ES	11	28	4	2		45	86.7%	13.3%
Rockburn ES		20	14	6		40	50.0%	50.0%
Running Brook ES	16	10	1			27	96.3%	3.7%
St. John's Lane ES	1	18	12	4		35	54.3%	45.7%
Stevens Forest ES	1	19	9	6		35	57.1%	42.9%
Swansfield ES	15	22	10	3	1	51	74.0%	26.0%
Talbott Springs ES	5	22	4	3		34	79.4%	20.6%
Thunder Hill ES	8	18	4	4		34	76.5%	23.5%
Triadelphia Ridge ES	18	16	4			38	89.5%	10.5%
Veterans ES	11	21	13	5		50	64.0%	36.0%
Waterloo ES	12	27	5	2		46	84.8%	15.2%
Waverly ES	8	25	6	3		42	78.6%	21.4%
West Friendship ES	15	13	2	1		31	90.3%	9.7%
Worthington ES	11	10	2	1		24	87.5%	12.5%

2017-2018 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	187	398	138	57	1	781	75.0%	25.0%
Bonnie Branch MS	6	24	11	8		49	61.2%	38.8%
Burleigh Manor MS	10	25	5	5		45	77.8%	22.2%
Clarksville MS	8	30	9	2		49	77.6%	22.4%
Dunloggin MS	9	19	8	4		40	70.0%	30.0%
Elkridge Landing MS	1	23	7	2		33	72.7%	27.3%
Ellicott Mills MS	10	19	7			36	80.6%	19.4%
Folly Quarter MS	16	16	2			34	94.1%	5.9%
Glenwood MS	5	7	2	1		15	80.0%	20.0%
Hammond MS	10	13	5	1		29	79.3%	20.7%
Harper's Choice MS	6	18	9	5		38	63.2%	36.8%
Lake Elkhorn MS	2	13	11	9		35	42.9%	57.1%
Lime Kiln MS	8	23	6	2		39	79.5%	20.5%
Mayfield Woods MS	2	23	19	4		48	52.1%	47.9%
Mount View MS	21	34	4	3		62	88.7%	11.3%
Murray Hill MS	7	21	5	3		36	77.8%	22.2%
Oakland Mills MS	9	12	7	2		30	70.0%	30.0%
Patapsco MS	12	14	8	1		35	74.3%	25.7%
Patuxent Valley MS	3	18	8	3	1	33	65.6%	34.4%
Thomas Viaduct MS	27	26	5	2		60	88.3%	11.7%
Wilde Lake MS	15	20				35	100.0%	0.0%
High	172	410	131	68	2	783	74.5%	25.5%
Atholton HS	15	32	3	5	1	56	85.5%	14.5%
Centennial HS	16	36	12	5		69	75.4%	24.6%
Glenelg HS	14	24	9	1		48	79.2%	20.8%
Hammond HS	10	30	12	10		62	64.5%	35.5%
Howard HS	14	53	14	3		84	79.8%	20.2%
Long Reach HS	11	33	9	7		60	73.3%	26.7%
Marriotts Ridge HS	8	25	6	5		44	75.0%	25.0%
Mt. Hebron HS	12	47	11	4	1	75	79.7%	20.3%
Oakland Mills HS	4	26	31	16		77	39.0%	61.0%
Reservoir HS	31	33	9	2		75	85.3%	14.7%
River Hill HS	35	31	1	1		68	97.1%	2.9%
Wilde Lake HS	2	40	14	9		65	64.6%	35.4%
Special	45	102	20	7	6	180	84.5%	15.5%
ARL	10	14		1		25	96.0%	4.0%
Ascend One	2	9	2		2	15	84.6%	15.4%
Cedar Lane	9	16	3		1	29	89.3%	10.7%
Central Office	6	32	7	3		48	79.2%	20.8%
Homewood Center	12	16	2	1	1	32	90.3%	9.7%
Old Cedar Lane/CDC	5	7	5	2	1	20	63.2%	36.8%
Grand Total	840	1737	535	249	14	3375	76.7%	23.3%

2017-2018 HCEA Job Satisfaction Survey

11) My work performance is evaluated fairly.

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	492	933	139	42	26	1632	88.7%	11.3%
Atholton ES	4	25	3		1	33	90.6%	9.4%
Bellows Spring ES	26	20	3			49	93.9%	6.1%
Bollman Bridge ES	10	36	7	2		55	83.6%	16.4%
Bryant Woods ES	7	23	7	1	2	40	78.9%	21.1%
Bushy Park ES	5	16	4	8	1	34	63.6%	36.4%
Centennial Lane ES	7	23	3			33	90.9%	9.1%
Clarksville ES	11	13	1			25	96.0%	4.0%
Clemens Crossing ES	18	26	5			49	89.8%	10.2%
Cradlerock ES	10	18		1	1	30	96.6%	3.4%
Dayton Oaks ES	18	29	2		2	51	95.9%	4.1%
Deep Run ES	22	22	6	3		53	83.0%	17.0%
Ducketts Lane ES	11	21	3		1	36	91.4%	8.6%
Elkridge ES	14	32	1		1	48	97.9%	2.1%
Forest Ridge ES	13	21	4		1	39	89.5%	10.5%
Fulton ES	8	31	7	5		51	76.5%	23.5%
Gorman Crossing ES	10	20		1	1	32	96.8%	3.2%
Guilford ES	9	21	2			32	93.8%	6.3%
Hammond ES	16	6		1		23	95.7%	4.3%
Hollifield Station ES	7	34	3	2	2	48	89.1%	10.9%
Ilchester ES	7	28	10	5		50	70.0%	30.0%
Jeffers Hill ES	8	14	5		2	29	81.5%	18.5%
Laurel Woods ES	19	22	2			43	95.3%	4.7%
Lisbon ES	8	20	4	2		34	82.4%	17.6%
Longfellow ES	9	18	1	2	2	32	90.0%	10.0%
Manor Woods ES	11	42	3			56	94.6%	5.4%
Northfield ES	8	26	5	1	1	41	85.0%	15.0%
Phelps Luck ES	17	33	2	1	1	54	94.3%	5.7%
Pointers Run ES	11	28	5	1		45	86.7%	13.3%
Rockburn ES	9	28	3			40	92.5%	7.5%
Running Brook ES	16	9	2			27	92.6%	7.4%
St. John's Lane ES	5	23	6		1	35	82.4%	17.6%
Stevens Forest ES	7	25	2			34	94.1%	5.9%
Swansfield ES	22	25	2		2	51	95.9%	4.1%
Talbott Springs ES	11	20	1	1	1	34	93.9%	6.1%
Thunder Hill ES	10	20	4	1		35	85.7%	14.3%
Triadelphia Ridge ES	18	17	3			38	92.1%	7.9%
Veterans ES	22	24	4			50	92.0%	8.0%
Waterloo ES	19	23	2	2		46	91.3%	8.7%
Waverly ES	8	25	6	1	2	42	82.5%	17.5%
West Friendship ES	8	16	5	1	1	31	80.0%	20.0%
Worthington ES	13	10	1			24	95.8%	4.2%

2017-2018 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	188	418	108	46	15	775	79.7%	20.3%
Bonnie Branch MS	12	27	4	1	2	46	88.6%	11.4%
Burleigh Manor MS	7	24	11	3		45	68.9%	31.1%
Clarksville MS	7	30	9	3		49	75.5%	24.5%
Dunloggin MS	12	21	5		2	40	86.8%	13.2%
Elkridge Landing MS	6	22	2	1	1	32	90.3%	9.7%
Ellicott Mills MS	11	18	6	1		36	80.6%	19.4%
Folly Quarter MS	18	14	2		1	35	94.1%	5.9%
Glenwood MS	4	6	2	3		15	66.7%	33.3%
Hammond MS	9	14	2	4		29	79.3%	20.7%
Harper's Choice MS	8	18	3	7	2	38	72.2%	27.8%
Lake Elkhorn MS	5	16	8	2	3	34	67.7%	32.3%
Lime Kiln MS	6	23	9	1		39	74.4%	25.6%
Mayfield Woods MS	9	26	7	6		48	72.9%	27.1%
Mount View MS	19	29	8	6	1	63	77.4%	22.6%
Murray Hill MS	4	26	5			35	85.7%	14.3%
Oakland Mills MS	9	16	3	1		29	86.2%	13.8%
Patapsco MS	9	16	6	4		35	71.4%	28.6%
Patuxent Valley MS	7	19	5	2		33	78.8%	21.2%
Thomas Viaduct MS	14	35	9		2	60	84.5%	15.5%
Wilde Lake MS	12	18	2	1	1	34	90.9%	9.1%
High	191	437	97	48	4	777	81.2%	18.8%
Mt. Hebron HS	17	50	5	3		75	89.3%	10.7%
Centennial HS	26	35	4	4		69	88.4%	11.6%
Marriotts Ridge HS	10	28	5			43	88.4%	11.6%
Reservoir HS	25	40	5	4	1	75	87.8%	12.2%
Hammond HS	21	31	7	1		60	86.7%	13.3%
Glenelg HS	14	25	4	4	1	48	83.0%	17.0%
Howard HS	18	50	12	3	1	84	81.9%	18.1%
Long Reach HS	12	34	9	4		59	78.0%	22.0%
Oakland Mills HS	11	48	14	3		76	77.6%	22.4%
Wilde Lake HS	9	40	9	6		64	76.6%	23.4%
River Hill HS	15	35	12	5		67	74.6%	25.4%
Atholton HS	13	21	11	11	1	57	60.7%	39.3%
Special	64	83	17	9	3	176	85.0%	15.0%
Old Cedar Lane/CDC	9	9		2		20	90.0%	10.0%
Ascend One	7	6	2			15	86.7%	13.3%
Central Office	16	22	4	2	3	47	86.4%	13.6%
Cedar Lane	6	18	4			28	85.7%	14.3%
ARL	13	7	3	2		25	80.0%	20.0%
Homewood Center	8	16	4	2		30	80.0%	20.0%
Grand Total	935	1871	361	145	48	3360	84.7%	15.3%

2017-2018 HCEA Job Satisfaction Survey

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

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	207	679	434	283	26	1629	55.3%	44.7%
Hammond ES	9	11	2	1		23	87.0%	13.0%
Laurel Woods ES	11	22	8		1	42	80.5%	19.5%
Bellows Spring ES	12	25	7	5		49	75.5%	24.5%
Ducketts Lane ES	4	23	8	1		36	75.0%	25.0%
Swansfield ES	10	28	10	3		51	74.5%	25.5%
Jeffers Hill ES	7	13	4	4	1	29	71.4%	28.6%
Worthington ES	6	11	4	3		24	70.8%	29.2%
West Friendship ES	8	12	8	2	1	31	66.7%	33.3%
Stevens Forest ES	1	21	6	6		34	64.7%	35.3%
Clemens Crossing ES	12	19	13	4	1	49	64.6%	35.4%
Deep Run ES	7	25	9	11		52	61.5%	38.5%
Clarksville ES	4	11	6	4		25	60.0%	40.0%
Gorman Crossing ES	5	13	9	3	2	32	60.0%	40.0%
Veterans ES	7	23	13	7		50	60.0%	40.0%
Talbott Springs ES	8	11	10	3	2	34	59.4%	40.6%
Phelps Luck ES	7	25	16	6		54	59.3%	40.7%
Running Brook ES	7	9	10	1		27	59.3%	40.7%
Bushy Park ES	6	14	8	6		34	58.8%	41.2%
Waterloo ES	7	20	14	5		46	58.7%	41.3%
Elkridge ES	8	18	15	5	1	47	56.5%	43.5%
Forest Ridge ES	6	16	10	7		39	56.4%	43.6%
Cradlerock ES	5	12	8	6		31	54.8%	45.2%
Guilford ES	2	16	6	9		33	54.5%	45.5%
Longfellow ES		16	9	6		31	51.6%	48.4%
Bryant Woods ES	1	18	11	7	2	39	51.4%	48.6%
Triadelphia Ridge ES	3	16	11	7		37	51.4%	48.6%
Bollman Bridge ES	5	23	11	17		56	50.0%	50.0%
Dayton Oaks ES	7	18	15	11	1	52	49.0%	51.0%
Atholton ES	2	14	12	5		33	48.5%	51.5%
Northfield ES	1	18	11	10	1	41	47.5%	52.5%
Centennial Lane ES		15	10	7	2	34	46.9%	53.1%
Hollifield Station ES	3	18	17	7	1	46	46.7%	53.3%
Rockburn ES	5	13	13	9		40	45.0%	55.0%
Waverly ES	3	15	13	9	3	43	45.0%	55.0%
Ilchester ES	2	19	14	13	2	50	43.8%	56.3%
Manor Woods ES	3	20	14	18	1	56	41.8%	58.2%
Fulton ES	2	18	11	19		50	40.0%	60.0%
Lisbon ES	4	9	16	5		34	38.2%	61.8%
Thunder Hill ES	2	11	12	9	1	35	38.2%	61.8%
St. John's Lane ES	2	10	12	9	2	35	36.4%	63.6%
Pointers Run ES	3	10	18	13	1	45	29.5%	70.5%

2017-2018 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	108	319	193	134	25	779	56.6%	43.4%
Folly Quarter MS	11	15	5	3	1	35	76.5%	23.5%
Glenwood MS	5	6	4			15	73.3%	26.7%
Harper's Choice MS	13	14	7	3	1	38	73.0%	27.0%
Mount View MS	17	27	7	10	2	63	72.1%	27.9%
Clarksville MS	4	28	6	8	3	49	69.6%	30.4%
Dunloggin MS	9	17	9	4	1	40	66.7%	33.3%
Mayfield Woods MS	3	28	10	6	1	48	66.0%	34.0%
Lake Elkhorn MS	1	19	10	4	1	35	58.8%	41.2%
Thomas Viaduct MS	4	28	20	7	1	60	54.2%	45.8%
Hammond MS	3	12	9	4	1	29	53.6%	46.4%
Murray Hill MS	5	13	9	7	1	35	52.9%	47.1%
Burleigh Manor MS	2	21	10	11	1	45	52.3%	47.7%
Lime Kiln MS	2	17	9	9	2	39	51.4%	48.6%
Ellicott Mills MS	6	11	9	9	1	36	48.6%	51.4%
Wilde Lake MS	6	10	12	6	1	35	47.1%	52.9%
Patuxent Valley MS	5	10	11	6		32	46.9%	53.1%
Bonnie Branch MS	5	17	12	13	1	48	46.8%	53.2%
Oakland Mills MS	2	9	7	8	4	30	42.3%	57.7%
Patapsco MS	3	10	13	9		35	37.1%	62.9%
Elkridge Landing MS	2	7	14	7	2	32	30.0%	70.0%
High	104	313	177	164	21	779	55.0%	45.0%
Centennial HS	9	33	10	14	3	69	63.6%	36.4%
Reservoir HS	14	33	14	13	1	75	63.5%	36.5%
River Hill HS	13	29	15	11		68	61.8%	38.2%
Glenelg HS	5	22	11	9	1	48	57.4%	42.6%
Howard HS	11	36	20	15	2	84	57.3%	42.7%
Hammond HS	11	23	8	18	1	61	56.7%	43.3%
Atholton HS	9	21	14	10	2	56	55.6%	44.4%
Marriotts Ridge HS	6	17	10	9	1	43	54.8%	45.2%
Mt. Hebron HS	6	30	19	13	6	74	52.9%	47.1%
Long Reach HS	9	19	13	19		60	46.7%	53.3%
Oakland Mills HS	7	27	20	20	3	77	45.9%	54.1%
Wilde Lake HS	4	23	23	13	1	64	42.9%	57.1%
Special	44	75	36	21	4	180	67.6%	32.4%
ARL	15	6		4		25	84.0%	16.0%
Central Office	8	27	8	3	2	48	76.1%	23.9%
Ascend One	2	8	3	2		15	66.7%	33.3%
Cedar Lane	6	12	8	2	1	29	64.3%	35.7%
Homewood Center	5	13	10	4		32	56.3%	43.8%
Old Cedar Lane/CDC	8	4	4	3	1	20	21.1%	78.9%
Grand Total	463	1386	840	602	76	3367	56.2%	43.8%

2017-2018 HCEA Job Satisfaction Survey

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

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	423	942	196	64	10	1635	84.0%	16.0%
Bushy Park ES	16	18				34	100.0%	0.0%
Running Brook ES	13	14				27	100.0%	0.0%
Swansfield ES	19	31	1			51	98.0%	2.0%
Ilchester ES	11	36	2	1		50	94.0%	6.0%
Clemens Crossing ES	15	31	2	1	1	50	93.9%	6.1%
Ducketts Lane ES	9	24	3			36	91.7%	8.3%
Worthington ES	12	10	2			24	91.7%	8.3%
Northfield ES	13	24	2	2		41	90.2%	9.8%
Waverly ES	9	28	4		2	43	90.2%	9.8%
Veterans ES	15	30	4	1		50	90.0%	10.0%
Dayton Oaks ES	14	30	5	1	1	51	88.0%	12.0%
Atholton ES	6	23	4			33	87.9%	12.1%
Bollman Bridge ES	16	33	3	4		56	87.5%	12.5%
Cradlerock ES	6	21	3	1		31	87.1%	12.9%
West Friendship ES	8	19	3	1		31	87.1%	12.9%
Hammond ES	11	9	2	1		23	87.0%	13.0%
Deep Run ES	14	31	6	1		52	86.5%	13.5%
Laurel Woods ES	16	21	6			43	86.0%	14.0%
Lisbon ES	9	19	4	1		33	84.8%	15.2%
Waterloo ES	11	28	5	2		46	84.8%	15.2%
Forest Ridge ES	13	20	5	1		39	84.6%	15.4%
Clarksville ES	11	10	4			25	84.0%	16.0%
Elkridge ES	8	31	5	3	1	48	83.0%	17.0%
Stevens Forest ES	5	24	6			35	82.9%	17.1%
Talbott Springs ES	10	19	1	5		35	82.9%	17.1%
Thunder Hill ES	8	20	3	3	1	35	82.4%	17.6%
Fulton ES	10	31	6	3	1	51	82.0%	18.0%
Phelps Luck ES	13	31	6	4		54	81.5%	18.5%
Bellows Spring ES	15	24	8	1		48	81.3%	18.8%
Gorman Crossing ES	10	16	6			32	81.3%	18.8%
Pointers Run ES	6	30	6	3		45	80.0%	20.0%
Guilford ES	7	19	2	5		33	78.8%	21.2%
Hollifield Station ES	9	28	8	3		48	77.1%	22.9%
Jeffers Hill ES	5	17	6	1		29	75.9%	24.1%
Rockburn ES	6	24	8	2		40	75.0%	25.0%
Triadelphia Ridge ES	10	18	8	2		38	73.7%	26.3%
Longfellow ES	10	14	8	1		33	72.7%	27.3%
Centennial Lane ES	5	18	7	2	2	34	71.9%	28.1%
Bryant Woods ES	5	22	10	1	1	39	71.1%	28.9%
St. John's Lane ES	5	19	8	3		35	68.6%	31.4%
Manor Woods ES	9	27	14	4		54	66.7%	33.3%

2017-2018 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	261	408	75	29	8	781	86.5%	13.5%
Elkridge Landing MS	9	23	1			33	97.0%	3.0%
Patuxent Valley MS	12	18	2		1	33	93.8%	6.3%
Glenwood MS	7	7	1			15	93.3%	6.7%
Lime Kiln MS	13	23	2	1		39	92.3%	7.7%
Mount View MS	26	30	5		1	62	91.8%	8.2%
Folly Quarter MS	19	13	3			35	91.4%	8.6%
Wilde Lake MS	15	16	2	1		34	91.2%	8.8%
Thomas Viaduct MS	24	29	3	3	1	60	89.8%	10.2%
Hammond MS	13	13	2	1		29	89.7%	10.3%
Clarksville MS	16	26	3	2	2	49	89.4%	10.6%
Mayfield Woods MS	12	30	5	1		48	87.5%	12.5%
Patapsco MS	10	20	3	2		35	85.7%	14.3%
Dunloggin MS	12	22	6			40	85.0%	15.0%
Bonnie Branch MS	17	24	5	3		49	83.7%	16.3%
Oakland Mills MS	5	20	3	2		30	83.3%	16.7%
Ellicott Mills MS	12	17	6		1	36	82.9%	17.1%
Harper's Choice MS	18	14	5	2		39	82.1%	17.9%
Burleigh Manor MS	10	26	5	4		45	80.0%	20.0%
Murray Hill MS	6	22	6	1		35	80.0%	20.0%
Lake Elkhorn MS	5	15	7	6	2	35	60.6%	39.4%
High	216	449	80	30	6	781	85.8%	14.2%
Marriotts Ridge HS	15	27	2			44	95.5%	4.5%
Atholton HS	22	31	3	1		57	93.0%	7.0%
Glenelg HS	16	28	3	1		48	91.7%	8.3%
River Hill HS	30	32	4	2		68	91.2%	8.8%
Reservoir HS	29	38	5	2		74	90.5%	9.5%
Oakland Mills HS	10	55	7	2	3	77	87.8%	12.2%
Mt. Hebron HS	21	42	8	2	1	74	86.3%	13.7%
Centennial HS	15	43	8	3		69	84.1%	15.9%
Hammond HS	16	35	6	4		61	83.6%	16.4%
Long Reach HS	16	33	8	2	1	60	83.1%	16.9%
Howard HS	19	47	12	6		84	78.6%	21.4%
Wilde Lake HS	7	38	14	5	1	65	70.3%	29.7%
Special	57	100	14	7	1	179	88.2%	11.8%
Ascend One	4	10	1			15	93.3%	6.7%
Central Office	10	33	3	2		48	89.6%	10.4%
Homewood Center	13	15	3	1		32	87.5%	12.5%
ARL	11	10	2	1	1	25	87.5%	12.5%
Cedar Lane	6	19	4			29	86.2%	13.8%
Old Cedar Lane/CDC	10	8	1	1		20	10.0%	90.0%
Grand Total	957	1899	365	130	25	3376	85.2%	14.8%

2017-2018 HCEA Job Satisfaction Survey

14) My administrators/supervisors respect the negotiated contracts.

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	640	861	92	30	16	1639	92.5%	7.5%
Centennial Lane ES	12	21			1	34	100.0%	0.0%
Clarksville ES	13	12				25	100.0%	0.0%
Forest Ridge ES	14	25				39	100.0%	0.0%
Hammond ES	22	1				23	100.0%	0.0%
Laurel Woods ES	24	18			1	43	100.0%	0.0%
Swansfield ES	25	26				51	100.0%	0.0%
Triadelphia Ridge ES	24	14				38	100.0%	0.0%
Worthington ES	18	6				24	100.0%	0.0%
Manor Woods ES	17	38	1			56	98.2%	1.8%
Bellows Spring ES	23	25	1			49	98.0%	2.0%
Hollifield Station ES	12	34	1		1	48	97.9%	2.1%
Talbott Springs ES	18	16	1			35	97.1%	2.9%
Stevens Forest ES	12	21	1			34	97.1%	2.9%
Longfellow ES	13	19	1			33	97.0%	3.0%
Jeffers Hill ES	10	18	1			29	96.6%	3.4%
Running Brook ES	21	5		1		27	96.3%	3.7%
Dayton Oaks ES	27	21	1	1	2	52	96.0%	4.0%
Waterloo ES	26	18	1	1		46	95.7%	4.3%
Pointers Run ES	13	30	2			45	95.6%	4.4%
Ducketts Lane ES	15	19	2			36	94.4%	5.6%
Phelps Luck ES	22	29	2	1		54	94.4%	5.6%
Veterans ES	26	21	3			50	94.0%	6.0%
Gorman Crossing ES	11	19	2			32	93.8%	6.3%
Elkridge ES	16	28	3			47	93.6%	6.4%
Deep Run ES	29	20	4			53	92.5%	7.5%
Fulton ES	12	30	2	2	5	51	91.3%	8.7%
Atholton ES	10	20	3			33	90.9%	9.1%
Thunder Hill ES	10	20	2	1	1	34	90.9%	9.1%
Waverly ES	10	28	4		1	43	90.5%	9.5%
Cradlerock ES	12	16	3			31	90.3%	9.7%
West Friendship ES	10	18	2	1		31	90.3%	9.7%
Bollman Bridge ES	19	31	2	4		56	89.3%	10.7%
Bushy Park ES	13	17	4			34	88.2%	11.8%
Clemens Crossing ES	23	21	5	1		50	88.0%	12.0%
Rockburn ES	8	27	3	2		40	87.5%	12.5%
Northfield ES	13	22	5	1		41	85.4%	14.6%
Lisbon ES	8	21	4	1		34	85.3%	14.7%
Guilford ES	11	17	2	3		33	84.8%	15.2%
Ilchester ES	8	31	5	5	1	50	79.6%	20.4%
St. John's Lane ES	2	21	8	2	2	35	69.7%	30.3%
Bryant Woods ES	8	17	11	3	1	40	64.1%	35.9%

2017-2018 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	295	409	53	8	16	781	92.0%	8.0%
Glenwood MS	11	4				15	100.0%	0.0%
Thomas Viaduct MS	34	26				60	100.0%	0.0%
Wilde Lake MS	15	20				35	100.0%	0.0%
Folly Quarter MS	23	11	1			35	97.1%	2.9%
Oakland Mills MS	14	15	1			30	96.7%	3.3%
Mayfield Woods MS	16	29	2		1	48	95.7%	4.3%
Mount View MS	26	33	2	1	1	63	95.2%	4.8%
Murray Hill MS	11	21	2		2	36	94.1%	5.9%
Burleigh Manor MS	8	34	3			45	93.3%	6.7%
Lime Kiln MS	13	23	3			39	92.3%	7.7%
Harper's Choice MS	18	17	3		1	39	92.1%	7.9%
Bonnie Branch MS	14	29	3	1		47	91.5%	8.5%
Ellicott Mills MS	17	15	3		1	36	91.4%	8.6%
Patuxent Valley MS	9	20	1	2	1	33	90.6%	9.4%
Clarksville MS	11	31	4	1	2	49	89.4%	10.6%
Hammond MS	9	16	4			29	86.2%	13.8%
Patapsco MS	14	15	4	1		34	85.3%	14.7%
Dunloggin MS	16	17	5	2		40	82.5%	17.5%
Lake Elkhorn MS	9	16	6		4	35	80.6%	19.4%
Elkridge Landing MS	7	17	6		3	33	80.0%	20.0%
High	230	462	56	24	9	781	89.6%	10.4%
Hammond HS	27	33		1	1	62	98.4%	1.6%
Marriotts Ridge HS	15	28	1			44	97.7%	2.3%
Long Reach HS	20	36	1	2	1	60	94.9%	5.1%
Howard HS	26	51	3	3	1	84	92.8%	7.2%
Mt. Hebron HS	28	41	4	2		75	92.0%	8.0%
Glenelg HS	13	31	4			48	91.7%	8.3%
Centennial HS	28	34	5	1	1	69	91.2%	8.8%
Reservoir HS	29	39	7			75	90.7%	9.3%
River Hill HS	19	39	6	2	2	68	87.9%	12.1%
Wilde Lake HS	5	50	7	2		64	85.9%	14.1%
Atholton HS	15	31	4	5	1	56	83.6%	16.4%
Oakland Mills HS	5	49	14	6	2	76	73.0%	27.0%
Special	72	86	11	4	5	178	91.3%	8.7%
Homewood Center	12	18	1			31	96.8%	3.2%
Cedar Lane	8	17	1		2	28	96.2%	3.8%
ARL	15	8		1	1	25	95.8%	4.2%
Old Cedar Lane/CDC	11	6	1	1	1	20	94.7%	5.3%
Ascend One	6	8	1			15	93.3%	6.7%
Central Office	14	26	7	1		48	83.3%	16.7%
Grand Total	1237	1818	212	66	46	3379	91.7%	8.3%

2017-2018 HCEA Job Satisfaction Survey

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

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	417	748	188	63	214	1630	82.3%	17.7%
Atholton ES	7	10	11	1	4	33	58.6%	41.4%
Bellows Spring ES	16	24	2		7	49	95.2%	4.8%
Bollman Bridge ES	13	23	10	6	3	55	69.2%	30.8%
Bryant Woods ES	6	17	9	3	5	40	65.7%	34.3%
Bushy Park ES	8	15	5	1	5	34	79.3%	20.7%
Centennial Lane ES	5	21	2		4	32	92.9%	7.1%
Clarksville ES	11	9		1	4	25	95.2%	4.8%
Clemens Crossing ES	13	27	2	1	6	49	93.0%	7.0%
Cradlerock ES	6	17	2	1	5	31	88.5%	11.5%
Dayton Oaks ES	13	21	4	2	10	50	85.0%	15.0%
Deep Run ES	20	19	7	3	4	53	79.6%	20.4%
Ducketts Lane ES	10	20	2		4	36	93.8%	6.3%
Elkridge ES	11	27	3	2	5	48	88.4%	11.6%
Forest Ridge ES	8	17	6	2	6	39	75.8%	24.2%
Fulton ES	10	21	8	6	6	51	68.9%	31.1%
Gorman Crossing ES	5	17	4	1	5	32	81.5%	18.5%
Guilford ES	6	15	5	3	3	32	72.4%	27.6%
Hammond ES	16	3	2		2	23	90.5%	9.5%
Hollifield Station ES	5	26	9	3	5	48	72.1%	27.9%
Ilchester ES	5	18	12	4	11	50	59.0%	41.0%
Jeffers Hill ES	10	11	4		4	29	84.0%	16.0%
Laurel Woods ES	15	22			6	43	100.0%	0.0%
Lisbon ES	5	16	7	4	2	34	65.6%	34.4%
Longfellow ES	5	17	2	1	8	33	88.0%	12.0%
Manor Woods ES	14	26	6	3	7	56	81.6%	18.4%
Northfield ES	8	24	4		4	40	88.9%	11.1%
Phelps Luck ES	15	23	8	2	6	54	79.2%	20.8%
Pointers Run ES	7	23	8	1	6	45	76.9%	23.1%
Rockburn ES	6	25	4	1	3	39	86.1%	13.9%
Running Brook ES	16	5	4		2	27	84.0%	16.0%
St. John's Lane ES	4	14	7	3	7	35	64.3%	35.7%
Stevens Forest ES	5	19	5		6	35	82.8%	17.2%
Swansfield ES	17	24	1	1	7	50	95.3%	4.7%
Talbott Springs ES	12	15	2	3	3	35	84.4%	15.6%
Thunder Hill ES	6	14	5	2	8	35	74.1%	25.9%
Triadelphia Ridge ES	16	16	1		4	37	97.0%	3.0%
Veterans ES	18	23	2	1	6	50	93.2%	6.8%
Waterloo ES	21	17	2	1	5	46	92.7%	7.3%
Waverly ES	5	22	7		8	42	79.4%	20.6%
West Friendship ES	7	16	3		5	31	88.5%	11.5%
Worthington ES	11	9	1		3	24	95.2%	4.8%

2017-2018 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	228	351	73	19	108	779	86.3%	13.7%
Bonnie Branch MS	10	26	5	1	6	48	85.7%	14.3%
Burleigh Manor MS	8	25	4	2	6	45	84.6%	15.4%
Clarksville MS	9	29	5	1	5	49	86.4%	13.6%
Dunloggin MS	19	10	3	2	6	40	85.3%	14.7%
Elkridge Landing MS	4	16	8		5	33	71.4%	28.6%
Ellicott Mills MS	10	18			8	36	100.0%	0.0%
Folly Quarter MS	21	10			3	34	100.0%	0.0%
Glenwood MS	5	5			5	15	100.0%	0.0%
Hammond MS	5	20	1		3	29	96.2%	3.8%
Harper's Choice MS	21	10			8	39	100.0%	0.0%
Lake Elkhorn MS	4	15	6	2	7	34	70.4%	29.6%
Lime Kiln MS	10	19	5	2	3	39	80.6%	19.4%
Mayfield Woods MS	11	21	6	4	6	48	76.2%	23.8%
Mount View MS	26	25	5		7	63	91.1%	8.9%
Murray Hill MS	9	23	1		3	36	97.0%	3.0%
Oakland Mills MS	12	12	2		4	30	92.3%	7.7%
Patapsco MS	6	14	8	2	5	35	66.7%	33.3%
Patuxent Valley MS	7	16	6	1	3	33	76.7%	23.3%
Thomas Viaduct MS	22	22	4		11	59	91.7%	8.3%
Wilde Lake MS	9	15	4	2	4	34	80.0%	20.0%
High	171	387	91	23	109	781	83.0%	17.0%
Atholton HS	14	28	4	4	6	56	84.0%	16.0%
Centennial HS	22	27	6	4	9	68	83.1%	16.9%
Glenelg HS	7	30	5	1	5	48	86.0%	14.0%
Hammond HS	22	21	7	3	8	61	81.1%	18.9%
Howard HS	18	41	10	2	13	84	83.1%	16.9%
Long Reach HS	9	31	8	1	11	60	81.6%	18.4%
Marriotts Ridge HS	12	23	2		7	44	94.6%	5.4%
Mt. Hebron HS	14	44	9		8	75	86.6%	13.4%
Oakland Mills HS	7	31	18	5	16	77	62.3%	37.7%
Reservoir HS	23	35	6		11	75	90.6%	9.4%
River Hill HS	18	33	6	1	10	68	87.9%	12.1%
Wilde Lake HS	5	43	10	2	5	65	80.0%	20.0%
Special	39	54	8	2	75	178	90.3%	9.7%
ARL	14	5	1		5	25	95.0%	5.0%
Ascend One	3	4	2		5	14	77.8%	22.2%
Cedar Lane	5	16	1		7	29	95.5%	4.5%
Central Office	4	8			36	48	100.0%	0.0%
Homewood Center	6	18	3		5	32	88.9%	11.1%
Old Cedar Lane/CDC	5	3		1	10	19	88.9%	11.1%
Grand Total	855	1540	360	107	506	3368	83.7%	16.3%

2017-2018 HCEA Job Satisfaction Survey

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

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	372	797	217	119	127	1632	77.7%	22.3%
Centennial Lane ES	11	20			3	34	100.0%	0.0%
Running Brook ES	14	12			1	27	100.0%	0.0%
Triadelphia Ridge ES	24	11			3	38	100.0%	0.0%
Worthington ES	10	14				24	100.0%	0.0%
Pointers Run ES	12	32	1			45	97.8%	2.2%
Clarksville ES	11	12		1	1	25	95.8%	4.2%
Talbott Springs ES	14	15	2		4	35	93.5%	6.5%
Manor Woods ES	9	37	4		6	56	92.0%	8.0%
Dayton Oaks ES	11	29	3	1	7	51	90.9%	9.1%
Waterloo ES	17	22	3	1	3	46	90.7%	9.3%
Hammond ES	11	8	1	1	2	23	90.5%	9.5%
Forest Ridge ES	7	24	3	1	4	39	88.6%	11.4%
Bushy Park ES	7	19	2	2	4	34	86.7%	13.3%
West Friendship ES	7	19	4		1	31	86.7%	13.3%
Deep Run ES	14	28	6	1	3	52	85.7%	14.3%
Veterans ES	19	20	4	3	4	50	84.8%	15.2%
Lisbon ES	4	22	4	1	2	33	83.9%	16.1%
Bellows Spring ES	17	17	6	1	7	48	82.9%	17.1%
Ducketts Lane ES	7	20	4	2	3	36	81.8%	18.2%
Waverly ES	6	25	6	2	4	43	79.5%	20.5%
Northfield ES	6	24	6	2	3	41	78.9%	21.1%
Guilford ES	9	14	5	2	2	32	76.7%	23.3%
Longfellow ES	7	16	7		3	33	76.7%	23.3%
Laurel Woods ES	17	15	9	1	1	43	76.2%	23.8%
Clemens Crossing ES	9	26	9	3	1	48	74.5%	25.5%
Ilchester ES	6	23	8	3	9	49	72.5%	27.5%
Cradlerock ES	4	17	5	3	2	31	72.4%	27.6%
Elkridge ES	8	26	5	8	1	48	72.3%	27.7%
Hollifield Station ES	5	26	5	7	5	48	72.1%	27.9%
Phelps Luck ES	14	23	10	5	2	54	71.2%	28.8%
Swansfield ES	7	27	8	6	3	51	70.8%	29.2%
Jeffers Hill ES	7	12	6	2	1	28	70.4%	29.6%
Bollman Bridge ES	9	26	11	5	5	56	68.6%	31.4%
Atholton ES	6	15	9	1	2	33	67.7%	32.3%
Fulton ES	8	20	7	7	8	50	66.7%	33.3%
Gorman Crossing ES	4	14	7	2	5	32	66.7%	33.3%
Thunder Hill ES	5	15	9	5	1	35	58.8%	41.2%
Bryant Woods ES	3	17	7	12	1	40	51.3%	48.7%
Stevens Forest ES		14	11	4	6	35	48.3%	51.7%
Rockburn ES	4	14	12	9	1	40	46.2%	53.8%
St. John's Lane ES	2	7	8	15	3	35	28.1%	71.9%

2017-2018 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	118	339	152	126	47	782	62.2%	37.8%
Glenwood MS	3	8	1		3	15	91.7%	8.3%
Folly Quarter MS	12	19	2	1	1	35	91.2%	8.8%
Thomas Viaduct MS	16	35	4	1	4	60	91.1%	8.9%
Ellicott Mills MS	5	23	4	1	3	36	84.8%	15.2%
Hammond MS	8	15	4	1	1	29	82.1%	17.9%
Wilde Lake MS	10	17	7	1		35	77.1%	22.9%
Bonnie Branch MS	12	25	6	6		49	75.5%	24.5%
Patapsco MS	7	16	8	2	2	35	69.7%	30.3%
Mayfield Woods MS	6	23	6	9	4	48	65.9%	34.1%
Murray Hill MS	4	19	10	2	1	36	65.7%	34.3%
Lime Kiln MS	2	19	12	2	4	39	60.0%	40.0%
Mount View MS	11	22	19	6	5	63	56.9%	43.1%
Oakland Mills MS	1	14	7	6	1	29	53.6%	46.4%
Clarksville MS	6	18	13	9	3	49	52.2%	47.8%
Harper's Choice MS	4	13	10	9	3	39	47.2%	52.8%
Patuxent Valley MS	2	12	5	12	2	33	45.2%	54.8%
Lake Elkhorn MS		13	8	12	1	34	39.4%	60.6%
Dunloggin MS	4	10	9	14	3	40	37.8%	62.2%
Burleigh Manor MS	3	12	9	17	4	45	36.6%	63.4%
Elkridge Landing MS	2	6	8	15	2	33	25.8%	74.2%
High	96	293	169	152	70	780	54.8%	45.2%
Mt. Hebron HS	15	38	10	3	7	73	80.3%	19.7%
Centennial HS	17	33	8	6	5	69	78.1%	21.9%
River Hill HS	11	37	11	3	5	67	77.4%	22.6%
Marriotts Ridge HS	7	24	9	1	3	44	75.6%	24.4%
Hammond HS	12	26	11	6	7	62	69.1%	30.9%
Reservoir HS	15	32	14	8	6	75	68.1%	31.9%
Long Reach HS	3	25	14	13	5	60	50.9%	49.1%
Atholton HS	4	17	15	15	5	56	41.2%	58.8%
Glenelg HS	6	12	11	15	4	48	40.9%	59.1%
Howard HS	4	25	29	14	12	84	40.3%	59.7%
Wilde Lake HS	1	13	18	29	4	65	23.0%	77.0%
Oakland Mills HS	1	11	19	39	7	77	17.1%	82.9%
Special	31	41	12	4	91	179	81.8%	18.2%
Ascend One	3	2			10	15	100.0%	0.0%
Old Cedar Lane/CDC	1	1			18	20	100.0%	0.0%
ARL	11	7	1	1	5	25	90.0%	10.0%
Cedar Lane	4	17	3		5	29	87.5%	12.5%
Homewood Center	10	11	8	2	1	32	67.7%	32.3%
Central Office	1	1		1	45	48	66.7%	33.3%
Grand Total	617	1470	550	401	335	3373	68.7%	31.3%

2017-2018 HCEA Job Satisfaction Survey

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

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	412	609	389	161	56	1627	65.0%	35.0%
Swansfield ES	33	17				50	100.0%	0.0%
Stevens Forest ES	21	12		1	1	35	97.1%	2.9%
Elkridge ES	20	26	1	1		48	95.8%	4.2%
Phelps Luck ES	36	14	3	1		54	92.6%	7.4%
Ducketts Lane ES	9	21		3	1	34	90.9%	9.1%
Guilford ES	10	20	2	1		33	90.9%	9.1%
Longfellow ES	12	16	2	1	2	33	90.3%	9.7%
Cradlerock ES	23	4	2	1		30	90.0%	10.0%
Thunder Hill ES	10	18	3	1	1	33	87.5%	12.5%
Jeffers Hill ES	13	10	3	1	1	28	85.2%	14.8%
Running Brook ES	7	15	3	1	1	27	84.6%	15.4%
Bollman Bridge ES	28	17	7	2	1	55	83.3%	16.7%
Northfield ES	9	25	6	1		41	82.9%	17.1%
Rockburn ES	15	17	5	2		39	82.1%	17.9%
Gorman Crossing ES	8	17	4	2	1	32	80.6%	19.4%
Laurel Woods ES	6	27	7	1	2	43	80.5%	19.5%
Fulton ES	15	25	6	4	1	51	80.0%	20.0%
Waterloo ES	14	22	7	2	1	46	80.0%	20.0%
Hollifield Station ES	10	26	10		2	48	78.3%	21.7%
Bryant Woods ES	20	9	7	2	2	40	76.3%	23.7%
Hammond ES	7	7	5	1	1	21	70.0%	30.0%
Deep Run ES	12	24	14	2	1	53	69.2%	30.8%
St. John's Lane ES	7	16	10	2		35	65.7%	34.3%
Atholton ES	5	15	11		2	33	64.5%	35.5%
Talbott Springs ES	7	15	9	4		35	62.9%	37.1%
Bellows Spring ES	8	16	11	5	9	49	60.0%	40.0%
Dayton Oaks ES	12	15	17	5	3	52	55.1%	44.9%
Pointers Run ES	6	16	12	6	4	44	55.0%	45.0%
Worthington ES	3	10	9	2		24	54.2%	45.8%
Forest Ridge ES	4	16	13	5	1	39	52.6%	47.4%
Veterans ES	10	14	20	4	2	50	50.0%	50.0%
West Friendship ES		11	13	4	2	30	39.3%	60.7%
Manor Woods ES	2	19	21	12	2	56	38.9%	61.1%
Centennial Lane ES	2	9	13	9	1	34	33.3%	66.7%
Triadelphia Ridge ES	1	10	16	8	3	38	31.4%	68.6%
Waverly ES	2	9	21	9	1	42	26.8%	73.2%
Clarksville ES	1	5	8	11		25	24.0%	76.0%
Ilchester ES	2	8	25	10	5	50	22.2%	77.8%
Clemens Crossing ES	1	9	25	14		49	20.4%	79.6%
Lisbon ES	1	4	19	10		34	14.7%	85.3%
Bushy Park ES		3	19	10	2	34	9.4%	90.6%

2017-2018 HCEA Job Satisfaction Survey

Worksite	Strongl y Agree	Agree	Disagre e	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	169	326	182	75	30	782	65.8%	34.2%
Wilde Lake MS	12	19	3	1		35	88.6%	11.4%
Bonnie Branch MS	13	30	5	1		49	87.8%	12.2%
Oakland Mills MS	8	17	3	1	1	30	86.2%	13.8%
Lake Elkhorn MS	24	5	2	3	1	35	85.3%	14.7%
Patuxent Valley MS	13	13	3	2	2	33	83.9%	16.1%
Murray Hill MS	16	13	3	3	1	36	82.9%	17.1%
Harper's Choice MS	19	11	2	5	2	39	81.1%	18.9%
Thomas Viaduct MS	10	35	9	2	4	60	80.4%	19.6%
Burleigh Manor MS	12	23	8	1	1	45	79.5%	20.5%
Elkridge Landing MS	11	15	6	1		33	78.8%	21.2%
Hammond MS	7	15	5	2		29	75.9%	24.1%
Ellicott Mills MS	4	19	8	3	1	35	67.6%	32.4%
Mayfield Woods MS	10	20	14	3	1	48	63.8%	36.2%
Lime Kiln MS	1	17	15	4	2	39	48.6%	51.4%
Patapsco MS		16	15	3	1	35	47.1%	52.9%
Dunloggin MS	1	16	19	2	2	40	44.7%	55.3%
Mount View MS	4	18	25	10	5	62	38.6%	61.4%
Folly Quarter MS		11	11	12	1	35	32.4%	67.6%
Clarksville MS	4	11	20	12	2	49	31.9%	68.1%
Glenwood MS		2	6	4	3	15	16.7%	83.3%
High	162	269	204	91	50	776	59.4%	40.6%
Oakland Mills HS	42	26	4	2	3	77	91.9%	8.1%
Long Reach HS	25	24	4	3	4	60	87.5%	12.5%
Wilde Lake HS	24	27	7	5	1	64	81.0%	19.0%
Hammond HS	23	24	9	3	3	62	79.7%	20.3%
Reservoir HS	11	36	20	4	4	75	66.2%	33.8%
Howard HS	15	33	24	2	10	84	64.9%	35.1%
Atholton HS	5	28	17	6	1	57	58.9%	41.1%
Mt. Hebron HS	8	30	26	6	3	73	54.3%	45.7%
Centennial HS	3	18	24	15	7	67	35.0%	65.0%
Glenelg HS	3	10	23	8	4	48	29.5%	70.5%
Marriotts Ridge HS	1	6	21	11	4	43	17.9%	82.1%
River Hill HS	2	7	25	26	6	66	15.0%	85.0%
Special	32	36	5	9	96	178	82.9%	17.1%
Ascend One	2	2			11	15	100.0%	0.0%
Central Office	1				47	48	100.0%	0.0%
Homewood Center	20	9	1		2	32	96.7%	3.3%
Cedar Lane	5	15	2		5	27	90.9%	9.1%
ARL	3	7	2	9	4	25	47.6%	52.4%
Old Cedar Lane/CDC					20	20	0.0%	0.0%
Grand Total	775	1240	780	336	232	3363	64.4%	35.6%

2017-2018 HCEA Job Satisfaction Survey

18) Too much instructional time is spent administering assessments.

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	303	634	450	47	194	1628	65.3%	34.7%
Longfellow ES	6	18	5		4	33	82.8%	17.2%
Ilchester ES	15	20	8		7	50	81.4%	18.6%
Stevens Forest ES	11	13	6		5	35	80.0%	20.0%
Hollifield Station ES	7	24	7	1	9	48	79.5%	20.5%
St. John's Lane ES	12	15	6	1	1	35	79.4%	20.6%
Northfield ES	7	22	7	1	3	40	78.4%	21.6%
Pointers Run ES	9	21	7	2	6	45	76.9%	23.1%
Waverly ES	10	18	7	2	6	43	75.7%	24.3%
Centennial Lane ES	7	17	7	1	2	34	75.0%	25.0%
Lisbon ES	7	16	8		3	34	74.2%	25.8%
Dayton Oaks ES	17	17	9	3	6	52	73.9%	26.1%
Triadelphia Ridge ES	10	15	8	1	4	38	73.5%	26.5%
Jeffers Hill ES	3	16	5	2	3	29	73.1%	26.9%
Ducketts Lane ES	8	15	9		4	36	71.9%	28.1%
Guilford ES	5	15	7	1	4	32	71.4%	28.6%
Elkridge ES	6	25	13		4	48	70.5%	29.5%
Bushy Park ES	7	15	7	3	2	34	68.8%	31.3%
Bellows Spring ES	10	16	11	1	10	48	68.4%	31.6%
Running Brook ES	6	9	7		5	27	68.2%	31.8%
Atholton ES	10	8	8	1	6	33	66.7%	33.3%
Hammond ES	5	7	5	1	5	23	66.7%	33.3%
Waterloo ES	8	17	12	1	6	44	65.8%	34.2%
Forest Ridge ES	14	10	12	1	1	38	64.9%	35.1%
Bollman Bridge ES	14	19	17	1	4	55	64.7%	35.3%
Bryant Woods ES	8	14	12		5	39	64.7%	35.3%
Rockburn ES	7	15	11	1	6	40	64.7%	35.3%
Thunder Hill ES	4	16	11		4	35	64.5%	35.5%
Phelps Luck ES	6	23	12	4	9	54	64.4%	35.6%
Gorman Crossing ES	9	9	9	1	4	32	64.3%	35.7%
West Friendship ES	2	15	10	1	3	31	60.7%	39.3%
Clarksville ES	3	10	8	1	3	25	59.1%	40.9%
Manor Woods ES	7	23	21		4	55	58.8%	41.2%
Veterans ES	11	15	17	2	5	50	57.8%	42.2%
Worthington ES	2	11	9	1	1	24	56.5%	43.5%
Talbott Springs ES	4	14	12	2	2	34	56.3%	43.8%
Cradlerock ES	2	12	10	1	5	30	56.0%	44.0%
Laurel Woods ES	5	14	17		7	43	52.8%	47.2%
Fulton ES	6	16	18	2	8	50	52.4%	47.6%
Deep Run ES	4	15	23	2	7	51	43.2%	56.8%
Swansfield ES	5	12	22	4	8	51	39.5%	60.5%
Clemens Crossing ES	4	12	30	1	3	50	34.0%	66.0%

2017-2018 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	201	317	170	23	66	777	72.9%	27.1%
Burleigh Manor MS	24	18	2		1	45	95.5%	4.5%
Bonnie Branch MS	18	24	5		1	48	89.4%	10.6%
Murray Hill MS	14	16	5			35	85.7%	14.3%
Folly Quarter MS	10	18	6	1		35	80.0%	20.0%
Glenwood MS	5	3	2		5	15	80.0%	20.0%
Lime Kiln MS	11	17	8		3	39	77.8%	22.2%
Oakland Mills MS	11	9	6		4	30	76.9%	23.1%
Elkridge Landing MS	9	13	7	1	3	33	73.3%	26.7%
Clarksville MS	13	19	11	1	5	49	72.7%	27.3%
Mount View MS	19	23	13	3	5	63	72.4%	27.6%
Thomas Viaduct MS	11	25	13	2	8	59	70.6%	29.4%
Wilde Lake MS	7	17	7	3		34	70.6%	29.4%
Patapsco MS	4	17	9		4	34	70.0%	30.0%
Hammond MS	9	10	7	2	1	29	67.9%	32.1%
Dunloggin MS	7	16	9	2	6	40	67.6%	32.4%
Ellicott Mills MS	5	16	11	1	3	36	63.6%	36.4%
Patuxent Valley MS	6	12	9	2	4	33	62.1%	37.9%
Harper's Choice MS	7	14	10	3	4	38	61.8%	38.2%
Mayfield Woods MS	8	18	17	1	4	48	59.1%	40.9%
Lake Elkhorn MS	3	12	13	1	5	34	51.7%	48.3%
High	274	283	119	23	82	781	79.7%	20.3%
Glenelg HS	22	19	4		3	48	91.1%	8.9%
Hammond HS	25	21	6	1	9	62	86.8%	13.2%
Wilde Lake HS	30	20	7	3	4	64	83.3%	16.7%
Reservoir HS	27	30	11	2	5	75	81.4%	18.6%
Howard HS	30	31	13	1	9	84	81.3%	18.7%
Marriotts Ridge HS	15	18	6	2	3	44	80.5%	19.5%
Atholton HS	23	18	8	2	6	57	80.4%	19.6%
Long Reach HS	24	17	8	3	8	60	78.8%	21.2%
Mt. Hebron HS	22	29	12	2	9	74	78.5%	21.5%
Centennial HS	19	26	10	3	10	68	77.6%	22.4%
Oakland Mills HS	18	32	17	1	9	77	73.5%	26.5%
River Hill HS	19	22	17	3	7	68	67.2%	32.8%
Special	10	38	30	7	93	178	56.5%	43.5%
Ascend One	2	4	1		8	15	85.7%	14.3%
Central Office	4	2		1	40	47	85.7%	14.3%
Homewood Center	1	15	9	2	5	32	59.3%	40.7%
Cedar Lane	2	6	10		10	28	44.4%	55.6%
ARL		7	9	4	5	25	35.0%	65.0%
Old Cedar Lane/CDC		1	1		18	20	50.0%	50.0%
Grand Total	788	1272	769	100	435	3364	70.3%	29.7%

2017-2018 HCEA Job Satisfaction Survey

19) HCPSS professional development experiences are meaningful and worthwhile.

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	106	772	459	247	47	1631	55.4%	44.6%
Running Brook ES	4	17	3	3		27	77.8%	22.2%
Cradlerock ES	6	15	5	3		29	72.4%	27.6%
Swansfield ES	5	28	8	5	4	50	71.7%	28.3%
Longfellow ES	2	19	6	3	2	32	70.0%	30.0%
West Friendship ES	1	20	5	4	1	31	70.0%	30.0%
Bellows Spring ES	5	29	10	5		49	69.4%	30.6%
Deep Run ES	2	34	14	2	1	53	69.2%	30.8%
Jeffers Hill ES	3	17	8	1		29	69.0%	31.0%
Ducketts Lane ES	4	20	9	2	1	36	68.6%	31.4%
Stevens Forest ES	4	20	6	5		35	68.6%	31.4%
Laurel Woods ES	3	25	9	4	2	43	68.3%	31.7%
Hammond ES	1	14	4	3	1	23	68.2%	31.8%
Talbott Springs ES	2	21	8	3		34	67.6%	32.4%
Bryant Woods ES	2	21	12	1	4	40	63.9%	36.1%
Hollifield Station ES	4	25	12	5	2	48	63.0%	37.0%
Gorman Crossing ES	3	16	9	3	1	32	61.3%	38.7%
Dayton Oaks ES	2	28	8	11	2	51	61.2%	38.8%
Phelps Luck ES	2	28	17	3	2	52	60.0%	40.0%
Elkridge ES	2	26	17	2	1	48	59.6%	40.4%
Guilford ES	3	14	9	4	3	33	56.7%	43.3%
Clarksville ES		13	8	2	1	24	56.5%	43.5%
Worthington ES	2	11	7	3	1	24	56.5%	43.5%
Bollman Bridge ES	5	26	22	3		56	55.4%	44.6%
Manor Woods ES		31	18	7		56	55.4%	44.6%
Atholton ES	2	16	8	7		33	54.5%	45.5%
Bushy Park ES	5	13	8	7	1	34	54.5%	45.5%
Centennial Lane ES	4	14	10	5		33	54.5%	45.5%
Waterloo ES	3	20	17	5	1	46	51.1%	48.9%
St. John's Lane ES	2	15	8	9	1	35	50.0%	50.0%
Fulton ES	5	18	12	12	4	51	48.9%	51.1%
Veterans ES	3	20	16	11		50	46.0%	54.0%
Rockburn ES	1	17	14	8		40	45.0%	55.0%
Forest Ridge ES	1	16	17	4	1	39	44.7%	55.3%
Triadelphia Ridge ES	2	15	12	9		38	44.7%	55.3%
Lisbon ES	3	11	12	7	1	34	42.4%	57.6%
Thunder Hill ES	1	13	11	8	2	35	42.4%	57.6%
Waverly ES	3	14	15	11		43	39.5%	60.5%
Pointers Run ES	2	14	10	19		45	35.6%	64.4%
Northfield ES		13	21	6	1	41	32.5%	67.5%
Ilchester ES	1	13	16	15	4	49	31.1%	68.9%
Clemens Crossing ES	1	12	18	17	2	50	27.1%	72.9%

2017-2018 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	53	310	239	151	31	784	48.2%	51.8%
Thomas Viaduct MS	7	32	12	7	2	60	67.2%	32.8%
Patuxent Valley MS	4	15	7	5	2	33	61.3%	38.7%
Bonnie Branch MS	7	19	13	8	2	49	55.3%	44.7%
Ellicott Mills MS	2	16	14	3	1	36	51.4%	48.6%
Lake Elkhorn MS	1	17	10	7		35	51.4%	48.6%
Murray Hill MS	2	16	11	6	1	36	51.4%	48.6%
Wilde Lake MS	4	14	8	9		35	51.4%	48.6%
Mayfield Woods MS	3	20	18	5	2	48	50.0%	50.0%
Oakland Mills MS	2	12	7	7	2	30	50.0%	50.0%
Elkridge Landing MS	1	14	12	5	1	33	46.9%	53.1%
Hammond MS	3	10	10	5	1	29	46.4%	53.6%
Harper's Choice MS	1	16	11	9	2	39	45.9%	54.1%
Mount View MS	3	24	15	18	3	63	45.0%	55.0%
Burleigh Manor MS	2	18	14	11		45	44.4%	55.6%
Folly Quarter MS	1	14	14	6		35	42.9%	57.1%
Dunloggin MS	6	10	13	9	2	40	42.1%	57.9%
Glenwood MS		5	3	4	3	15	41.7%	58.3%
Clarksville MS		19	17	10	3	49	41.3%	58.7%
Lime Kiln MS	3	11	16	7	2	39	37.8%	62.2%
Patapsco MS	1	8	14	10	2	35	27.3%	72.7%
High	26	239	257	219	38	779	35.8%	64.2%
Marriotts Ridge HS	1	21	13	6	2	43	53.7%	46.3%
Reservoir HS	2	29	26	13	4	74	44.3%	55.7%
Oakland Mills HS	7	25	24	18	3	77	43.2%	56.8%
River Hill HS	3	25	26	14		68	41.2%	58.8%
Centennial HS	1	25	15	24	2	67	40.0%	60.0%
Hammond HS	1	20	15	21	5	62	36.8%	63.2%
Wilde Lake HS	1	20	23	18	3	65	33.9%	66.1%
Howard HS	5	19	30	22	8	84	31.6%	68.4%
Glenelg HS	2	11	16	16	3	48	28.9%	71.1%
Long Reach HS	2	14	20	20	3	59	28.6%	71.4%
Atholton HS		14	23	19	1	57	25.0%	75.0%
Mt. Hebron HS	1	16	26	28	4	75	23.9%	76.1%
Special	18	88	35	20	18	179	65.8%	34.2%
Old Cedar Lane		1				1	100.0%	0.0%
Central Office	5	26	4	3	9	47	81.6%	18.4%
Cedar Lane	5	16	5	1	2	29	77.8%	22.2%
Old Cedar Lane/CDC	2	11	2	2	3	20	75.0%	25.0%
Ascend One		8	5		2	15	61.5%	38.5%
Homewood Center	1	17	8	6		32	56.3%	43.8%
ARL	3	7	6	8	1	25	41.7%	58.3%
Grand Total	203	1409	990	637	134	3373	49.8%	50.2%

2017-2018 HCEA Job Satisfaction Survey

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

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	369	623	502	104	33	1631	62.1%	37.9%
Pointers Run ES	21	17	5		2	45	88.4%	11.6%
Centennial Lane ES	8	17	6			31	80.6%	19.4%
Fulton ES	22	15	8	2	4	51	78.7%	21.3%
Gorman Crossing ES	8	16	6	1	1	32	77.4%	22.6%
Triadelphia Ridge ES	4	25	8	1		38	76.3%	23.7%
St. John's Lane ES	9	16	7	2	1	35	73.5%	26.5%
Ilchester ES	18	17	10	3	2	50	72.9%	27.1%
Bushy Park ES	11	13	8	1	1	34	72.7%	27.3%
Bollman Bridge ES	17	22	16			55	70.9%	29.1%
Atholton ES	7	16	10			33	69.7%	30.3%
Manor Woods ES	20	19	16	1		56	69.6%	30.4%
Northfield ES	13	15	13			41	68.3%	31.7%
Thunder Hill ES	10	13	11		1	35	67.6%	32.4%
Bryant Woods ES	13	12	11	1	3	40	67.6%	32.4%
Clarksville ES	3	13	7	1	1	25	66.7%	33.3%
Cradlerock ES	9	11	7	3	1	31	66.7%	33.3%
Waverly ES	10	17	11	3	2	43	65.9%	34.1%
Forest Ridge ES	12	13	11	2	1	39	65.8%	34.2%
Hollifield Station ES	12	19	15	2		48	64.6%	35.4%
Lisbon ES	10	11	11	1	1	34	63.6%	36.4%
Longfellow ES	5	16	10	2		33	63.6%	36.4%
Ducketts Lane ES	7	14	8	5	1	35	61.8%	38.2%
Deep Run ES	8	23	17	5		53	58.5%	41.5%
West Friendship ES	6	12	13			31	58.1%	41.9%
Elkridge ES	9	17	15	4	3	48	57.8%	42.2%
Dayton Oaks ES	9	21	18	4		52	57.7%	42.3%
Rockburn ES	12	11	13	4		40	57.5%	42.5%
Stevens Forest ES	6	14	14	1		35	57.1%	42.9%
Phelps Luck ES	11	19	21	3		54	55.6%	44.4%
Laurel Woods ES	4	18	16	2	3	43	55.0%	45.0%
Worthington ES	4	9	11			24	54.2%	45.8%
Jeffers Hill ES	2	13	10	3		28	53.6%	46.4%
Guilford ES	5	12	11	4	1	33	53.1%	46.9%
Clemens Crossing ES	11	14	15	8	1	49	52.1%	47.9%
Talbott Springs ES	3	14	13	3	1	34	51.5%	48.5%
Veterans ES	9	16	20	5		50	50.0%	50.0%
Bellows Spring ES	8	15	20	5		48	47.9%	52.1%
Running Brook ES	2	10	10	4		26	46.2%	53.8%
Waterloo ES	4	17	19	6		46	45.7%	54.3%
Swansfield ES	6	14	21	8	1	50	40.8%	59.2%
Hammond ES	1	7	10	4	1	23	36.4%	63.6%

2017-2018 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	145	291	245	65	31	777	58.4%	41.6%
Lime Kiln MS	12	17	7	2	1	39	76.3%	23.7%
Elkridge Landing MS	11	13	7	1		32	75.0%	25.0%
Lake Elkhorn MS	14	9	7	2	2	34	71.9%	28.1%
Burleigh Manor MS	11	21	11	2		45	71.1%	28.9%
Hammond MS	10	9	8		2	29	70.4%	29.6%
Bonnie Branch MS	5	27	13	2	1	48	68.1%	31.9%
Patapsco MS	7	15	10	1	2	35	66.7%	33.3%
Mayfield Woods MS	7	22	13	4	2	48	63.0%	37.0%
Dunloggin MS	6	17	12	2	2	39	62.2%	37.8%
Murray Hill MS	4	15	9	3	4	35	61.3%	38.7%
Clarksville MS	8	20	16	3	1	48	59.6%	40.4%
Patuxent Valley MS	7	11	8	5	2	33	58.1%	41.9%
Oakland Mills MS	7	9	9	4	1	30	55.2%	44.8%
Wilde Lake MS	4	13	11	4	3	35	53.1%	46.9%
Folly Quarter MS	11	7	13	4		35	51.4%	48.6%
Thomas Viaduct MS	6	21	23	5	5	60	49.1%	50.9%
Glenwood MS	1	6	5	3		15	46.7%	53.3%
Mount View MS	6	22	26	7	2	63	45.9%	54.1%
Ellicott Mills MS	7	9	16	4		36	44.4%	55.6%
Harper's Choice MS	1	8	21	7	1	38	24.3%	75.7%
High	167	307	211	58	35	778	63.8%	36.2%
Marriotts Ridge HS	7	24	11	2		44	70.5%	29.5%
Glenelg HS	12	21	9	5	1	48	70.2%	29.8%
Wilde Lake HS	18	24	16	3	3	64	68.9%	31.1%
Atholton HS	10	27	11	6	3	57	68.5%	31.5%
Howard HS	14	39	23	4	4	84	66.3%	33.8%
Oakland Mills HS	17	30	21	3	5	76	66.2%	33.8%
Reservoir HS	13	33	21	5	3	75	63.9%	36.1%
Mt. Hebron HS	20	25	25	4		74	60.8%	39.2%
Long Reach HS	14	20	12	10	4	60	60.7%	39.3%
Centennial HS	10	28	19	8	4	69	58.5%	41.5%
Hammond HS	13	18	17	6	6	60	57.4%	42.6%
River Hill HS	19	18	26	2	2	67	56.9%	43.1%
Special	20	54	66	21	18	179	46.0%	54.0%
Ascend One	2	7	4	2		15	60.0%	40.0%
Central Office	5	15	16	5	6	47	48.8%	51.2%
ARL	3	6	10	3	3	25	40.9%	59.1%
Homewood Center	4	7	13	4	4	32	39.3%	60.7%
Old Cedar Lane/CDC	2	5	8	3	2	20	38.9%	61.1%
Cedar Lane		9	14	3	3	29	34.6%	65.4%
Grand Total	701	1275	1024	248	117	3365	60.8%	39.2%

2017-2018 HCEA Job Satisfaction Survey

21) I am paid fairly.

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	97	739	546	247	3	1632	51.3%	48.7%
Bryant Woods ES	4	25	7	3		39	74.4%	25.6%
Laurel Woods ES	3	26	9	5		43	67.4%	32.6%
Clemens Crossing ES	3	30	14	3		50	66.0%	34.0%
Bellows Spring ES	5	27	9	8		49	65.3%	34.7%
Running Brook ES	2	15	9	1		27	63.0%	37.0%
Jeffers Hill ES	2	16	4	7		29	62.1%	37.9%
Atholton ES	2	18	11	2		33	60.6%	39.4%
St. John's Lane ES	3	17	8	6		34	58.8%	41.2%
Cradlerock ES	4	14	6	7		31	58.1%	41.9%
Talbott Springs ES	1	18	8	7		34	55.9%	44.1%
Waverly ES	3	21	14	5		43	55.8%	44.2%
Ducketts Lane ES	3	17	12	4		36	55.6%	44.4%
Elkridge ES	1	25	15	6	1	48	55.3%	44.7%
Swansfield ES	2	26	16	7		51	54.9%	45.1%
Bollman Bridge ES	4	26	17	8		55	54.5%	45.5%
Bushy Park ES	2	16	14	2		34	52.9%	47.1%
Lisbon ES	2	16	10	6		34	52.9%	47.1%
Hammond ES	3	9	7	4		23	52.2%	47.8%
Hollifield Station ES	2	22	15	7		46	52.2%	47.8%
West Friendship ES	2	14	13	2		31	51.6%	48.4%
Thunder Hill ES	4	14	13	4		35	51.4%	48.6%
Veterans ES	5	20	20	4	1	50	51.0%	49.0%
Dayton Oaks ES	2	24	16	10		52	50.0%	50.0%
Gorman Crossing ES	3	13	10	6		32	50.0%	50.0%
Ilchester ES	1	24	17	8		50	50.0%	50.0%
Manor Woods ES		27	18	11		56	48.2%	51.8%
Phelps Luck ES	1	25	22	6		54	48.1%	51.9%
Rockburn ES	1	18	14	7		40	47.5%	52.5%
Triadelphia Ridge ES	3	15	11	9		38	47.4%	52.6%
Pointers Run ES	4	16	17	6		43	46.5%	53.5%
Deep Run ES	2	22	21	7		52	46.2%	53.8%
Centennial Lane ES	1	14	12	6		33	45.5%	54.5%
Clarksville ES	1	10	9	5		25	44.0%	56.0%
Stevens Forest ES	1	14	14	6		35	42.9%	57.1%
Longfellow ES	3	11	14	5		33	42.4%	57.6%
Guilford ES	2	11	13	7		33	39.4%	60.6%
Fulton ES	1	19	20	11		51	39.2%	60.8%
Waterloo ES	3	15	23	5		46	39.1%	60.9%
Forest Ridge ES	3	12	18	6		39	38.5%	61.5%
Northfield ES	1	13	18	8	1	41	35.0%	65.0%
Worthington ES	2	4	8	10		24	25.0%	75.0%

2017-2018 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	59	365	241	113	1	779	54.5%	45.5%
Harper's Choice MS	6	21	9	2		38	71.1%	28.9%
Folly Quarter MS		24	10	1		35	68.6%	31.4%
Bonnie Branch MS	4	26	13	6		49	61.2%	38.8%
Patapsco MS	1	20	8	6		35	60.0%	40.0%
Thomas Viaduct MS	5	30	14	10		59	59.3%	40.7%
Hammond MS	1	16	4	8		29	58.6%	41.4%
Murray Hill MS	2	19	12	3		36	58.3%	41.7%
Mayfield Woods MS	6	21	14	6	1	48	57.4%	42.6%
Patuxent Valley MS	5	13	7	7		32	56.3%	43.8%
Dunloggin MS	6	16	13	5		40	55.0%	45.0%
Wilde Lake MS	4	15	13	3		35	54.3%	45.7%
Glenwood MS	1	7	5	2		15	53.3%	46.7%
Lake Elkhorn MS	3	15	14	3		35	51.4%	48.6%
Lime Kiln MS		20	18	1		39	51.3%	48.7%
Clarksville MS	3	22	16	8		49	51.0%	49.0%
Mount View MS	7	25	20	11		63	50.8%	49.2%
Ellicott Mills MS	1	15	9	10		35	45.7%	54.3%
Elkridge Landing MS	1	14	13	5		33	45.5%	54.5%
Oakland Mills MS		13	8	8		29	44.8%	55.2%
Burleigh Manor MS	3	13	21	8		45	35.6%	64.4%
High	40	338	265	138		781	48.4%	51.6%
Atholton HS	4	29	11	13		57	57.9%	42.1%
Wilde Lake HS	4	31	23	7		65	53.8%	46.2%
Hammond HS	4	29	16	13		62	53.2%	46.8%
Glenelg HS	4	21	14	8		47	53.2%	46.8%
Marriotts Ridge HS	1	21	15	6		43	51.2%	48.8%
Reservoir HS	4	34	27	10		75	50.7%	49.3%
Long Reach HS	5	25	19	11		60	50.0%	50.0%
Centennial HS	4	30	21	14		69	49.3%	50.7%
River Hill HS	1	31	26	9		67	47.8%	52.2%
Howard HS	4	36	33	11		84	47.6%	52.4%
Oakland Mills HS	5	27	23	22		77	41.6%	58.4%
Mt. Hebron HS		24	37	14		75	32.0%	68.0%
Special	19	92	52	16		179	62.0%	38.0%
ARL	5	13	5	2		25	72.0%	28.0%
Old Cedar Lane/CDC	2	12	5	1		20	70.0%	30.0%
Ascend One	1	9	3	2		15	66.7%	33.3%
Cedar Lane	4	14	8	2		28	64.3%	35.7%
Central Office	4	22	17	5		48	54.2%	45.8%
Homewood Center	2	14	12	4		32	50.0%	50.0%
Grand Total	215	1534	1104	514	4	3371	51.9%	48.1%

2017-2018 HCEA Job Satisfaction Survey

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

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	731	827	51	9	17	1635	96.3%	3.7%
Atholton ES	13	19			1	33	100.0%	0.0%
Bushy Park ES	23	11				34	100.0%	0.0%
Clarksville ES	13	12				25	100.0%	0.0%
Elkridge ES	20	27			1	48	100.0%	0.0%
Gorman Crossing ES	17	15				32	100.0%	0.0%
Hammond ES	18	4				22	100.0%	0.0%
Jeffers Hill ES	15	14				29	100.0%	0.0%
Laurel Woods ES	26	16			1	43	100.0%	0.0%
Rockburn ES	24	16				40	100.0%	0.0%
Swansfield ES	23	28				51	100.0%	0.0%
Triadelphia Ridge ES	29	9				38	100.0%	0.0%
Waterloo ES	21	24			1	46	100.0%	0.0%
Bollman Bridge ES	30	24	1		1	56	98.2%	1.8%
Manor Woods ES	28	26	1			55	98.2%	1.8%
Deep Run ES	26	26	1			53	98.1%	1.9%
Dayton Oaks ES	15	36		1		52	98.1%	1.9%
Clemens Crossing ES	23	26	1			50	98.0%	2.0%
Bellows Spring ES	26	21	1			48	97.9%	2.1%
Hollifield Station ES	25	22	1			48	97.9%	2.1%
Veterans ES	21	26	1		1	49	97.9%	2.1%
Fulton ES	22	24	1		4	51	97.9%	2.1%
Waverly ES	14	28	1			43	97.7%	2.3%
Bryant Woods ES	16	21	1		2	40	97.4%	2.6%
St. John's Lane ES	14	20		1		35	97.1%	2.9%
Lisbon ES	16	17		1		34	97.1%	2.9%
Guilford ES	15	17		1		33	97.0%	3.0%
Worthington ES	14	9		1		24	95.8%	4.2%
Pointers Run ES	15	28	2			45	95.6%	4.4%
Forest Ridge ES	22	14	2		1	39	94.7%	5.3%
Thunder Hill ES	10	23	2			35	94.3%	5.7%
Stevens Forest ES	14	18	2			34	94.1%	5.9%
Longfellow ES	10	20	2		1	33	93.8%	6.3%
West Friendship ES	11	18	1	1		31	93.5%	6.5%
Running Brook ES	13	12	2			27	92.6%	7.4%
Talbott Springs ES	9	21	2	1	1	34	90.9%	9.1%
Phelps Luck ES	20	28	4	1	1	54	90.6%	9.4%
Cradlerock ES	13	15	3			31	90.3%	9.7%
Northfield ES	9	28	4			41	90.2%	9.8%
Ilchester ES	14	29	5		1	49	89.6%	10.4%
Ducketts Lane ES	14	17	5			36	86.1%	13.9%
Centennial Lane ES	10	18	5	1		34	82.4%	17.6%

2017-2018 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	273	419	60	7	20	779	91.2%	8.8%
Ellicott Mills MS	16	19	1			36	97.2%	2.8%
Murray Hill MS	16	19	1			36	97.2%	2.8%
Wilde Lake MS	17	17	1			35	97.1%	2.9%
Patapsco MS	15	18	1		1	35	97.1%	2.9%
Thomas Viaduct MS	22	35	2		1	60	96.6%	3.4%
Lime Kiln MS	22	15	2			39	94.9%	5.1%
Patuxent Valley MS	11	19	2		1	33	93.8%	6.3%
Bonnie Branch MS	15	29	3		2	49	93.6%	6.4%
Mayfield Woods MS	16	28	3		1	48	93.6%	6.4%
Glenwood MS	7	7	1			15	93.3%	6.7%
Dunloggin MS	15	20	3		1	39	92.1%	7.9%
Mount View MS	23	33	4	1	1	62	91.8%	8.2%
Elkridge Landing MS	8	21	3		1	33	90.6%	9.4%
Clarksville MS	7	35	5		1	48	89.4%	10.6%
Oakland Mills MS	4	20	2	1	2	29	88.9%	11.1%
Folly Quarter MS	15	15	4		1	35	88.2%	11.8%
Harper's Choice MS	14	20	5			39	87.2%	12.8%
Lake Elkhorn MS	14	13	3	1	4	35	87.1%	12.9%
Burleigh Manor MS	10	24	7	3	1	45	77.3%	22.7%
Hammond MS	6	12	7	1	2	28	69.2%	30.8%
High	184	492	71	13	18	778	88.9%	11.1%
Glenelg HS	11	34			3	48	100.0%	0.0%
Hammond HS	24	34	1	1	1	61	96.7%	3.3%
Reservoir HS	24	47	2	1	1	75	95.9%	4.1%
River Hill HS	22	41	3			66	95.5%	4.5%
Atholton HS	20	31	3	1	2	57	92.7%	7.3%
Wilde Lake HS	11	47	7			65	89.2%	10.8%
Marriotts Ridge HS	13	25	5		1	44	88.4%	11.6%
Oakland Mills HS	23	44	6	3	1	77	88.2%	11.8%
Mt. Hebron HS	13	49	8	1	4	75	87.3%	12.7%
Long Reach HS	10	37	8	1	3	59	83.9%	16.1%
Howard HS	8	62	13	1		84	83.3%	16.7%
Centennial HS	5	41	15	4	2	67	70.8%	29.2%
Special	50	86	22	10	8	176	81.0%	19.0%
Cedar Lane	8	16	2		2	28	92.3%	7.7%
Homewood Center	9	18	3	1	1	32	87.1%	12.9%
Ascend One	8	4	3			15	80.0%	20.0%
Central Office	9	25	7	2	2	45	79.1%	20.9%
ARL	6	9	4	3	3	25	68.2%	31.8%
Old Cedar Lane/CDC	8	6	3	3		20	10.0%	90.0%
Grand Total	1238	1824	204	39	63	3368	92.6%	7.4%

2017-2018 HCEA Job Satisfaction Survey

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

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	285	1126	156	21	37	1625	88.9%	11.1%
Laurel Woods ES	10	30			3	43	100.0%	0.0%
Bushy Park ES	13	20		1		34	97.1%	2.9%
Lisbon ES	9	23		1		33	97.0%	3.0%
Gorman Crossing ES	6	25	1			32	96.9%	3.1%
Stevens Forest ES	3	28	1		2	34	96.9%	3.1%
Hammond ES	7	12	1		1	21	95.0%	5.0%
Bollman Bridge ES	15	36	3		2	56	94.4%	5.6%
Elkridge ES	11	34	3			48	93.8%	6.3%
Longfellow ES	4	26	2		1	33	93.8%	6.3%
Hollifield Station ES	10	34	3		1	48	93.6%	6.4%
Jeffers Hill ES	8	19	2			29	93.1%	6.9%
Triadelphia Ridge ES	13	22	3			38	92.1%	7.9%
Bellows Spring ES	9	35	3	1		48	91.7%	8.3%
Thunder Hill ES	2	29	3			34	91.2%	8.8%
Waterloo ES	9	32	4		1	46	91.1%	8.9%
Manor Woods ES	12	37	5			54	90.7%	9.3%
Waverly ES	4	35	4			43	90.7%	9.3%
Deep Run ES	11	37	5			53	90.6%	9.4%
Atholton ES	6	22	3		2	33	90.3%	9.7%
Dayton Oaks ES	4	41	3	2	1	51	90.0%	10.0%
Rockburn ES	7	28	4		1	40	89.7%	10.3%
Bryant Woods ES	5	27	4		2	38	88.9%	11.1%
Fulton ES	6	34	4	1	6	51	88.9%	11.1%
Pointers Run ES	11	29	5			45	88.9%	11.1%
Swansfield ES	11	33	6			50	88.0%	12.0%
Guilford ES	5	23	3	1	1	33	87.5%	12.5%
West Friendship ES	3	24	3	1		31	87.1%	12.9%
Clarksville ES	4	16	2	1	1	24	87.0%	13.0%
Ducketts Lane ES	4	26	4	1	1	36	85.7%	14.3%
Clemens Crossing ES	5	36	6	1	2	50	85.4%	14.6%
Centennial Lane ES	4	24	5		1	34	84.8%	15.2%
Forest Ridge ES	4	29	5	1		39	84.6%	15.4%
Veterans ES	10	32	8			50	84.0%	16.0%
Cradlerock ES	4	21	5		1	31	83.3%	16.7%
Worthington ES	9	11	3	1		24	83.3%	16.7%
Northfield ES	5	28	5	2	1	41	82.5%	17.5%
Talbott Springs ES	2	26	4	2		34	82.4%	17.6%
Running Brook ES	4	18	4	1		27	81.5%	18.5%
Phelps Luck ES	8	31	9	1	3	52	79.6%	20.4%
St. John's Lane ES	5	21	7	1	1	35	76.5%	23.5%
Ilchester ES	3	32	11	1	2	49	74.5%	25.5%

2017-2018 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	112	512	113	15	22	774	83.0%	17.0%
Murray Hill MS	4	30	1			35	97.1%	2.9%
Patuxent Valley MS	3	29	1			33	97.0%	3.0%
Glenwood MS	6	8		1		15	93.3%	6.7%
Wilde Lake MS	8	23	3		1	35	91.2%	8.8%
Thomas Viaduct MS	9	42	5		3	59	91.1%	8.9%
Ellicott Mills MS	4	26	4		2	36	88.2%	11.8%
Patapsco MS	6	23	4		1	34	87.9%	12.1%
Lime Kiln MS	7	27	5			39	87.2%	12.8%
Mount View MS	10	42	7	1	2	62	86.7%	13.3%
Elkridge Landing MS	4	21	4		3	32	86.2%	13.8%
Bonnie Branch MS	7	32	6	2	1	48	83.0%	17.0%
Mayfield Woods MS	6	33	7	1	1	48	83.0%	17.0%
Folly Quarter MS	7	22	6			35	82.9%	17.1%
Dunloggin MS	5	27	7		1	40	82.1%	17.9%
Oakland Mills MS		23	4	2		29	79.3%	20.7%
Lake Elkhorn MS	5	18	6	2	3	34	74.2%	25.8%
Harper's Choice MS	9	19	10		1	39	73.7%	26.3%
Burleigh Manor MS	6	25	10	2	2	45	72.1%	27.9%
Hammond MS	1	18	8	2		29	65.5%	34.5%
Clarksville MS	5	24	15	2	1	47	63.0%	37.0%
High	76	529	115	32	22	774	80.5%	19.5%
River Hill HS	11	48	4	2	1	66	90.8%	9.2%
Wilde Lake HS	8	47	7	1	1	64	87.3%	12.7%
Reservoir HS	8	55	9	1		73	86.3%	13.7%
Hammond HS	12	39	7	3		61	83.6%	16.4%
Oakland Mills HS	10	51	13	1	2	77	81.3%	18.7%
Glenelg HS	4	33	8	1	2	48	80.4%	19.6%
Mt. Hebron HS	5	51	11	3	3	73	80.0%	20.0%
Marriotts Ridge HS	5	29	7	2	1	44	79.1%	20.9%
Atholton HS	4	38	10	2	3	57	77.8%	22.2%
Centennial HS	1	48	12	5	3	69	74.2%	25.8%
Long Reach HS	4	36	11	4	4	59	72.7%	27.3%
Howard HS	4	54	16	7	2	83	71.6%	28.4%
Special	24	97	35	13	9	178	71.6%	28.4%
Old Cedar Lane		1				1	100.0%	0.0%
Cedar Lane	4	20	3		2	29	88.9%	11.1%
Homewood Center	4	19	4	2	3	32	79.3%	20.7%
Ascend One	6	5	2	1		14	78.6%	21.4%
Old Cedar Lane/CDC	3	11	5	1		20	68.4%	31.6%
ARL	2	13	5	3	2	25	65.2%	34.8%
Central Office	5	20	14	6	2	47	55.6%	44.4%
Grand Total	497	2264	419	81	90	3351	84.7%	15.3%

2017-2018 HCEA Job Satisfaction Survey

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

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	527	983	67	13	38	1628	95.0%	5.0%
Atholton ES	8	24			1	33	100.0%	0.0%
Bushy Park ES	16	17			1	34	100.0%	0.0%
Elkridge ES	18	28				46	100.0%	0.0%
Gorman Crossing ES	10	22				32	100.0%	0.0%
Laurel Woods ES	16	26			1	43	100.0%	0.0%
Pointers Run ES	22	23				45	100.0%	0.0%
Rockburn ES	14	25			1	40	100.0%	0.0%
Running Brook ES	13	14				27	100.0%	0.0%
Manor Woods ES	19	34	1		1	55	98.1%	1.9%
Bellows Spring ES	20	27	1			48	97.9%	2.1%
Hollifield Station ES	16	27		1	4	48	97.7%	2.3%
Bryant Woods ES	17	20	1		1	39	97.4%	2.6%
Triadelphia Ridge ES	15	22	1			38	97.4%	2.6%
Talbott Springs ES	6	28	1			35	97.1%	2.9%
Lisbon ES	14	19	1			34	97.1%	2.9%
St. John's Lane ES	11	22	1		1	35	97.1%	2.9%
Stevens Forest ES	8	25	1			34	97.1%	2.9%
Thunder Hill ES	8	24	1			33	97.0%	3.0%
Guilford ES	16	15	1			32	96.9%	3.1%
Bollman Bridge ES	19	34	1	1	1	56	96.4%	3.6%
Deep Run ES	24	27	2			53	96.2%	3.8%
Swansfield ES	16	33	2			51	96.1%	3.9%
Clemens Crossing ES	14	34	2			50	96.0%	4.0%
Phelps Luck ES	13	35	2		2	52	96.0%	4.0%
Waterloo ES	13	31	2			46	95.7%	4.3%
Hammond ES	13	8		1	1	23	95.5%	4.5%
Forest Ridge ES	14	19	1	1	3	38	94.3%	5.7%
Veterans ES	15	32	2	1		50	94.0%	6.0%
Ilchester ES	18	25	3		4	50	93.5%	6.5%
Jeffers Hill ES	14	13	1	1		29	93.1%	6.9%
Fulton ES	13	27	3		8	51	93.0%	7.0%
Dayton Oaks ES	11	35	3	1	2	52	92.0%	8.0%
Clarksville ES	6	16	1	1	1	25	91.7%	8.3%
Centennial Lane ES	9	22	3			34	91.2%	8.8%
Ducketts Lane ES	5	26	3		2	36	91.2%	8.8%
Cradlerock ES	8	20	2	1		31	90.3%	9.7%
West Friendship ES	8	19	2	1	1	31	90.0%	10.0%
Waverly ES	5	31	5	1		42	85.7%	14.3%
Longfellow ES	6	20	5		1	32	83.9%	16.1%
Worthington ES	8	11	3	2		24	79.2%	20.8%
Northfield ES	8	23	9		1	41	77.5%	22.5%

2017-2018 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	225	494	34	4	16	773	95.0%	5.0%
Bonnie Branch MS	17	30	2			49	95.9%	4.1%
Clarksville MS	11	37				48	100.0%	0.0%
Folly Quarter MS	13	22				35	100.0%	0.0%
Glenwood MS	7	8				15	100.0%	0.0%
Mayfield Woods MS	11	36				47	100.0%	0.0%
Patapsco MS	10	23			1	34	100.0%	0.0%
Mount View MS	14	46	1			61	98.4%	1.6%
Ellicott Mills MS	10	23	1		2	36	97.1%	2.9%
Murray Hill MS	10	23	1		1	35	97.1%	2.9%
Wilde Lake MS	13	19	1		1	34	97.0%	3.0%
Elkridge Landing MS	8	23	1		1	33	96.9%	3.1%
Thomas Viaduct MS	19	36	3		2	60	94.8%	5.2%
Patuxent Valley MS	14	15	2			31	93.5%	6.5%
Burleigh Manor MS	10	31	3		1	45	93.2%	6.8%
Oakland Mills MS	5	21	2		1	29	92.9%	7.1%
Harper's Choice MS	11	22	2	1	2	38	91.7%	8.3%
Dunloggin MS	15	20	3	1	1	40	89.7%	10.3%
Lake Elkhorn MS	13	16	4		2	35	87.9%	12.1%
Lime Kiln MS	9	25	4	1		39	87.2%	12.8%
Hammond MS	5	18	4	1	1	29	82.1%	17.9%
High	204	494	49	12	14	773	92.0%	8.0%
Mt. Hebron HS	12	56	1	1	2	72	97.1%	2.9%
Oakland Mills HS	24	48	3		1	76	96.0%	4.0%
Glenelg HS	12	32	2			46	95.7%	4.3%
Hammond HS	25	33	3			61	95.1%	4.9%
Howard HS	15	61	3	2	2	83	93.8%	6.2%
Wilde Lake HS	16	42	2	2	3	65	93.5%	6.5%
River Hill HS	22	40	5			67	92.5%	7.5%
Reservoir HS	30	38	5	1		74	91.9%	8.1%
Marriotts Ridge HS	14	25	5			44	88.6%	11.4%
Atholton HS	13	34	5	2	2	56	87.0%	13.0%
Centennial HS	11	47	8	2	1	69	85.3%	14.7%
Long Reach HS	10	38	7	2	3	60	84.2%	15.8%
Special	40	107	15	6	8	176	87.5%	12.5%
Homewood Center	6	23	1			30	96.7%	3.3%
Old Cedar Lane/CDC	4	13	1		2	20	94.4%	5.6%
Ascend One	7	6	1		1	15	92.9%	7.1%
Cedar Lane	8	16	3		2	29	88.9%	11.1%
ARL	6	16	1	2		25	88.0%	12.0%
Central Office	7	26	8	3	2	46	75.0%	25.0%
Grand Total	996	2078	165	35	76	3350	93.9%	6.1%

2017-2018 HCEA Job Satisfaction Survey

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

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	281	1006	232	60	56	1635	81.5%	18.5%
Laurel Woods ES	12	27	1		2	42	97.5%	2.5%
Worthington ES	7	15	1		1	24	95.7%	4.3%
Jeffers Hill ES	10	17	2			29	93.1%	6.9%
Gorman Crossing ES	5	22	3		2	32	90.0%	10.0%
Clemens Crossing ES	3	40	3	2	2	50	89.6%	10.4%
Veterans ES	14	29	5		2	50	89.6%	10.4%
Cradlerock ES	8	17	3		3	31	89.3%	10.7%
Waterloo ES	10	28	4	1	2	45	88.4%	11.6%
Bollman Bridge ES	12	36	5	2		55	87.3%	12.7%
Hammond ES	10	10	3			23	87.0%	13.0%
Centennial Lane ES	2	24	2	2	3	33	86.7%	13.3%
Triadelphia Ridge ES	8	24	2	3	1	38	86.5%	13.5%
Ducketts Lane ES	5	25	5		1	36	85.7%	14.3%
West Friendship ES	7	17	4		3	31	85.7%	14.3%
Bellows Spring ES	11	30	5	2		48	85.4%	14.6%
Northfield ES	2	33	4	2		41	85.4%	14.6%
Waverly ES	6	29	6		2	43	85.4%	14.6%
Bushy Park ES	9	20	4	1		34	85.3%	14.7%
Running Brook ES	11	12	2	2		27	85.2%	14.8%
Thunder Hill ES	6	22	3	2	2	35	84.8%	15.2%
Deep Run ES	8	36	8		1	53	84.6%	15.4%
Pointers Run ES	7	29	6	1	2	45	83.7%	16.3%
Elkridge ES	5	34	7	1	1	48	83.0%	17.0%
Swansfield ES	13	26	7	2	2	50	81.3%	18.8%
Phelps Luck ES	8	33	8	2	3	54	80.4%	19.6%
Manor Woods ES	7	38	8	3		56	80.4%	19.6%
Hollifield Station ES	10	27	8	2	1	48	78.7%	21.3%
Forest Ridge ES	6	23	8		2	39	78.4%	21.6%
Guilford ES	3	22	4	3		32	78.1%	21.9%
Atholton ES	5	19	5	2	2	33	77.4%	22.6%
Bryant Woods ES	6	23	7	2	2	40	76.3%	23.7%
Dayton Oaks ES	6	32	11	1	2	52	76.0%	24.0%
Talbott Springs ES	6	20	6	3		35	74.3%	25.7%
Clarksville ES	4	13	6		2	25	73.9%	26.1%
Ilchester ES	3	32	10	3	2	50	72.9%	27.1%
St. John's Lane ES	4	20	5	4	2	35	72.7%	27.3%
Stevens Forest ES	6	18	7	4		35	68.6%	31.4%
Fulton ES	6	25	11	4	5	51	67.4%	32.6%
Rockburn ES	1	25	11	2	1	40	66.7%	33.3%
Lisbon ES	6	16	10	2		34	64.7%	35.3%
Longfellow ES	3	18	12			33	63.6%	36.4%

2017-2018 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	124	439	138	37	39	777	76.3%	23.7%
Glenwood MS	4	9	1		1	15	92.9%	7.1%
Thomas Viaduct MS	14	33	7		4	58	87.0%	13.0%
Bonnie Branch MS	6	33	6	1	3	49	84.8%	15.2%
Mount View MS	12	39	9	1	1	62	83.6%	16.4%
Lime Kiln MS	5	25	5	1	2	38	83.3%	16.7%
Murray Hill MS	6	21	6	1	1	35	79.4%	20.6%
Hammond MS	3	19	5	1	1	29	78.6%	21.4%
Patuxent Valley MS	4	21	4	3	1	33	78.1%	21.9%
Wilde Lake MS	9	16	6	1	3	35	78.1%	21.9%
Elkridge Landing MS	5	19	6	1	2	33	77.4%	22.6%
Dunloggin MS	7	23	6	4		40	75.0%	25.0%
Folly Quarter MS	5	19	7	1	3	35	75.0%	25.0%
Mayfield Woods MS	6	27	10	1	4	48	75.0%	25.0%
Patapsco MS	7	18	8	1	1	35	73.5%	26.5%
Clarksville MS	3	29	11	2	4	49	71.1%	28.9%
Lake Elkhorn MS	7	16	7	3	1	34	69.7%	30.3%
Harper's Choice MS	7	20	8	4		39	69.2%	30.8%
Ellicott Mills MS	7	15	6	5	2	35	66.7%	33.3%
Oakland Mills MS	4	15	10		1	30	65.5%	34.5%
Burleigh Manor MS	3	22	10	6	4	45	61.0%	39.0%
High	95	432	152	68	33	780	70.5%	29.5%
Marriotts Ridge HS	9	25	9	1		44	77.3%	22.7%
Howard HS	13	47	14	5	5	84	75.9%	24.1%
Wilde Lake HS	2	44	9	6	2	63	75.4%	24.6%
River Hill HS	6	39	16	1	6	68	72.6%	27.4%
Reservoir HS	12	40	16	4	3	75	72.2%	27.8%
Glenelg HS	7	26	9	4	2	48	71.7%	28.3%
Hammond HS	14	29	9	8	2	62	71.7%	28.3%
Mt. Hebron HS	4	47	16	7		74	68.9%	31.1%
Oakland Mills HS	9	42	16	7	2	76	68.9%	31.1%
Long Reach HS	7	30	11	8	4	60	66.1%	33.9%
Centennial HS	7	35	14	9	4	69	64.6%	35.4%
Atholton HS	5	28	13	8	3	57	61.1%	38.9%
Special	34	86	38	15	7	180	69.4%	30.6%
Cedar Lane	9	16	2		2	29	92.6%	7.4%
Old Cedar Lane/CDC	5	11	4			20	80.0%	20.0%
Homewood Center	8	14	6	4		32	68.8%	31.3%
ARL	5	11	5	3	1	25	66.7%	33.3%
Ascend One	3	7	4	1		15	66.7%	33.3%
Central Office	2	22	15	6	3	48	53.3%	46.7%
Grand Total	534	1963	560	180	135	3372	77.1%	22.9%

2017-2018 HCEA Job Satisfaction Survey

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

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	291	1036	237	67	1	1632	81.4%	18.6%
Bushy Park ES	7	25	2			34	94.1%	5.9%
Hammond ES	9	12	2			23	91.3%	8.7%
Swansfield ES	14	32	3	2		51	90.2%	9.8%
Talbott Springs ES	4	27	3	1		35	88.6%	11.4%
Dayton Oaks ES	8	38	5	1		52	88.5%	11.5%
Laurel Woods ES	9	29	5			43	88.4%	11.6%
Waverly ES	4	34	2	3		43	88.4%	11.6%
Lisbon ES	7	23	2	2		34	88.2%	11.8%
Bellows Spring ES	12	30	5	1		48	87.5%	12.5%
Worthington ES	4	17	3			24	87.5%	12.5%
Phelps Luck ES	5	41	5	2		53	86.8%	13.2%
Bollman Bridge ES	9	39	5	3		56	85.7%	14.3%
Stevens Forest ES	6	24	4	1		35	85.7%	14.3%
Centennial Lane ES	1	28	3	2		34	85.3%	14.7%
Thunder Hill ES	4	25	5			34	85.3%	14.7%
Running Brook ES	11	12	3	1		27	85.2%	14.8%
Gorman Crossing ES	9	18	5			32	84.4%	15.6%
Veterans ES	15	27	5	3		50	84.0%	16.0%
West Friendship ES	6	20	4	1		31	83.9%	16.1%
Deep Run ES	13	31	7	2		53	83.0%	17.0%
Ducketts Lane ES	8	20	6			34	82.4%	17.6%
Clemens Crossing ES	10	31	5	4		50	82.0%	18.0%
Atholton ES	5	22	5	1		33	81.8%	18.2%
Manor Woods ES	7	38	8	2		55	81.8%	18.2%
Guilford ES	7	19	4	2		32	81.3%	18.8%
Hollifield Station ES	8	31	8	1		48	81.3%	18.8%
Longfellow ES	5	21	5	1		32	81.3%	18.8%
Waterloo ES	7	30	9			46	80.4%	19.6%
Bryant Woods ES	6	26	5	3		40	80.0%	20.0%
Elkridge ES	7	31	9	1		48	79.2%	20.8%
Triadelphia Ridge ES	12	18	5	3		38	78.9%	21.1%
Fulton ES	9	31	5	6		51	78.4%	21.6%
Jeffers Hill ES	5	17	5	2		29	75.9%	24.1%
Pointers Run ES	8	25	7	4		44	75.0%	25.0%
Cradlerock ES	7	16	6	2		31	74.2%	25.8%
Forest Ridge ES	5	23	9	2		39	71.8%	28.2%
Northfield ES	4	23	10	2	1	40	69.2%	30.8%
St. John's Lane ES	4	20	9	2		35	68.6%	31.4%
Clarksville ES	4	13	8			25	68.0%	32.0%
Ilchester ES	5	28	16	1		50	66.0%	34.0%
Rockburn ES	1	21	15	3		40	55.0%	45.0%

2017-2018 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	152	457	133	31	5	778	78.8%	21.2%
Wilde Lake MS	8	25	1			34	97.1%	2.9%
Thomas Viaduct MS	20	31	7			58	87.9%	12.1%
Elkridge Landing MS	3	26	4			33	87.9%	12.1%
Glenwood MS	3	10	1	1		15	86.7%	13.3%
Mayfield Woods MS	7	33	6	1	1	48	85.1%	14.9%
Patuxent Valley MS	6	22	4	1		33	84.8%	15.2%
Patapsco MS	7	22	4	2		35	82.9%	17.1%
Ellicott Mills MS	6	23	5	2		36	80.6%	19.4%
Mount View MS	17	33	12	1		63	79.4%	20.6%
Lime Kiln MS	9	21	7	1	1	39	78.9%	21.1%
Burleigh Manor MS	7	27	6	4	1	45	77.3%	22.7%
Folly Quarter MS	8	19	8			35	77.1%	22.9%
Oakland Mills MS	5	18	7			30	76.7%	23.3%
Murray Hill MS	9	17	7	1		34	76.5%	23.5%
Hammond MS	6	16	5	2		29	75.9%	24.1%
Bonnie Branch MS	8	29	9	3		49	75.5%	24.5%
Harper's Choice MS	7	20	9	2		38	71.1%	28.9%
Dunloggin MS	6	22	9	3		40	70.0%	30.0%
Clarksville MS	4	28	13	4		49	65.3%	34.7%
Lake Elkhorn MS	6	15	9	3	2	35	63.6%	36.4%
High	89	481	155	45	5	775	74.0%	26.0%
Marriotts Ridge HS	6	32	5	1		44	86.4%	13.6%
River Hill HS	8	49	7	2	1	67	86.4%	13.6%
Reservoir HS	11	50	11	3		75	81.3%	18.7%
Howard HS	11	55	15	2		83	79.5%	20.5%
Centennial HS	8	44	9	7		68	76.5%	23.5%
Hammond HS	14	32	10	5	1	62	75.4%	24.6%
Oakland Mills HS	8	46	19	4		77	70.1%	29.9%
Glenelg HS	4	29	11	4		48	68.8%	31.3%
Wilde Lake HS	3	38	15	4	2	62	68.3%	31.7%
Mt. Hebron HS	5	46	19	5		75	68.0%	32.0%
Atholton HS	7	31	17	1		56	67.9%	32.1%
Long Reach HS	4	29	17	7	1	58	57.9%	42.1%
Special	41	97	26	12	1	177	78.4%	21.6%
ARL	9	11	2	2		24	83.3%	16.7%
Ascend One	4	6	3			13	76.9%	23.1%
Cedar Lane	5	16	7	1		29	72.4%	27.6%
Central Office	6	27	8	7		48	68.8%	31.3%
Homewood Center	6	20	4	1	1	32	83.9%	16.1%
Old Cedar Lane/CDC	8	11	1			20	95.0%	5.0%
Grand Total	573	2071	551	155	12	3362	78.9%	21.1%

2017-2018 HCEA Job Satisfaction Survey

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

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	53	109	521	862	82	1627	10.5%	89.5%
Ilchester ES	3	12	16	17	1	49	31.3%	68.8%
Rockburn ES	3	6	13	16	1	39	23.7%	76.3%
Waverly ES	2	7	14	18	2	43	22.0%	78.0%
Bollman Bridge ES	2	9	11	29	4	55	21.6%	78.4%
Fulton ES	6	3	17	21	3	50	19.1%	80.9%
Talbott Springs ES	3	3	14	14	1	35	17.6%	82.4%
Longfellow ES	1	4	11	15	2	33	16.1%	83.9%
Bryant Woods ES	1	4	10	18	6	39	15.2%	84.8%
Guilford ES		5	10	18		33	15.2%	84.8%
Northfield ES		5	18	17		40	12.5%	87.5%
Bushy Park ES	1	3	14	16		34	11.8%	88.2%
Forest Ridge ES	3	1	9	24	2	39	10.8%	89.2%
Deep Run ES	2	3	16	29	3	53	10.0%	90.0%
West Friendship ES	2	1	12	15	1	31	10.0%	90.0%
Centennial Lane ES	2	1	8	20	2	33	9.7%	90.3%
Elkridge ES		4	20	20	3	47	9.1%	90.9%
Hollifield Station ES	1	3	16	24	3	47	9.1%	90.9%
Veterans ES	4		13	28	4	49	8.9%	91.1%
Stevens Forest ES	2	1	11	20	1	35	8.8%	91.2%
Thunder Hill ES		3	11	20	1	35	8.8%	91.2%
Clemens Crossing ES	1	3	20	22	4	50	8.7%	91.3%
Hammond ES	1	1	2	19		23	8.7%	91.3%
St. John's Lane ES	1	2	17	15		35	8.6%	91.4%
Clarksville ES	1	1	5	17	1	25	8.3%	91.7%
Worthington ES		2	6	16		24	8.3%	91.7%
Triadelphia Ridge ES	3		10	24	1	38	8.1%	91.9%
Cradlerock ES	1	1	8	15	6	31	8.0%	92.0%
Dayton Oaks ES	2	2	15	31	2	52	8.0%	92.0%
Waterloo ES	1	2	14	26	3	46	7.0%	93.0%
Bellows Spring ES	2	1	15	26	3	47	6.8%	93.2%
Atholton ES		2	12	17	1	32	6.5%	93.5%
Gorman Crossing ES		2	12	17	1	32	6.5%	93.5%
Ducketts Lane ES	1	1	12	19	2	35	6.1%	93.9%
Manor Woods ES		3	18	32	3	56	5.7%	94.3%
Pointers Run ES		2	11	30	2	45	4.7%	95.3%
Running Brook ES		1	6	17	3	27	4.2%	95.8%
Swansfield ES		2	18	29	2	51	4.1%	95.9%
Jeffers Hill ES	1		12	14	1	28	3.7%	96.3%
Lisbon ES		1	18	14	1	34	3.0%	97.0%
Laurel Woods ES		1	11	26	5	43	2.6%	97.4%
Phelps Luck ES		1	15	37	1	54	1.9%	98.1%

2017-2018 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	26	75	247	390	42	780	13.7%	86.3%
Lime Kiln MS	4	8	14	12	1	39	31.6%	68.4%
Patuxent Valley MS	3	6	11	10	3	33	30.0%	70.0%
Elkridge Landing MS	1	8	9	13	2	33	29.0%	71.0%
Dunloggin MS	3	7	12	16	2	40	26.3%	73.7%
Ellicott Mills MS	2	5	12	17		36	19.4%	80.6%
Clarksville MS	2	5	14	24	4	49	15.6%	84.4%
Wilde Lake MS		5	5	24	1	35	14.7%	85.3%
Mayfield Woods MS	3	3	15	25	1	47	13.0%	87.0%
Lake Elkhorn MS		4	9	19	3	35	12.5%	87.5%
Murray Hill MS	1	3	17	14	1	36	11.4%	88.6%
Harper's Choice MS		4	13	19	3	39	11.1%	88.9%
Hammond MS	1	2	10	15		28	10.7%	89.3%
Folly Quarter MS		3	12	17	2	34	9.4%	90.6%
Burleigh Manor MS	3	1	14	25	2	45	9.3%	90.7%
Mount View MS	1	4	21	30	7	63	8.9%	91.1%
Oakland Mills MS		2	11	12	5	30	8.0%	92.0%
Glenwood MS	1		5	9		15	6.7%	93.3%
Bonnie Branch MS	1	2	19	26	1	49	6.3%	93.8%
Thomas Viaduct MS		2	11	43	3	59	3.6%	96.4%
Patapsco MS		1	13	20	1	35	2.9%	97.1%
High	38	66	263	367	45	779	14.2%	85.8%
Mt. Hebron HS	5	10	24	31	3	73	21.4%	78.6%
Reservoir HS	6	9	18	37	5	75	21.4%	78.6%
Long Reach HS	5	6	15	31	2	59	19.3%	80.7%
Glenelg HS	3	5	23	12	5	48	18.6%	81.4%
Centennial HS	5	6	25	31	2	69	16.4%	83.6%
Wilde Lake HS	4	6	25	27	2	64	16.1%	83.9%
Atholton HS	2	5	19	27	4	57	13.2%	86.8%
River Hill HS	2	5	23	35	3	68	10.8%	89.2%
Oakland Mills HS	3	5	32	35	2	77	10.7%	89.3%
Howard HS	3	4	28	43	6	84	9.0%	91.0%
Marriotts Ridge HS		3	12	24	5	44	7.7%	92.3%
Hammond HS		2	19	34	6	61	3.6%	96.4%
Special	9	16	49	95	9	178	14.8%	85.2%
Cedar Lane	3	7	10	6	3	29	38.5%	61.5%
ARL	1	2	6	15	1	25	12.5%	87.5%
Central Office	2	4	16	26		48	12.5%	87.5%
Homewood Center	1	2	9	16	4	32	10.7%	89.3%
Old Cedar Lane/CDC	1		3	14	1	19	5.6%	94.4%
Ascend One			3	11		14	0.0%	100.0%
Grand Total	126	266	1080	1714	178	3364	12.3%	87.7%

2017-2018 HCEA Job Satisfaction Survey

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

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	40	73	511	926	83	1633	7.3%	92.7%
West Friendship ES	3	4	9	14	1	31	23.3%	76.7%
Jeffers Hill ES	2	4	11	11	1	29	21.4%	78.6%
Bryant Woods ES		7	13	15	5	40	20.0%	80.0%
Lisbon ES	3	3	20	6	1	33	18.8%	81.3%
Fulton ES	3	6	18	22	2	51	18.4%	81.6%
Ilchester ES	2	7	22	18	1	50	18.4%	81.6%
St. John's Lane ES		6	17	12		35	17.1%	82.9%
Guilford ES	1	4	8	20		33	15.2%	84.8%
Clarksville ES	1	2	5	16	1	25	12.5%	87.5%
Gorman Crossing ES		3	9	19	1	32	9.7%	90.3%
Longfellow ES	1	2	9	19	2	33	9.7%	90.3%
Hollifield Station ES	2	2	17	24	3	48	8.9%	91.1%
Bushy Park ES	1	2	14	17		34	8.8%	91.2%
Clemens Crossing ES		4	18	24	4	50	8.7%	91.3%
Cradlerock ES	1	1	8	13	8	31	8.7%	91.3%
Rockburn ES	1	2	14	22	1	40	7.7%	92.3%
Atholton ES		2	13	17	1	33	6.3%	93.8%
Centennial Lane ES	2		7	23	2	34	6.3%	93.8%
Talbott Springs ES	1	1	11	19	2	34	6.3%	93.8%
Bollman Bridge ES	2	1	13	35	4	55	5.9%	94.1%
Forest Ridge ES		2	12	23	2	39	5.4%	94.6%
Triadelphia Ridge ES	2		6	29	1	38	5.4%	94.6%
Pointers Run ES	1	1	9	32	2	45	4.7%	95.3%
Bellows Spring ES	1	1	14	28	3	47	4.5%	95.5%
Elkridge ES	2		18	26	2	48	4.3%	95.7%
Veterans ES	2		14	30	4	50	4.3%	95.7%
Running Brook ES	1		5	18	3	27	4.2%	95.8%
Worthington ES		1	5	18		24	4.2%	95.8%
Dayton Oaks ES		2	14	33	2	51	4.1%	95.9%
Phelps Luck ES	2		13	38	1	54	3.8%	96.2%
Stevens Forest ES		1	11	21	2	35	3.0%	97.0%
Thunder Hill ES	1		12	20	1	34	3.0%	97.0%
Northfield ES		1	21	19		41	2.4%	97.6%
Deep Run ES		1	16	33	3	53	2.0%	98.0%
Swansfield ES	1		16	33	1	51	2.0%	98.0%
Manor Woods ES	1		16	35	3	55	1.9%	98.1%
Ducketts Lane ES			12	22	2	36	0.0%	100.0%
Hammond ES			1	22		23	0.0%	100.0%
Laurel Woods ES			10	26	6	42	0.0%	100.0%
Waterloo ES			13	30	3	46	0.0%	100.0%
Waverly ES			17	24	2	43	0.0%	100.0%

2017-2018 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	15	53	246	426	43	783	9.2%	90.8%
Lake Elkhorn MS		10	5	16	4	35	32.3%	67.7%
Patuxent Valley MS	2	7	8	11	5	33	32.1%	67.9%
Elkridge Landing MS		6	10	17		33	18.2%	81.8%
Clarksville MS	1	6	15	24	3	49	15.2%	84.8%
Dunloggin MS	2	3	17	16	2	40	13.2%	86.8%
Lime Kiln MS	4	1	13	20	1	39	13.2%	86.8%
Mount View MS		5	23	29	6	63	8.8%	91.2%
Bonnie Branch MS	1	3	20	24	1	49	8.3%	91.7%
Oakland Mills MS		2	11	12	5	30	8.0%	92.0%
Hammond MS	1	1	6	21		29	6.9%	93.1%
Patapsco MS	1	1	10	22	1	35	5.9%	94.1%
Harper's Choice MS		2	14	19	3	38	5.7%	94.3%
Murray Hill MS	2		16	17	1	36	5.7%	94.3%
Burleigh Manor MS		2	18	23	2	45	4.7%	95.3%
Thomas Viaduct MS		2	11	44	3	60	3.5%	96.5%
Ellicott Mills MS	1		11	22	2	36	2.9%	97.1%
Wilde Lake MS		1	7	26	1	35	2.9%	97.1%
Mayfield Woods MS		1	18	28	1	48	2.1%	97.9%
Folly Quarter MS			8	25	2	35	0.0%	100.0%
Glenwood MS			5	10		15	0.0%	100.0%
High	27	65	283	351	51	777	12.7%	87.3%
River Hill HS	7	9	23	25	4	68	25.0%	75.0%
Glenelg HS	2	8	19	14	5	48	23.3%	76.7%
Wilde Lake HS	2	11	28	20	3	64	21.3%	78.7%
Atholton HS	1	8	22	22	3	56	17.0%	83.0%
Oakland Mills HS	4	5	37	28	2	76	12.2%	87.8%
Reservoir HS	2	6	22	42	3	75	11.1%	88.9%
Howard HS	3	5	25	44	7	84	10.4%	89.6%
Mt. Hebron HS	1	5	29	34	6	75	8.7%	91.3%
Long Reach HS	2	3	18	35	2	60	8.6%	91.4%
Centennial HS	3	2	27	34	3	69	7.6%	92.4%
Marriotts Ridge HS		2	14	21	5	42	5.4%	94.6%
Hammond HS		1	19	32	8	60	1.9%	98.1%
Special	8	5	53	101	11	178	7.8%	92.2%
Central Office	6	1	16	22	3	48	15.6%	84.4%
ARL		2	7	14	1	24	8.7%	91.3%
Old Cedar Lane/CDC	1		3	14	1	19	5.6%	94.4%
Cedar Lane		1	12	13	3	29	3.8%	96.2%
Homewood Center		1	10	18	3	32	3.4%	96.6%
Ascend One			2	13		15	0.0%	100.0%
Grand Total	90	196	1093	1804	188	3371	9.0%	91.0%

2017-2018 HCEA Job Satisfaction Survey

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

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	77	254	594	644	67	1636	21.1%	78.9%
Laurel Woods ES		15	10	15	3	43	37.5%	62.5%
Longfellow ES	3	9	12	8	1	33	37.5%	62.5%
Gorman Crossing ES	2	9	9	12		32	34.4%	65.6%
Fulton ES	4	11	15	18	3	51	31.3%	68.8%
Bellows Spring ES	3	10	13	20	2	48	28.3%	71.7%
Clemens Crossing ES	4	10	21	15		50	28.0%	72.0%
Guilford ES	3	6	9	15		33	27.3%	72.7%
Stevens Forest ES	2	7	11	14	1	35	26.5%	73.5%
Thunder Hill ES	4	5	13	13		35	25.7%	74.3%
Dayton Oaks ES	2	11	21	17	1	52	25.5%	74.5%
Swansfield ES	2	10	14	23	2	51	24.5%	75.5%
Pointers Run ES	4	7	14	20		45	24.4%	75.6%
Northfield ES	4	6	21	10		41	24.4%	75.6%
Cradlerock ES	1	5	5	14	6	31	24.0%	76.0%
St. John's Lane ES		8	16	10	1	35	23.5%	76.5%
Elkridge ES	2	9	18	18	1	48	23.4%	76.6%
Centennial Lane ES	3	4	12	11	2	32	23.3%	76.7%
Manor Woods ES	1	11	20	20	4	56	23.1%	76.9%
Waterloo ES	4	6	16	18	2	46	22.7%	77.3%
Triadelphia Ridge ES	2	6	17	13		38	21.1%	78.9%
Worthington ES	2	3	9	10		24	20.8%	79.2%
Bushy Park ES		7	15	12		34	20.6%	79.4%
Rockburn ES	3	5	14	17	1	40	20.5%	79.5%
Ilchester ES	4	6	25	14	1	50	20.4%	79.6%
Clarksville ES	1	4	6	14		25	20.0%	80.0%
Phelps Luck ES	3	7	15	26	3	54	19.6%	80.4%
Jeffers Hill ES		5	12	11		28	17.9%	82.1%
Hammond ES	1	3	7	12		23	17.4%	82.6%
Hollifield Station ES	1	7	19	19	2	48	17.4%	82.6%
West Friendship ES	1	4	15	9	2	31	17.2%	82.8%
Waverly ES		7	18	16	2	43	17.1%	82.9%
Bollman Bridge ES	2	7	18	27	2	56	16.7%	83.3%
Forest Ridge ES	2	4	12	18	3	39	16.7%	83.3%
Lisbon ES	1	4	16	12	1	34	15.2%	84.8%
Atholton ES		4	14	13	1	32	12.9%	87.1%
Veterans ES	3	3	19	22	3	50	12.8%	87.2%
Deep Run ES	1	4	16	29	3	53	10.0%	90.0%
Bryant Woods ES	2	1	12	18	6	39	9.1%	90.9%
Running Brook ES		2	8	14	3	27	8.3%	91.7%
Ducketts Lane ES		1	18	14	3	36	3.0%	97.0%
Talbott Springs ES		1	19	13	2	35	3.0%	97.0%

2017-2018 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	65	176	247	257	37	782	32.3%	67.7%
Hammond MS	9	10	4	6		29	65.5%	34.5%
Folly Quarter MS	5	12	8	9	1	35	50.0%	50.0%
Elkridge Landing MS	3	12	7	11		33	45.5%	54.5%
Lake Elkhorn MS	3	12	6	12	2	35	45.5%	54.5%
Patuxent Valley MS	3	10	9	8	3	33	43.3%	56.7%
Mount View MS	10	13	20	16	4	63	39.0%	61.0%
Lime Kiln MS	5	9	12	12	1	39	36.8%	63.2%
Burleigh Manor MS	5	9	17	12	2	45	32.6%	67.4%
Bonnie Branch MS	3	12	15	17	2	49	31.9%	68.1%
Ellicott Mills MS	2	9	14	10	1	36	31.4%	68.6%
Clarksville MS	1	13	18	15	2	49	29.8%	70.2%
Patapsco MS	3	7	10	14	1	35	29.4%	70.6%
Mayfield Woods MS	4	9	18	15	2	48	28.3%	71.7%
Dunloggin MS		11	14	14	1	40	28.2%	71.8%
Glenwood MS		4	5	6		15	26.7%	73.3%
Harper's Choice MS	5	4	12	13	3	37	26.5%	73.5%
Murray Hill MS	2	4	17	12	1	36	17.1%	82.9%
Thomas Viaduct MS		9	16	29	6	60	16.7%	83.3%
Oakland Mills MS	1	3	13	9	4	30	15.4%	84.6%
Wilde Lake MS	1	4	12	17	1	35	14.7%	85.3%
High	85	175	265	218	35	778	35.0%	65.0%
Atholton HS	8	16	20	10	2	56	44.4%	55.6%
Marriotts Ridge HS	4	15	14	10		43	44.2%	55.8%
Glenelg HS	6	13	15	10	4	48	43.2%	56.8%
Wilde Lake HS	7	19	23	14	2	65	41.3%	58.7%
Hammond HS	9	14	16	20	3	62	39.0%	61.0%
Mt. Hebron HS	8	18	26	19	2	73	36.6%	63.4%
River Hill HS	8	16	27	16	1	68	35.8%	64.2%
Howard HS	8	18	23	27	8	84	34.2%	65.8%
Centennial HS	7	14	23	20	4	68	32.8%	67.2%
Long Reach HS	5	13	18	21	3	60	31.6%	68.4%
Reservoir HS	11	10	25	25	4	75	29.6%	70.4%
Oakland Mills HS	4	9	35	26	2	76	17.6%	82.4%
Special	13	22	50	59	36	180	24.3%	75.7%
Ascend One		5	4	5	1	15	35.7%	64.3%
Old Cedar Lane/CDC	3	3	3	9	2	20	33.3%	66.7%
ARL	4	2	6	11	2	25	26.1%	73.9%
Central Office	2	3	11	9	23	48	20.0%	80.0%
Homewood Center	2	3	13	11	3	32	17.2%	82.8%
Cedar Lane		3	10	11	5	29	12.5%	87.5%
Grand Total	240	627	1156	1178	175	3376	27.1%	72.9%

2017-2018 HCEA Job Satisfaction Survey

Level	(All)					
HCEA Member	(All)					
Profession	(All)					
Years in Education	(All)					
Years with HCPSS	(All)					
Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total
1. Overall, morale at my school/worksite is good.	464	1780	698	440	6	3388
	13.7%	52.6%	20.6%	13.0%		
2. There is an atmosphere of open communication and trust in my school/worksite.	500	1662	791	416	4	3373
	14.8%	49.3%	23.5%	12.3%		
3. I personally feel successful in my work.	958	1960	347	101	3	3369
	28.5%	58.2%	10.3%	3.0%		
4. I feel involved in decision-making at my school/worksite.	442	1485	925	426	97	3375
	27.7%	61.9%	8.6%	1.7%		
5. I want to be involved in decision-making at my school/worksite.	908	2028	282	56	91	3365
	27.7%	61.9%	8.6%	1.7%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	692	1573	673	414	22	3374
	20.6%	46.9%	20.1%	12.4%		
7. In my school/worksite, I am treated as a professional.	1116	1706	358	185	5	3370
	33.2%	50.7%	10.6%	5.5%		
8. There is good teamwork among staff in my school/worksite.	968	1716	498	187	6	3375
	28.7%	50.9%	14.8%	5.6%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	622	1760	504	223	255	3364
	20.0%	56.6%	16.2%	7.2%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	840	1737	535	249	14	3375
	25.0%	51.7%	15.9%	7.4%		
11. My work performance is evaluated fairly.	935	1871	361	145	48	3360
	28.2%	56.5%	10.9%	4.4%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	463	1386	840	602	76	3367
	14.1%	42.1%	25.5%	18.3%		
13. I am provided adequate work and storage space to prepare for and do my job.	957	1899	365	130	25	3376
	28.6%	56.7%	10.9%	3.9%		
14. My administrators/supervisors respect the negotiated contracts.	1237	1818	212	66	46	3379
	37.1%	54.5%	6.4%	2.0%		

2017-2018 HCEA Job Satisfaction Survey

15. My planning time is respected by my school administrations/supervisors.	855	1540	360	107	506	3368
	29.9%	53.8%	12.6%	3.7%		
16. In my school, administrators/supervisors support me in enforcing discipline.	617	1470	550	401	335	3373
	20.3%	48.4%	18.1%	13.2%		
17. In my school, student misbehavior interferes with learning.	775	1240	780	336	232	3363
	24.8%	39.6%	24.9%	10.7%		
18. Too much instructional time is spent administering assessments.	788	1272	769	100	435	3364
	26.9%	43.4%	26.3%	3.4%		
19. HCPSS professional development experiences are meaningful and worthwhile.	203	1409	990	637	134	3373
	6.3%	43.5%	30.6%	19.7%		
20. Increased workload has contributed to a decline in my morale.	701	1275	1024	248	117	3365
	21.6%	39.3%	31.5%	7.6%		
21. I am paid fairly.	215	1534	1104	514	4	3371
	6.4%	45.6%	32.8%	15.3%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1238	1824	204	39	63	3368
	37.5%	55.2%	6.2%	1.2%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	497	2264	419	81	90	3351
	15.2%	69.4%	12.8%	2.5%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	996	2078	165	35	76	3350
	30.4%	63.5%	5.0%	1.1%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	534	1963	560	180	135	3372
	16.5%	60.6%	17.3%	5.6%		
26. In my position, I receive appropriate and adequate support and training.	573	2071	551	155	12	3362
	17.1%	61.8%	16.4%	4.6%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	126	266	1080	1714	178	3364
	4.0%	8.3%	33.9%	53.8%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	90	196	1093	1804	188	3371
	2.8%	6.2%	34.3%	56.7%		
29. In the last 12 months, I have experienced harassing behavior from parents.	240	627	1156	1178	175	3376
	7.5%	19.6%	36.1%	36.8%		

2017-2018 HCEA Job Satisfaction Survey

Level	(All)					
HCEA Member	(All)					
Profession	Teacher					
Years in Education	less than 5					
Years with HCPSS	(All)					
Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total
1. Overall, morale at my school/worksite is good.	46	118	50	28	1	243
	19.0%	48.8%	20.7%	11.6%		
2. There is an atmosphere of open communication and trust in my school/worksite.	46	111	52	32	1	242
	19.1%	46.1%	21.6%	13.3%		
3. I personally feel successful in my work.	59	145	24	10	2	240
	24.8%	60.9%	10.1%	4.2%		
4. I feel involved in decision-making at my school/worksite.	27	108	64	32	10	241
	11.7%	46.8%	27.7%	13.9%		
5. I want to be involved in decision-making at my school/worksite.	69	140	19	5	8	241
	29.6%	60.1%	8.2%	2.1%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	54	106	57	21	3	241
	22.7%	44.5%	23.9%	8.8%		
7. In my school/worksite, I am treated as a professional.	93	110	29	10		242
	38.4%	45.5%	12.0%	4.1%		
8. There is good teamwork among staff in my school/worksite.	71	103	53	14	1	242
	29.5%	42.7%	22.0%	5.8%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	46	124	39	13	17	239
	20.7%	55.9%	17.6%	5.9%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	68	113	39	20	2	242
	28.3%	47.1%	16.3%	8.3%		
11. My work performance is evaluated fairly.	78	127	24	6	5	240
	33.2%	54.0%	10.2%	2.6%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	30	103	63	43	2	241
	12.6%	43.1%	26.4%	18.0%		
13. I am provided adequate work and storage space to prepare for and do my job.	71	128	28	11	3	241
	29.8%	53.8%	11.8%	4.6%		
14. My administrators/supervisors respect the negotiated contracts.	95	120	13	7	7	242
	40.4%	51.1%	5.5%	3.0%		

2017-2018 HCEA Job Satisfaction Survey

15. My planning time is respected by my school administrations/supervisors.	67	110	35	14	15	241
	29.6%	48.7%	15.5%	6.2%		
16. In my school, administrators/supervisors support me in enforcing discipline.	59	94	40	35	14	242
	25.9%	41.2%	17.5%	15.4%		
17. In my school, student misbehavior interferes with learning.	69	100	42	22	7	240
	29.6%	42.9%	18.0%	9.4%		
18. Too much instructional time is spent administering assessments.	44	66	97	14	19	240
	19.9%	29.9%	43.9%	6.3%		
19. HCPSS professional development experiences are meaningful and worthwhile.	14	111	78	32	6	241
	6.0%	47.2%	33.2%	13.6%		
20. Increased workload has contributed to a decline in my morale.	44	80	88	18	12	242
	19.1%	34.8%	38.3%	7.8%		
21. I am paid fairly.	18	110	67	46	1	242
	7.5%	45.6%	27.8%	19.1%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	93	125	14	1	7	240
	39.9%	53.6%	6.0%	0.4%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	40	160	28		11	239
	17.5%	70.2%	12.3%	0.0%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	73	150	6		8	237
	31.9%	65.5%	2.6%	0.0%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	59	144	23	7	6	239
	25.3%	61.8%	9.9%	3.0%		
26. In my position, I receive appropriate and adequate support and training.	48	130	45	13	2	238
	20.3%	55.1%	19.1%	5.5%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	12	19	61	130	18	240
	5.4%	8.6%	27.5%	58.6%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	7	12	62	141	19	241
	3.2%	5.4%	27.9%	63.5%		
29. In the last 12 months, I have experienced harassing behavior from parents.	16	37	80	91	17	241
	7.1%	16.5%	35.7%	40.6%		

2017-2018 HCEA Job Satisfaction Survey

Level	(All)					
HCEA Member	(All)					
Profession	Teacher					
Years in Education	5 to 10					
Years with HCPSS	(All)					
Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total
1. Overall, morale at my school/worksite is good.	53	235	101	49		438
	12.1%	53.7%	23.1%	11.2%		
2. There is an atmosphere of open communication and trust in my school/worksite.	64	213	113	46		436
	14.7%	48.9%	25.9%	10.6%		
3. I personally feel successful in my work.	110	263	54	11		438
	25.1%	60.0%	12.3%	2.5%		
4. I feel involved in decision-making at my school/worksite.	66	196	123	51	1	437
	15.1%	45.0%	28.2%	11.7%		
5. I want to be involved in decision-making at my school/worksite.	139	256	29	2	9	435
	32.6%	60.1%	6.8%	0.5%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	91	209	90	44	3	437
	21.0%	48.2%	20.7%	10.1%		
7. In my school/worksite, I am treated as a professional.	145	226	45	18		434
	33.4%	52.1%	10.4%	4.1%		
8. There is good teamwork among staff in my school/worksite.	121	223	72	20		436
	27.8%	51.1%	16.5%	4.6%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	78	237	77	24	17	433
	18.8%	57.0%	18.5%	5.8%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	103	229	82	23		437
	23.6%	52.4%	18.8%	5.3%		
11. My work performance is evaluated fairly.	131	232	51	16	6	436
	30.5%	54.0%	11.9%	3.7%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	52	162	138	81	1	434
	12.0%	37.4%	31.9%	18.7%		
13. I am provided adequate work and storage space to prepare for and do my job.	120	254	55	9		438
	27.4%	58.0%	12.6%	2.1%		
14. My administrators/supervisors respect the negotiated contracts.	172	231	29	4	1	437
	39.4%	53.0%	6.7%	0.9%		

2017-2018 HCEA Job Satisfaction Survey

15. My planning time is respected by my school administrations/supervisors.	132	223	59	10	11	435
	31.1%	52.6%	13.9%	2.4%		
16. In my school, administrators/supervisors support me in enforcing discipline.	81	188	96	56	16	437
	19.2%	44.7%	22.8%	13.3%		
17. In my school, student misbehavior interferes with learning.	107	167	111	36	16	437
	25.4%	39.7%	26.4%	8.6%		
18. Too much instructional time is spent administering assessments.	93	185	107	18	32	435
	23.1%	45.9%	26.6%	4.5%		
19. HCPSS professional development experiences are meaningful and worthwhile.	25	177	139	89	6	436
	5.8%	41.2%	32.3%	20.7%		
20. Increased workload has contributed to a decline in my morale.	95	190	121	18	8	432
	22.4%	44.8%	28.5%	4.2%		
21. I am paid fairly.	20	176	179	61		436
	4.6%	40.4%	41.1%	14.0%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	154	253	24	2	5	438
	35.6%	58.4%	5.5%	0.5%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	60	303	51	9	10	433
	14.2%	71.6%	12.1%	2.1%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	131	279	12	4	8	434
	30.8%	65.5%	2.8%	0.9%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	89	275	53	13	7	437
	20.7%	64.0%	12.3%	3.0%		
26. In my position, I receive appropriate and adequate support and training.	86	259	75	17	1	438
	19.7%	59.3%	17.2%	3.9%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	15	30	128	233	31	437
	3.7%	7.4%	31.5%	57.4%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	9	17	125	255	32	438
	2.2%	4.2%	30.8%	62.8%		
29. In the last 12 months, I have experienced harassing behavior from parents.	34	85	152	145	22	438
	8.2%	20.4%	36.5%	34.9%		

2017-2018 HCEA Job Satisfaction Survey

Level	(All)					
HCEA Member	(All)					
Profession	Teacher					
Years in Education	10 to 20					
Years with HCPSS	(All)					
Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total
1. Overall, morale at my school/worksite is good.	150	583	249	164	1	1147
	13.1%	50.9%	21.7%	14.3%		
2. There is an atmosphere of open communication and trust in my school/worksite.	161	550	292	134	1	1138
	14.2%	48.4%	25.7%	11.8%		
3. I personally feel successful in my work.	300	665	139	32		1136
	26.4%	58.5%	12.2%	2.8%		
4. I feel involved in decision-making at my school/worksite.	164	506	325	134	12	1141
	14.5%	44.8%	28.8%	11.9%		
5. I want to be involved in decision-making at my school/worksite.	331	677	97	22	12	1139
	29.4%	60.1%	8.6%	2.0%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	231	535	227	143	4	1140
	20.3%	47.1%	20.0%	12.6%		
7. In my school/worksite, I am treated as a professional.	376	582	117	62		1137
	33.1%	51.2%	10.3%	5.5%		
8. There is good teamwork among staff in my school/worksite.	329	589	157	65		1140
	28.9%	51.7%	13.8%	5.7%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	237	606	156	80	62	1141
	22.0%	56.2%	14.5%	7.4%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	286	579	182	92	1	1140
	25.1%	50.8%	16.0%	8.1%		
11. My work performance is evaluated fairly.	316	634	127	51	8	1136
	28.0%	56.2%	11.3%	4.5%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	158	425	311	240	6	1140
	13.9%	37.5%	27.4%	21.2%		
13. I am provided adequate work and storage space to prepare for and do my job.	347	625	119	49	1	1141
	30.4%	54.8%	10.4%	4.3%		
14. My administrators/supervisors respect the negotiated contracts.	420	622	68	22	10	1142
	37.1%	54.9%	6.0%	1.9%		

2017-2018 HCEA Job Satisfaction Survey

15. My planning time is respected by my school administrations/supervisors.	337	600	129	39	38	1143
	30.5%	54.3%	11.7%	3.5%		
16. In my school, administrators/supervisors support me in enforcing discipline.	219	524	191	153	55	1142
	20.1%	48.2%	17.6%	14.1%		
17. In my school, student misbehavior interferes with learning.	273	418	284	107	53	1135
	25.2%	38.6%	26.2%	9.9%		
18. Too much instructional time is spent administering assessments.	285	466	277	25	87	1140
	27.1%	44.3%	26.3%	2.4%		
19. HCPSS professional development experiences are meaningful and worthwhile.	70	484	341	230	17	1142
	6.2%	43.0%	30.3%	20.4%		
20. Increased workload has contributed to a decline in my morale.	266	471	315	72	20	1144
	23.7%	41.9%	28.0%	6.4%		
21. I am paid fairly.	73	550	355	161	1	1140
	6.4%	48.3%	31.2%	14.1%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	418	614	73	17	20	1142
	37.3%	54.7%	6.5%	1.5%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	158	772	146	35	28	1139
	14.2%	69.5%	13.1%	3.2%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	348	701	55	15	19	1138
	31.1%	62.6%	4.9%	1.3%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	176	662	213	61	29	1141
	15.8%	59.5%	19.2%	5.5%		
26. In my position, I receive appropriate and adequate support and training.	196	708	187	43	1	1135
	17.3%	62.4%	16.5%	3.8%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	43	94	377	563	65	1142
	4.0%	8.7%	35.0%	52.3%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	28	82	376	585	68	1139
	2.6%	7.7%	35.1%	54.6%		
29. In the last 12 months, I have experienced harassing behavior from parents.	96	237	378	391	44	1146
	8.7%	21.5%	34.3%	35.5%		

2017-2018 HCEA Job Satisfaction Survey

Level	(All)					
HCEA Member	(All)					
Profession	Teacher					
Years in Education	More than 20					
Years with HCPSS	(All)					
Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total
1. Overall, morale at my school/worksite is good.	114	431	180	131	2	858
	13.3%	50.4%	21.0%	15.3%		
2. There is an atmosphere of open communication and trust in my school/worksite.	135	403	186	134		858
	15.7%	47.0%	21.7%	15.6%		
3. I personally feel successful in my work.	283	464	79	30		856
	33.1%	54.2%	9.2%	3.5%		
4. I feel involved in decision-making at my school/worksite.	128	365	210	131	20	854
	15.3%	43.8%	25.2%	15.7%		
5. I want to be involved in decision-making at my school/worksite.	254	509	59	21	14	857
	30.1%	60.4%	7.0%	2.5%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	206	357	163	125	7	858
	24.2%	42.0%	19.2%	14.7%		
7. In my school/worksite, I am treated as a professional.	318	390	85	59	2	854
	37.3%	45.8%	10.0%	6.9%		
8. There is good teamwork among staff in my school/worksite.	259	422	126	47	3	857
	30.3%	49.4%	14.8%	5.5%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	177	448	107	54	67	853
	22.5%	57.0%	13.6%	6.9%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	239	432	109	71	5	856
	28.1%	50.8%	12.8%	8.3%		
11. My work performance is evaluated fairly.	226	457	106	53	11	853
	26.8%	54.3%	12.6%	6.3%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	116	338	213	185	4	856
	13.6%	39.7%	25.0%	21.7%		
13. I am provided adequate work and storage space to prepare for and do my job.	253	460	98	42	3	856
	29.7%	53.9%	11.5%	4.9%		
14. My administrators/supervisors respect the negotiated contracts.	337	447	49	20	4	857
	39.5%	52.4%	5.7%	2.3%		

2017-2018 HCEA Job Satisfaction Survey

15. My planning time is respected by my school administrations/supervisors.	257	433	91	29	39	849
	31.7%	53.5%	11.2%	3.6%		
16. In my school, administrators/supervisors support me in enforcing discipline.	159	403	119	96	79	856
	20.5%	51.9%	15.3%	12.4%		
17. In my school, student misbehavior interferes with learning.	155	303	233	119	46	856
	19.1%	37.4%	28.8%	14.7%		
18. Too much instructional time is spent administering assessments.	250	336	171	26	70	853
	31.9%	42.9%	21.8%	3.3%		
19. HCPSS professional development experiences are meaningful and worthwhile.	59	332	260	187	16	854
	7.0%	39.6%	31.0%	22.3%		
20. Increased workload has contributed to a decline in my morale.	241	358	185	56	12	852
	28.7%	42.6%	22.0%	6.7%		
21. I am paid fairly.	75	449	248	85		857
	8.8%	52.4%	28.9%	9.9%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	314	448	60	13	18	853
	37.6%	53.7%	7.2%	1.6%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	133	561	111	26	18	849
	16.0%	67.5%	13.4%	3.1%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	276	504	46	12	11	849
	32.9%	60.1%	5.5%	1.4%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	133	491	139	53	39	855
	16.3%	60.2%	17.0%	6.5%		
26. In my position, I receive appropriate and adequate support and training.	155	538	113	42	5	853
	18.3%	63.4%	13.3%	5.0%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	38	75	269	424	41	847
	4.7%	9.3%	33.4%	52.6%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	31	52	283	447	41	854
	3.8%	6.4%	34.8%	55.0%		
29. In the last 12 months, I have experienced harassing behavior from parents.	67	186	291	279	32	855
	8.1%	22.6%	35.4%	33.9%		

2017-2018 HCEA Job Satisfaction Survey

Level	Elementary					
HCEA Member	(All)					
Profession	Teacher					
Years in Education	(All)					
Years with HCPSS	(All)					
Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total
1. Overall, morale at my school/worksite is good.	199	672	270	128	2	1271
	15.7%	53.0%	21.3%	10.1%		
2. There is an atmosphere of open communication and trust in my school/worksite.	217	654	270	126		1267
	17.1%	51.6%	21.3%	9.9%		
3. I personally feel successful in my work.	342	741	144	35	1	1263
	27.1%	58.7%	11.4%	2.8%		
4. I feel involved in decision-making at my school/worksite.	197	610	317	124	19	1267
	15.8%	48.9%	25.4%	9.9%		
5. I want to be involved in decision-making at my school/worksite.	415	747	69	14	19	1264
	33.3%	60.0%	5.5%	1.1%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	304	602	241	112	7	1266
	24.1%	47.8%	19.1%	8.9%		
7. In my school/worksite, I am treated as a professional.	492	610	108	51	1	1262
	39.0%	48.4%	8.6%	4.0%		
8. There is good teamwork among staff in my school/worksite.	400	643	172	46	2	1263
	31.7%	51.0%	13.6%	3.6%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	255	688	170	69	77	1259
	21.6%	58.2%	14.4%	5.8%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	364	631	179	87	3	1264
	28.9%	50.0%	14.2%	6.9%		
11. My work performance is evaluated fairly.	393	704	112	37	19	1265
	31.5%	56.5%	9.0%	3.0%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	157	486	363	254	2	1262
	12.5%	38.6%	28.8%	20.2%		
13. I am provided adequate work and storage space to prepare for and do my job.	354	704	155	52	1	1266
	28.0%	55.7%	12.3%	4.1%		
14. My administrators/supervisors respect the negotiated contracts.	533	649	60	20	7	1269
	42.2%	51.4%	4.8%	1.6%		

2017-2018 HCEA Job Satisfaction Survey

15. My planning time is respected by my school administrations/supervisors.	385	642	159	53	23	1262
	31.1%	51.8%	12.8%	4.3%		
16. In my school, administrators/supervisors support me in enforcing discipline.	314	635	162	90	65	1266
	26.1%	52.9%	13.5%	7.5%		
17. In my school, student misbehavior interferes with learning.	311	464	323	127	36	1261
	25.4%	37.9%	26.4%	10.4%		
18. Too much instructional time is spent administering assessments.	234	498	382	42	107	1263
	20.2%	43.1%	33.0%	3.6%		
19. HCPSS professional development experiences are meaningful and worthwhile.	82	609	372	188	11	1262
	6.6%	48.7%	29.7%	15.0%		
20. Increased workload has contributed to a decline in my morale.	330	514	336	72	12	1264
	26.4%	41.1%	26.8%	5.8%		
21. I am paid fairly.	84	609	410	162	2	1267
	6.6%	48.1%	32.4%	12.8%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	590	623	36	6	12	1267
	47.0%	49.6%	2.9%	0.5%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	227	873	112	18	29	1259
	18.5%	71.0%	9.1%	1.5%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	437	740	45	13	25	1260
	35.4%	59.9%	3.6%	1.1%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	246	785	170	41	25	1267
	19.8%	63.2%	13.7%	3.3%		
26. In my position, I receive appropriate and adequate support and training.	254	792	173	44	1	1264
	20.1%	62.7%	13.7%	3.5%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	45	87	401	654	72	1259
	3.8%	7.3%	33.8%	55.1%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	33	53	393	714	71	1264
	2.8%	4.4%	32.9%	59.8%		
29. In the last 12 months, I have experienced harassing behavior from parents.	59	212	463	481	53	1268
	4.9%	17.4%	38.1%	39.6%		

2017-2018 HCEA Job Satisfaction Survey

Level	Middle					
HCEA Member	(All)					
Profession	Teacher					
Years in Education	(All)					
Years with HCPSS	(All)					
Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total
1. Overall, morale at my school/worksite is good.	74	335	125	107		641
	11.5%	52.3%	19.5%	16.7%		
2. There is an atmosphere of open communication and trust in my school/worksite.	90	292	168	89	1	640
	14.1%	45.7%	26.3%	13.9%		
3. I personally feel successful in my work.	187	360	74	17	1	639
	29.3%	56.4%	11.6%	2.7%		
4. I feel involved in decision-making at my school/worksite.	99	257	180	94	9	639
	15.7%	40.8%	28.6%	14.9%		
5. I want to be involved in decision-making at my school/worksite.	180	371	60	14	12	637
	28.8%	59.4%	9.6%	2.2%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	137	286	129	86	3	641
	21.5%	44.8%	20.2%	13.5%		
7. In my school/worksite, I am treated as a professional.	210	319	84	24		637
	33.0%	50.1%	13.2%	3.8%		
8. There is good teamwork among staff in my school/worksite.	190	313	105	31	2	641
	29.7%	49.0%	16.4%	4.9%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	129	338	97	45	28	637
	21.2%	55.5%	15.9%	7.4%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	152	324	112	50	1	639
	23.8%	50.8%	17.6%	7.8%		
11. My work performance is evaluated fairly.	150	342	93	42	8	635
	23.9%	54.5%	14.8%	6.7%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	87	258	174	117	4	640
	13.7%	40.6%	27.4%	18.4%		
13. I am provided adequate work and storage space to prepare for and do my job.	214	338	62	23	3	640
	33.6%	53.1%	9.7%	3.6%		
14. My administrators/supervisors respect the negotiated contracts.	241	336	46	8	8	639
	38.2%	53.2%	7.3%	1.3%		

2017-2018 HCEA Job Satisfaction Survey

15. My planning time is respected by my school administrations/supervisors.	213	324	62	16	22	637
	34.6%	52.7%	10.1%	2.6%		
16. In my school, administrators/supervisors support me in enforcing discipline.	93	292	128	110	18	641
	14.9%	46.9%	20.5%	17.7%		
17. In my school, student misbehavior interferes with learning.	138	268	157	66	11	640
	21.9%	42.6%	25.0%	10.5%		
18. Too much instructional time is spent administering assessments.	173	280	143	16	24	636
	28.3%	45.8%	23.4%	2.6%		
19. HCPSS professional development experiences are meaningful and worthwhile.	49	251	203	131	8	642
	7.7%	39.6%	32.0%	20.7%		
20. Increased workload has contributed to a decline in my morale.	139	263	180	39	15	636
	22.4%	42.4%	29.0%	6.3%		
21. I am paid fairly.	52	312	193	81		638
	8.2%	48.9%	30.3%	12.7%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	203	357	55	7	19	641
	32.6%	57.4%	8.8%	1.1%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	85	420	102	15	16	638
	13.7%	67.5%	16.4%	2.4%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	187	409	29	3	8	636
	29.8%	65.1%	4.6%	0.5%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	105	366	108	29	28	636
	17.3%	60.2%	17.8%	4.8%		
26. In my position, I receive appropriate and adequate support and training.	125	378	104	26	4	637
	19.7%	59.7%	16.4%	4.1%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	23	69	200	312	35	639
	3.8%	11.4%	33.1%	51.7%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	14	49	197	345	36	641
	2.3%	8.1%	32.6%	57.0%		
29. In the last 12 months, I have experienced harassing behavior from parents.	63	158	197	201	22	641
	10.2%	25.5%	31.8%	32.5%		

2017-2018 HCEA Job Satisfaction Survey

Level	High					
HCEA Member	(All)					
Profession	Teacher					
Years in Education	(All)					
Years with HCPSS	(All)					
Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total
1. Overall, morale at my school/worksites is good.	69	293	161	124	1	648
	10.7%	45.3%	24.9%	19.2%		
2. There is an atmosphere of open communication and trust in my school/worksites.	72	273	177	121	1	644
	11.2%	42.5%	27.5%	18.8%		
3. I personally feel successful in my work.	179	370	66	28		643
	27.8%	57.5%	10.3%	4.4%		
4. I feel involved in decision-making at my school/worksites.	62	239	207	122	14	644
	9.8%	37.9%	32.9%	19.4%		
5. I want to be involved in decision-making at my school/worksites.	149	395	72	19	11	646
	23.5%	62.2%	11.3%	3.0%		
6. In my school/worksites, I can speak openly about important issues without fear of repercussions.	104	266	146	122	7	645
	16.3%	41.7%	22.9%	19.1%		
7. In my school/worksites, I am treated as a professional.	173	324	77	68	1	643
	26.9%	50.5%	12.0%	10.6%		
8. There is good teamwork among staff in my school/worksites.	147	319	116	64		646
	22.8%	49.4%	18.0%	9.9%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksites.	133	346	97	50	20	646
	21.2%	55.3%	15.5%	8.0%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	146	330	107	63	1	647
	22.6%	51.1%	16.6%	9.8%		
11. My work performance is evaluated fairly.	159	348	92	41	2	642
	24.8%	54.4%	14.4%	6.4%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	81	237	162	158	6	644
	12.7%	37.1%	25.4%	24.8%		
13. I am provided adequate work and storage space to prepare for and do my job.	183	359	72	30	2	646
	28.4%	55.7%	11.2%	4.7%		
14. My administrators/supervisors respect the negotiated contracts.	198	375	48	21	4	646
	30.8%	58.4%	7.5%	3.3%		

2017-2018 HCEA Job Satisfaction Survey

15. My planning time is respected by my school administrations/supervisors.	161	358	86	21	20	646
	25.7%	57.2%	13.7%	3.4%		
16. In my school, administrators/supervisors support me in enforcing discipline.	85	250	149	137	25	646
	13.7%	40.3%	24.0%	22.1%		
17. In my school, student misbehavior interferes with learning.	129	229	187	82	17	644
	20.6%	36.5%	29.8%	13.1%		
18. Too much instructional time is spent administering assessments.	256	242	102	20	25	645
	41.3%	39.0%	16.5%	3.2%		
19. HCPSS professional development experiences are meaningful and worthwhile.	24	188	216	203	14	645
	3.8%	29.8%	34.2%	32.2%		
20. Increased workload has contributed to a decline in my morale.	163	281	146	39	16	645
	25.9%	44.7%	23.2%	6.2%		
21. I am paid fairly.	37	295	212	102		646
	5.7%	45.7%	32.8%	15.8%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	150	399	67	11	15	642
	23.9%	63.6%	10.7%	1.8%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	65	433	97	27	17	639
	10.5%	69.6%	15.6%	4.3%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	176	407	36	10	10	639
	28.0%	64.7%	5.7%	1.6%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	81	358	127	55	23	644
	13.0%	57.6%	20.5%	8.9%		
26. In my position, I receive appropriate and adequate support and training.	79	396	126	37	3	641
	12.4%	62.1%	19.7%	5.8%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	37	49	203	314	41	644
	6.1%	8.1%	33.7%	52.1%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	24	58	221	296	45	644
	4.0%	9.7%	36.9%	49.4%		
29. In the last 12 months, I have experienced harassing behavior from parents.	80	154	209	180	23	646
	12.8%	24.7%	33.5%	28.9%		

2017-2018 HCEA Job Satisfaction Survey

Level	Elementary					
HCEA Member	(All)					
Profession	All ESP					
Years in Education	(All)					
Years with HCPSS	(All)					
Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total
1. Overall, morale at my school/worksite is good.	57	215	61	36		369
	15.4%	58.3%	16.5%	9.8%		
2. There is an atmosphere of open communication and trust in my school/worksite.	51	217	60	42		370
	13.8%	58.6%	16.2%	11.4%		
3. I personally feel successful in my work.	101	227	29	9	1	367
	27.6%	62.0%	7.9%	2.5%		
4. I feel involved in decision-making at my school/worksite.	27	166	109	35	33	370
	8.0%	49.3%	32.3%	10.4%		
5. I want to be involved in decision-making at my school/worksite.	61	235	39	4	26	365
	18.0%	69.3%	11.5%	1.2%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	54	208	58	46	2	368
	14.8%	56.8%	15.8%	12.6%		
7. In my school/worksite, I am treated as a professional.	99	209	42	20		370
	26.8%	56.5%	11.4%	5.4%		
8. There is good teamwork among staff in my school/worksite.	104	202	41	21		368
	28.3%	54.9%	11.1%	5.7%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	42	196	71	29	28	366
	12.4%	58.0%	21.0%	8.6%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	72	196	67	30	2	367
	19.7%	53.7%	18.4%	8.2%		
11. My work performance is evaluated fairly.	99	229	27	5	7	367
	27.5%	63.6%	7.5%	1.4%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	50	193	71	29	24	367
	14.6%	56.3%	20.7%	8.5%		
13. I am provided adequate work and storage space to prepare for and do my job.	69	238	41	12	9	369
	19.2%	66.1%	11.4%	3.3%		
14. My administrators/supervisors respect the negotiated contracts.	107	212	32	10	9	370
	29.6%	58.7%	8.9%	2.8%		

2017-2018 HCEA Job Satisfaction Survey

15. My planning time is respected by my school administrations/supervisors.	32	106	29	10	191	368
	18.1%	59.9%	16.4%	5.6%		
16. In my school, administrators/supervisors support me in enforcing discipline.	58	162	55	29	62	366
	19.1%	53.3%	18.1%	9.5%		
17. In my school, student misbehavior interferes with learning.	101	145	66	34	20	366
	29.2%	41.9%	19.1%	9.8%		
18. Too much instructional time is spent administering assessments.	69	136	68	5	87	365
	24.8%	48.9%	24.5%	1.8%		
19. HCPSS professional development experiences are meaningful and worthwhile.	24	163	87	59	36	369
	7.2%	48.9%	26.1%	17.7%		
20. Increased workload has contributed to a decline in my morale.	39	109	166	32	21	367
	11.3%	31.5%	48.0%	9.2%		
21. I am paid fairly.	13	130	136	85	1	365
	3.6%	35.7%	37.4%	23.4%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	141	204	15	3	5	368
	38.8%	56.2%	4.1%	0.8%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	58	253	44	3	8	366
	16.2%	70.7%	12.3%	0.8%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	90	243	22		13	368
	25.4%	68.5%	6.2%	0.0%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	35	221	62	19	31	368
	10.4%	65.6%	18.4%	5.6%		
26. In my position, I receive appropriate and adequate support and training.	37	244	64	23		368
	10.1%	66.3%	17.4%	6.3%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	8	22	120	208	10	368
	2.2%	6.1%	33.5%	58.1%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	7	20	118	212	12	369
	2.0%	5.6%	33.1%	59.4%		
29. In the last 12 months, I have experienced harassing behavior from parents.	18	42	131	163	14	368
	5.1%	11.9%	37.0%	46.0%		

2017-2018 HCEA Job Satisfaction Survey

Level	Middle					
HCEA Member	(All)					
Profession	All ESP					
Years in Education	(All)					
Years with HCPSS	(All)					
Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total
1. Overall, morale at my school/worksite is good.	23	84	25	10		142
	16.2%	59.2%	17.6%	7.0%		
2. There is an atmosphere of open communication and trust in my school/worksite.	25	68	40	6	1	140
	18.0%	48.9%	28.8%	4.3%		
3. I personally feel successful in my work.	48	80	8	5		141
	34.0%	56.7%	5.7%	3.5%		
4. I feel involved in decision-making at my school/worksite.	14	63	41	14	10	142
	10.6%	47.7%	31.1%	10.6%		
5. I want to be involved in decision-making at my school/worksite.	16	94	18		12	140
	12.5%	73.4%	14.1%	0.0%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	28	70	32	10		140
	20.0%	50.0%	22.9%	7.1%		
7. In my school/worksite, I am treated as a professional.	39	84	13	5	1	142
	27.7%	59.6%	9.2%	3.5%		
8. There is good teamwork among staff in my school/worksite.	40	69	23	8	1	141
	28.6%	49.3%	16.4%	5.7%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	19	70	23	12	18	142
	15.3%	56.5%	18.5%	9.7%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	35	74	26	7		142
	24.6%	52.1%	18.3%	4.9%		
11. My work performance is evaluated fairly.	38	76	15	4	7	140
	28.6%	57.1%	11.3%	3.0%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	21	61	19	17	21	139
	17.8%	51.7%	16.1%	14.4%		
13. I am provided adequate work and storage space to prepare for and do my job.	47	70	13	6	5	141
	34.6%	51.5%	9.6%	4.4%		
14. My administrators/supervisors respect the negotiated contracts.	54	73	7		8	142
	40.3%	54.5%	5.2%	0.0%		

2017-2018 HCEA Job Satisfaction Survey

15. My planning time is respected by my school administrations/supervisors.	15	27	11	3	86	142
	26.8%	48.2%	19.6%	5.4%		
16. In my school, administrators/supervisors support me in enforcing discipline.	25	47	24	16	29	141
	22.3%	42.0%	21.4%	14.3%		
17. In my school, student misbehavior interferes with learning.	31	58	25	9	19	142
	25.2%	47.2%	20.3%	7.3%		
18. Too much instructional time is spent administering assessments.	28	37	27	7	42	141
	28.3%	37.4%	27.3%	7.1%		
19. HCPSS professional development experiences are meaningful and worthwhile.	4	59	36	20	23	142
	3.4%	49.6%	30.3%	16.8%		
20. Increased workload has contributed to a decline in my morale.	6	28	65	26	16	141
	4.8%	22.4%	52.0%	20.8%		
21. I am paid fairly.	7	53	48	32	1	141
	5.0%	37.9%	34.3%	22.9%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	70	62	5		1	138
	51.1%	45.3%	3.6%	0.0%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	27	92	11		6	136
	20.8%	70.8%	8.5%	0.0%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	38	85	5	1	8	137
	29.5%	65.9%	3.9%	0.8%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	19	73	30	8	11	141
	14.6%	56.2%	23.1%	6.2%		
26. In my position, I receive appropriate and adequate support and training.	27	79	29	5	1	141
	19.3%	56.4%	20.7%	3.6%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	3	6	47	78	7	141
	2.2%	4.5%	35.1%	58.2%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	1	4	49	81	7	142
	0.7%	3.0%	36.3%	60.0%		
29. In the last 12 months, I have experienced harassing behavior from parents.	2	18	50	56	15	141
	1.6%	14.3%	39.7%	44.4%		

2017-2018 HCEA Job Satisfaction Survey

Level	High					
HCEA Member	(All)					
Profession	All ESP					
Years in Education	(All)					
Years with HCPSS	(All)					
Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total
1. Overall, morale at my school/worksite is good.	16	80	24	15	1	136
	11.9%	59.3%	17.8%	11.1%		
2. There is an atmosphere of open communication and trust in my school/worksite.	10	74	33	16	1	134
	7.5%	55.6%	24.8%	12.0%		
3. I personally feel successful in my work.	37	87	10	2		136
	27.2%	64.0%	7.4%	1.5%		
4. I feel involved in decision-making at my school/worksite.	11	51	41	22	10	135
	8.8%	40.8%	32.8%	17.6%		
5. I want to be involved in decision-making at my school/worksite.	23	83	15	2	10	133
	18.7%	67.5%	12.2%	1.6%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	16	66	31	19	3	135
	12.1%	50.0%	23.5%	14.4%		
7. In my school/worksite, I am treated as a professional.	30	78	19	8	1	136
	22.2%	57.8%	14.1%	5.9%		
8. There is good teamwork among staff in my school/worksite.	29	78	19	9	1	136
	21.5%	57.8%	14.1%	6.7%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	17	59	22	8	29	135
	16.0%	55.7%	20.8%	7.5%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	26	80	24	5	1	136
	19.3%	59.3%	17.8%	3.7%		
11. My work performance is evaluated fairly.	32	89	5	7	2	135
	24.1%	66.9%	3.8%	5.3%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	23	76	15	6	15	135
	19.2%	63.3%	12.5%	5.0%		
13. I am provided adequate work and storage space to prepare for and do my job.	33	90	8		4	135
	25.2%	68.7%	6.1%	0.0%		
14. My administrators/supervisors respect the negotiated contracts.	32	87	8	3	5	135
	24.6%	66.9%	6.2%	2.3%		

2017-2018 HCEA Job Satisfaction Survey

15. My planning time is respected by my school administrations/supervisors.	10	29	5	2	89	135
	21.7%	63.0%	10.9%	4.3%		
16. In my school, administrators/supervisors support me in enforcing discipline.	11	43	20	15	45	134
	12.4%	48.3%	22.5%	16.9%		
17. In my school, student misbehavior interferes with learning.	33	40	17	9	33	132
	33.3%	40.4%	17.2%	9.1%		
18. Too much instructional time is spent administering assessments.	18	41	17	3	57	136
	22.8%	51.9%	21.5%	3.8%		
19. HCPSS professional development experiences are meaningful and worthwhile.	2	51	41	16	24	134
	1.8%	46.4%	37.3%	14.5%		
20. Increased workload has contributed to a decline in my morale.	4	26	65	19	19	133
	3.5%	22.8%	57.0%	16.7%		
21. I am paid fairly.	3	43	53	36		135
	2.2%	31.9%	39.3%	26.7%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	34	93	4	2	3	136
	25.6%	69.9%	3.0%	1.5%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	11	96	18	5	5	135
	8.5%	73.8%	13.8%	3.8%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	28	87	13	2	4	134
	21.5%	66.9%	10.0%	1.5%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	14	74	25	13	10	136
	11.1%	58.7%	19.8%	10.3%		
26. In my position, I receive appropriate and adequate support and training.	10	85	29	8	2	134
	7.6%	64.4%	22.0%	6.1%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	1	17	60	53	4	135
	0.8%	13.0%	45.8%	40.5%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3	7	62	55	6	133
	2.4%	5.5%	48.8%	43.3%		
29. In the last 12 months, I have experienced harassing behavior from parents.	5	21	56	38	12	132
	4.2%	17.5%	46.7%	31.7%		

2017-2018 HCEA Job Satisfaction Survey

Level	(All)					
HCEA Member	Yes					
Profession	(All)					
Years in Education	(All)					
Years with HCPSS	(All)					
Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total
1. Overall, morale at my school/worksites is good.	409	1588	615	398	5	3015
	13.6%	52.8%	20.4%	13.2%		
2. There is an atmosphere of open communication and trust in my school/worksites.	441	1476	705	380	4	3006
	14.7%	49.2%	23.5%	12.7%		
3. I personally feel successful in my work.	846	1739	316	95	3	2999
	28.2%	58.0%	10.5%	3.2%		
4. I feel involved in decision-making at my school/worksites.	396	1317	831	378	82	3004
	13.6%	45.1%	28.4%	12.9%		
5. I want to be involved in decision-making at my school/worksites.	824	1795	252	49	76	2996
	28.2%	61.5%	8.6%	1.7%		
6. In my school/worksites, I can speak openly about important issues without fear of repercussions.	610	1394	610	374	17	3005
	20.4%	46.7%	20.4%	12.5%		
7. In my school/worksites, I am treated as a professional.	999	1525	313	159	4	3000
	33.3%	50.9%	10.4%	5.3%		
8. There is good teamwork among staff in my school/worksites.	877	1511	447	166	4	3005
	29.2%	50.3%	14.9%	5.5%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksites.	559	1589	447	203	195	2993
	20.0%	56.8%	16.0%	7.3%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	750	1542	480	223	11	3006
	25.0%	51.5%	16.0%	7.4%		
11. My work performance is evaluated fairly.	838	1660	323	129	39	2989
	28.4%	56.3%	10.9%	4.4%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	402	1213	764	563	56	2998
	13.7%	41.2%	26.0%	19.1%		
13. I am provided adequate work and storage space to prepare for and do my job.	843	1693	336	116	18	3006
	28.2%	56.7%	11.2%	3.9%		
14. My administrators/supervisors respect the negotiated contracts.	1108	1615	197	58	31	3009

2017-2018 HCEA Job Satisfaction Survey

	37.2%	54.2%	6.6%	1.9%		
15. My planning time is respected by my school administrations/supervisors.	775	1417	333	98	376	2999
	29.5%	54.0%	12.7%	3.7%		
16. In my school, administrators/supervisors support me in enforcing discipline.	559	1332	508	362	242	3003
	20.2%	48.2%	18.4%	13.1%		
17. In my school, student misbehavior interferes with learning.	709	1133	693	292	167	2994
	25.1%	40.1%	24.5%	10.3%		
18. Too much instructional time is spent administering assessments.	715	1150	705	87	339	2996
	26.9%	43.3%	26.5%	3.3%		
19. HCPSS professional development experiences are meaningful and worthwhile.	183	1255	909	567	89	3003
	6.3%	43.1%	31.2%	19.5%		
20. Increased workload has contributed to a decline in my morale.	632	1152	893	218	102	2997
	21.8%	39.8%	30.8%	7.5%		
21. I am paid fairly.	189	1362	988	460	3	3002
	6.3%	45.4%	32.9%	15.3%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	1113	1633	172	28	53	2999
	37.8%	55.4%	5.8%	1.0%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	466	2014	370	65	72	2987
	16.0%	69.1%	12.7%	2.2%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	962	1830	127	25	40	2984
	32.7%	62.2%	4.3%	0.8%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	497	1755	483	160	108	3003
	17.2%	60.6%	16.7%	5.5%		
26. In my position, I receive appropriate and adequate support and training.	511	1833	496	144	12	2996
	17.1%	61.4%	16.6%	4.8%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	116	242	953	1526	161	2998
	4.1%	8.5%	33.6%	53.8%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	83	173	966	1608	171	3001
	2.9%	6.1%	34.1%	56.8%		
29. In the last 12 months, I have experienced harassing behavior from parents.	217	557	1031	1053	147	3005
	7.6%	19.5%	36.1%	36.8%		

2017-2018 HCEA Job Satisfaction Survey

Level	(All)					
HCEA Member	No					
Profession	(All)					
Years in Education	(All)					
Years with HCPSS	(All)					
Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total
1. Overall, morale at my school/worksites is good.	55	192	83	42	1	373
	14.8%	51.6%	22.3%	11.3%		
2. There is an atmosphere of open communication and trust in my school/worksites.	59	186	86	36		367
	16.1%	50.7%	23.4%	9.8%		
3. I personally feel successful in my work.	112	221	31	6		370
	30.3%	59.7%	8.4%	1.6%		
4. I feel involved in decision-making at my school/worksites.	46	168	94	48	15	371
	12.9%	47.2%	26.4%	13.5%		
5. I want to be involved in decision-making at my school/worksites.	84	233	30	7	15	369
	23.7%	65.8%	8.5%	2.0%		
6. In my school/worksites, I can speak openly about important issues without fear of repercussions.	82	179	63	40	5	369
	22.5%	49.2%	17.3%	11.0%		
7. In my school/worksites, I am treated as a professional.	117	181	45	26	1	370
	31.7%	49.1%	12.2%	7.0%		
8. There is good teamwork among staff in my school/worksites.	91	205	51	21	2	370
	24.7%	55.7%	13.9%	5.7%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksites.	63	171	57	20	60	371
	20.3%	55.0%	18.3%	6.4%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	90	195	55	26	3	369
	24.6%	53.3%	15.0%	7.1%		
11. My work performance is evaluated fairly.	97	211	38	16	9	371
	26.8%	58.3%	10.5%	4.4%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	61	173	76	39	20	369
	17.5%	49.6%	21.8%	11.2%		
13. I am provided adequate work and storage space to prepare for and do my job.	114	206	29	14	7	370
	31.4%	56.7%	8.0%	3.9%		
14. My administrators/supervisors respect the negotiated contracts.	129	203	15	8	15	370
	36.3%	57.2%	4.2%	2.3%		

2017-2018 HCEA Job Satisfaction Survey

15. My planning time is respected by my school administrations/supervisors.	80	123	27	9	130	369
	33.5%	51.5%	11.3%	3.8%		
16. In my school, administrators/supervisors support me in enforcing discipline.	58	138	42	39	93	370
	20.9%	49.8%	15.2%	14.1%		
17. In my school, student misbehavior interferes with learning.	66	107	87	44	65	369
	21.7%	35.2%	28.6%	14.5%		
18. Too much instructional time is spent administering assessments.	73	122	64	13	96	368
	26.8%	44.9%	23.5%	4.8%		
19. HCPSS professional development experiences are meaningful and worthwhile.	20	154	81	70	45	370
	6.2%	47.4%	24.9%	21.5%		
20. Increased workload has contributed to a decline in my morale.	69	123	131	30	15	368
	19.5%	34.8%	37.1%	8.5%		
21. I am paid fairly.	26	172	116	54	1	369
	7.1%	46.7%	31.5%	14.7%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	125	191	32	11	10	369
	34.8%	53.2%	8.9%	3.1%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	31	250	49	16	18	364
	9.0%	72.3%	14.2%	4.6%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	34	248	38	10	36	366
	10.3%	75.2%	11.5%	3.0%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	37	208	77	20	27	369
	10.8%	60.8%	22.5%	5.8%		
26. In my position, I receive appropriate and adequate support and training.	62	238	55	11		366
	16.9%	65.0%	15.0%	3.0%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	10	24	127	188	17	366
	2.9%	6.9%	36.4%	53.9%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	7	23	127	196	17	370
	2.0%	6.5%	36.0%	55.5%		
29. In the last 12 months, I have experienced harassing behavior from parents.	23	70	125	125	28	371
	6.7%	20.4%	36.4%	36.4%		

2017-2018 HCEA Job Satisfaction Survey

Level	(All)					
HCEA Member	Yes					
Profession	All ESP					
Years in Education	(All)					
Years with HCPSS	(All)					
Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total
1. Overall, morale at my school/worksite is good.	76	318	88	54	2	538
	14.2%	59.3%	16.4%	10.1%		
2. There is an atmosphere of open communication and trust in my school/worksite.	69	294	113	57	2	535
	12.9%	55.2%	21.2%	10.7%		
3. I personally feel successful in my work.	160	318	39	17	1	535
	30.0%	59.6%	7.3%	3.2%		
4. I feel involved in decision-making at my school/worksite.	45	232	161	56	44	538
	9.1%	47.0%	32.6%	11.3%		
5. I want to be involved in decision-making at my school/worksite.	88	338	60	6	38	530
	17.9%	68.7%	12.2%	1.2%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	81	277	107	65	5	535
	15.3%	52.3%	20.2%	12.3%		
7. In my school/worksite, I am treated as a professional.	139	313	60	25	2	539
	25.9%	58.3%	11.2%	4.7%		
8. There is good teamwork among staff in my school/worksite.	150	289	68	29	1	537
	28.0%	53.9%	12.7%	5.4%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	64	269	91	44	66	534
	13.7%	57.5%	19.4%	9.4%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	113	289	95	35	5	537
	21.2%	54.3%	17.9%	6.6%		
11. My work performance is evaluated fairly.	140	323	40	13	15	531
	27.1%	62.6%	7.8%	2.5%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	82	266	95	45	46	534
	16.8%	54.5%	19.5%	9.2%		
13. I am provided adequate work and storage space to prepare for and do my job.	121	337	52	14	13	537
	23.1%	64.3%	9.9%	2.7%		
14. My administrators/supervisors respect the negotiated contracts.	165	298	50	10	15	538
	31.5%	57.0%	9.6%	1.9%		

2017-2018 HCEA Job Satisfaction Survey

15. My planning time is respected by my school administrations/supervisors.	48	137	43	11	297	536
	20.1%	57.3%	18.0%	4.6%		
16. In my school, administrators/supervisors support me in enforcing discipline.	82	211	85	43	112	533
	19.5%	50.1%	20.2%	10.2%		
17. In my school, student misbehavior interferes with learning.	141	203	75	41	72	532
	30.7%	44.1%	16.3%	8.9%		
18. Too much instructional time is spent administering assessments.	94	169	96	11	164	534
	25.4%	45.7%	25.9%	3.0%		
19. HCPSS professional development experiences are meaningful and worthwhile.	29	237	139	77	55	537
	6.0%	49.2%	28.8%	16.0%		
20. Increased workload has contributed to a decline in my morale.	39	133	242	64	56	534
	8.2%	27.8%	50.6%	13.4%		
21. I am paid fairly.	22	182	201	128	1	534
	4.1%	34.1%	37.7%	24.0%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	210	286	22	4	11	533
	40.2%	54.8%	4.2%	0.8%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	95	351	62	8	16	532
	18.4%	68.0%	12.0%	1.6%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	155	334	28	3	12	532
	29.8%	64.2%	5.4%	0.6%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	67	288	101	38	43	537
	13.6%	58.3%	20.4%	7.7%		
26. In my position, I receive appropriate and adequate support and training.	69	323	105	37	3	537
	12.9%	60.5%	19.7%	6.9%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	15	36	178	288	18	535
	2.9%	7.0%	34.4%	55.7%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	13	20	182	300	21	536
	2.5%	3.9%	35.3%	58.3%		
29. In the last 12 months, I have experienced harassing behavior from parents.	18	53	191	224	46	532
	3.7%	10.9%	39.3%	46.1%		

2017-2018 HCEA Job Satisfaction Survey

Level	(All)					
HCEA Member	No					
Profession	All ESP					
Years in Education	(All)					
Years with HCPSS	(All)					
Questions	Strongly Agree	Agree	Disagree	Strongly Disagree	Does Not Apply	Grand Total
1. Overall, morale at my school/worksite is good.	25	95	30	14		164
	15.2%	57.9%	18.3%	8.5%		
2. There is an atmosphere of open communication and trust in my school/worksite.	25	91	35	13		164
	15.2%	55.5%	21.3%	7.9%		
3. I personally feel successful in my work.	46	105	12	1		164
	28.0%	64.0%	7.3%	0.6%		
4. I feel involved in decision-making at my school/worksite.	12	78	42	22	10	164
	7.8%	50.6%	27.3%	14.3%		
5. I want to be involved in decision-making at my school/worksite.	27	108	18		10	163
	17.6%	70.6%	11.8%	0.0%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	29	89	29	16		163
	17.8%	54.6%	17.8%	9.8%		
7. In my school/worksite, I am treated as a professional.	45	85	22	11	1	164
	27.6%	52.1%	13.5%	6.7%		
8. There is good teamwork among staff in my school/worksite.	38	90	22	12	1	163
	23.5%	55.6%	13.6%	7.4%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	20	76	34	8	26	164
	14.5%	55.1%	24.6%	5.8%		
10. My working environment (i.e. safety, cleanliness) is conducive to success.	31	95	28	8	1	163
	19.1%	58.6%	17.3%	4.9%		
11. My work performance is evaluated fairly.	44	98	13	6	3	164
	27.3%	60.9%	8.1%	3.7%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	25	92	20	8	17	162
	17.2%	63.4%	13.8%	5.5%		
13. I am provided adequate work and storage space to prepare for and do my job.	45	95	13	5	5	163
	28.5%	60.1%	8.2%	3.2%		
14. My administrators/supervisors respect the negotiated contracts.	48	100	3	3	9	163
	31.2%	64.9%	1.9%	1.9%		

2017-2018 HCEA Job Satisfaction Survey

15. My planning time is respected by my school administrations/supervisors.	14	37	3	4	106	164
	24.1%	63.8%	5.2%	6.9%		
16. In my school, administrators/supervisors support me in enforcing discipline.	17	50	19	18	59	163
	16.3%	48.1%	18.3%	17.3%		
17. In my school, student misbehavior interferes with learning.	30	49	35	11	38	163
	24.0%	39.2%	28.0%	8.8%		
18. Too much instructional time is spent administering assessments.	22	50	21	6	63	162
	22.2%	50.5%	21.2%	6.1%		
19. HCPSS professional development experiences are meaningful and worthwhile.	6	68	33	22	34	163
	4.7%	52.7%	25.6%	17.1%		
20. Increased workload has contributed to a decline in my morale.	16	43	73	20	9	161
	10.5%	28.3%	48.0%	13.2%		
21. I am paid fairly.	7	67	54	33	1	162
	4.3%	41.6%	33.5%	20.5%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	49	98	11	2	2	162
	30.6%	61.3%	6.9%	1.3%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	11	117	21	3	7	159
	7.2%	77.0%	13.8%	2.0%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	13	110	18	1	18	160
	9.2%	77.5%	12.7%	0.7%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	10	103	31	8	11	163
	6.6%	67.8%	20.4%	5.3%		
26. In my position, I receive appropriate and adequate support and training.	19	113	26	3		161
	11.8%	70.2%	16.1%	1.9%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	3	12	67	76	5	163
	1.9%	7.6%	42.4%	48.1%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2	13	65	76	7	163
	1.3%	8.3%	41.7%	48.7%		
29. In the last 12 months, I have experienced harassing behavior from parents.	9	29	64	48	14	164
	6.0%	19.3%	42.7%	32.0%		