

2018-2019 HCEA Job Satisfaction Survey

14) My administrators/supervisors respect the negotiated contracts.

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

2018-2019 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	312	426	20	51	8	817	91.2%	8.8%
Burleigh Manor MS	11	14				25	100%	0.0%
Folly Quarter MS	28	9			1	38	100%	0.0%
Oakland Mills MS	8	18				26	100%	0.0%
Patapsco MS	17	15				32	100%	0.0%
Bonnie Branch MS	19	11		1	1	32	96.8%	3.2%
Thomas Viaduct MS	36	22		2	1	61	96.7%	3.3%
Mount View MS	30	24		2		56	96.4%	3.6%
Patuxent Valley MS	20	27	1	1	1	50	95.9%	4.1%
Lime Kiln MS	5	15		1		21	95.2%	4.8%
Ellicott Mills MS	24	15	2			41	95.1%	4.9%
Harpers Choice MS	29	39	1	3	1	73	94.4%	5.6%
Mayfield Woods MS	20	29		3	2	54	94.2%	5.8%
Wilde Lake MS	5	10	1			16	93.8%	6.3%
Glenwood MS	7	6		1		14	92.9%	7.1%
Elkridge Landing MS	9	31	2	3		45	88.9%	11.1%
Dunloggin MS	12	29	2	5		48	85.4%	14.6%
Clarksville MS	12	19	1	5		37	83.8%	16.2%
Hammond MS	8	26	2	5		41	82.9%	17.1%
Murray Hill MS	5	32	4	8		49	75.5%	24.5%
Lake Elkhorn MS	7	35	4	11	1	58	73.7%	26.3%
High	260	435	12	27	7	741	94.7%	5.3%
Hammond HS	21	24				45	100%	0.0%
Marriotts Ridge HS	13	23				36	100%	0.0%
Oakland Mills HS	31	36		1		68	98.5%	1.5%
Atholton HS	34	39	2			75	97.3%	2.7%
Glenelg HS	19	41	1	1	1	63	96.8%	3.2%
Reservoir HS	22	48		3	1	74	95.9%	4.1%
River Hill HS	19	23	2		1	45	95.5%	4.5%
Centennial HS	25	36	1	2	1	65	95.3%	4.7%
Howard HS	27	49	1	3	3	83	95.0%	5.0%
Mt. Hebron HS	32	46	3	4		85	91.8%	8.2%
Wilde Lake HS	9	44	1	8		62	85.5%	14.5%
Long Reach HS	8	26	1	5		40	85.0%	15.0%
Special	59	55	3	6	1	124	92.7%	7.3%
ARL	14	4				18	100%	0.0%
Ascend One	5	1				6	100%	0.0%
Homewood Center	20	23		3		46	93.5%	6.5%
Cedar Lane	3	7	1			11	90.9%	9.1%
Central Office	7	11		2	1	21	90.0%	10.0%
Old Cedar Lane	7	6	2	1		16	81.3%	18.8%
Grand Total	1193	1683	57	196	26	3155	91.9%	8.1%

2018-2019 HCEA Job Satisfaction Survey

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

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	394	666	59	180	177	1476	81.6%	18.4%
Hanover Hills ES	7	7			2	16	100.0%	0.0%
Hammond ES	10	9		1	1	21	95.0%	5.0%
West Friendship ES	11	8	1		4	24	95.0%	5.0%
Running Brook ES	19	14	1	1	2	37	94.3%	5.7%
Bryant Woods ES	4	12		1		17	94.1%	5.9%
Triadelphia Ridge ES	16	13	1	1	1	32	93.5%	6.5%
Worthington ES	14	15	1	1	3	34	93.5%	6.5%
Ducketts Lane ES	7	6		1	2	16	92.9%	7.1%
Northfield ES	16	23		3	7	49	92.9%	7.1%
Waterloo ES	20	6	1	1	6	34	92.9%	7.1%
Swansfield ES	13	25		3	3	44	92.7%	7.3%
Laurel Woods ES	25	19	2	2	8	56	91.7%	8.3%
Bushy Park ES	9	19	1	2	6	37	90.3%	9.7%
Clemens Crossing ES	8	20	1	2	4	35	90.3%	9.7%
Bellows Spring ES	19	18		4	6	47	90.2%	9.8%
Talbott Springs ES	17	17	2	2	7	45	89.5%	10.5%
Rockburn ES	14	16		4	1	35	88.2%	11.8%
Elkridge ES	10	36	2	5	3	56	86.8%	13.2%
Deep Run ES	12	19	2	3	10	46	86.1%	13.9%
Clarksville ES	6	6		2	2	16	85.7%	14.3%
Cradlerock ES	5	12	1	2	4	24	85.0%	15.0%
Veterans ES	18	26	3	5	6	58	84.6%	15.4%
Guilford ES	8	7	2	1		18	83.3%	16.7%
Longfellow ES	12	11	1	4	7	35	82.1%	17.9%
Lisbon ES	8	19	2	5	5	39	79.4%	20.6%
Phelps Luck ES	12	15	2	5	7	41	79.4%	20.6%
Centennial Lane ES	4	15	1	4	2	26	79.2%	20.8%
Hollifield Station ES	6	13	1	4	5	29	79.2%	20.8%
Thunder Hill ES	2	14	1	4	1	22	76.2%	23.8%
Dayton Oaks ES	9	38	3	12	9	71	75.8%	24.2%
Gorman Crossing ES	5	7	1	3	2	18	75.0%	25.0%
Pointers Run ES	9	24	3	9	10	55	73.3%	26.7%
St. John's Lane ES	5	22	2	8	6	43	73.0%	27.0%
Waverly ES		13		5	2	20	72.2%	27.8%
Manor Woods ES	4	23	2	9	6	44	71.1%	28.9%
Bollman Bridge ES	13	27	7	10	9	66	70.2%	29.8%
Stevens Forest ES	3	8	2	3	5	21	68.8%	31.3%
Ilchester ES	5	15	1	9	4	34	66.7%	33.3%
Fulton ES	3	20	4	9	3	39	63.9%	36.1%
Forest Ridge ES		10	1	6	5	22	58.8%	41.2%
Jeffers Hill ES	1	8	2	6	1	18	52.9%	47.1%
Atholton ES	5	11	2	18		36	44.4%	55.6%

2018-2019 HCEA Job Satisfaction Survey

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

2018-2019 HCEA Job Satisfaction Survey

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

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

2018-2019 HCEA Job Satisfaction Survey

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

2018-2019 HCEA Job Satisfaction Survey

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

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

2018-2019 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	268	271	91	163	23	816	68.0%	32.0%
Murray Hill MS	39	7	3			49	93.9%	6.1%
Harpers Choice MS	46	20	4	3		73	90.4%	9.6%
Lake Elkhorn MS	48	4	6			58	89.7%	10.3%
Oakland Mills MS	14	9	2	1		26	88.5%	11.5%
Patuxent Valley MS	20	23	3	4		50	86.0%	14.0%
Elkridge Landing MS	14	24	2	6		46	82.6%	17.4%
Wilde Lake MS	8	5	2	1		16	81.3%	18.8%
Hammond MS	12	20	2	7	1	42	78.0%	22.0%
Thomas Viaduct MS	15	26	3	14	2	60	70.7%	29.3%
Bonnie Branch MS	9	11	2	8	1	31	66.7%	33.3%
Dunloggin MS	12	18	4	13	1	48	63.8%	36.2%
Mayfield Woods MS	13	20	4	15	2	54	63.5%	36.5%
Ellicott Mills MS	7	17	4	10	2	40	63.2%	36.8%
Patapsco MS		20	1	11		32	62.5%	37.5%
Lime Kiln MS		10	1	10		21	47.6%	52.4%
Clarksville MS	2	14	10	9	3	38	45.7%	54.3%
Burleigh Manor MS	1	6	5	10	2	24	31.8%	68.2%
Folly Quarter MS	4	7	10	14	3	38	31.4%	68.6%
Glenwood MS	1	2	4	6	1	14	23.1%	76.9%
Mount View MS	3	8	19	21	5	56	21.6%	78.4%
High	127	274	92	215	38	746	56.6%	43.4%
Oakland Mills HS	24	32	1	8	4	69	86.2%	13.8%
Long Reach HS	17	16		6	1	40	84.6%	15.4%
Wilde Lake HS	23	29	5	5	1	63	83.9%	16.1%
Hammond HS	19	16	2	7	2	46	79.5%	20.5%
Reservoir HS	14	34	5	16	4	73	69.6%	30.4%
Mt. Hebron HS	15	37	8	20	5	85	65.0%	35.0%
Howard HS	4	45	5	24	5	83	62.8%	37.2%
Atholton HS	6	20	9	37	4	76	36.1%	63.9%
Glenelg HS	1	21	14	26	1	63	35.5%	64.5%
Marriotts Ridge HS	1	9	8	18	1	37	27.8%	72.2%
Centennial HS	2	11	15	32	6	66	21.7%	78.3%
River Hill HS	1	4	20	16	4	45	12.2%	87.8%
Special	39	20	10	5	51	125	79.7%	20.3%
Homewood Center	33	11	1		1	46	97.8%	2.2%
Cedar Lane	5	4		1	2	12	90.0%	10.0%
Ascend One		1		1	4	6	50.0%	50.0%
Old Cedar Lane	1		1		14	16	50.0%	50.0%
ARL		3	8	2	5	18	23.1%	76.9%
Central Office				1	20	21	0.0%	100.0%
Grand Total	844	1088	320	757	150	3159	64.2%	35.8%

2018-2019 HCEA Job Satisfaction Survey

18) Too much instructional time is spent administering assessments.

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	243	571	54	423	175	1466	63.1%	36.9%
Waterloo ES	11	10		4	8	33	84.0%	16.0%
Stevens Forest ES	6	9		3	3	21	83.3%	16.7%
Fulton ES	8	19	1	6	4	38	79.4%	20.6%
Northfield ES	6	28	1	8	5	48	79.1%	20.9%
Phelps Luck ES	9	17	2	7	5	40	74.3%	25.7%
Waverly ES	4	7		4	5	20	73.3%	26.7%
Bushy Park ES	7	16	1	8	5	37	71.9%	28.1%
St. John's Lane ES	11	19		12	1	43	71.4%	28.6%
Atholton ES	8	16	1	9	2	36	70.6%	29.4%
Hammond ES	2	12	1	5	1	21	70.0%	30.0%
Manor Woods ES	9	19	1	11	4	44	70.0%	30.0%
Hollifield Station ES	6	12	1	7	3	29	69.2%	30.8%
Deep Run ES	4	20	1	10	12	47	68.6%	31.4%
Thunder Hill ES	5	8		6	3	22	68.4%	31.6%
Dayton Oaks ES	14	25	3	16	13	71	67.2%	32.8%
Gorman Crossing ES	3	7	1	4	3	18	66.7%	33.3%
Ilchester ES	2	20	1	10	2	35	66.7%	33.3%
Lisbon ES	7	18	4	9	1	39	65.8%	34.2%
Rockburn ES	5	16	1	10	3	35	65.6%	34.4%
Bellows Spring ES	10	15		14	7	46	64.1%	35.9%
Longfellow ES	5	16	1	11	1	34	63.6%	36.4%
Bryant Woods ES	1	7		5	3	16	61.5%	38.5%
Centennial Lane ES	4	12	3	7		26	61.5%	38.5%
Elkridge ES	7	25	1	19	5	57	61.5%	38.5%
Guilford ES	3	5		5	3	16	61.5%	38.5%
Veterans ES	10	21	4	16	8	59	60.8%	39.2%
Triadelphia Ridge ES	6	11	3	8	4	32	60.7%	39.3%
Forest Ridge ES	6	6		8	2	22	60.0%	40.0%
Pointers Run ES	13	14		18	11	56	60.0%	40.0%
Worthington ES	4	14	2	10	3	33	60.0%	40.0%
Jeffers Hill ES	4	4		6	2	16	57.1%	42.9%
Bollman Bridge ES	9	20	4	20	13	66	54.7%	45.3%
Talbott Springs ES	6	16	1	18	3	44	53.7%	46.3%
Laurel Woods ES	9	17	1	22	7	56	53.1%	46.9%
Running Brook ES	8	11	2	15	1	37	52.8%	47.2%
Swansfield ES	3	18	3	16	4	44	52.5%	47.5%
Ducketts Lane ES	1	7		8		16	50.0%	50.0%
Clemens Crossing ES	4	11	3	13	2	33	48.4%	51.6%
West Friendship ES	1	8	2	8	5	24	47.4%	52.6%
Cradlerock ES	1	8	1	11	3	24	42.9%	57.1%
Clarksville ES	1	4	1	8	2	16	35.7%	64.3%
Hanover Hills ES		3	2	8	3	16	23.1%	76.9%

2018-2019 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	189	325	36	193	68	811	69.2%	30.8%
Folly Quarter MS	15	17	1	2	3	38	91.4%	8.6%
Burleigh Manor MS	13	8	2	1		24	87.5%	12.5%
Lime Kiln MS	6	12	1	2		21	85.7%	14.3%
Clarksville MS	9	18		6	5	38	81.8%	18.2%
Mayfield Woods MS	14	23	4	5	8	54	80.4%	19.6%
Mount View MS	19	19		11	7	56	77.6%	22.4%
Dunloggin MS	13	21		10	3	47	77.3%	22.7%
Ellicott Mills MS	5	24	2	7	2	40	76.3%	23.7%
Elkridge Landing MS	15	20	4	7		46	76.1%	23.9%
Glenwood MS	6	2		3	3	14	72.7%	27.3%
Hammond MS	15	13	4	7	1	40	71.8%	28.2%
Patapsco MS	5	15	1	7	4	32	71.4%	28.6%
Bonnie Branch MS	10	9	2	7	3	31	67.9%	32.1%
Wilde Lake MS	3	7	1	4		15	66.7%	33.3%
Murray Hill MS	7	23	3	15	1	49	62.5%	37.5%
Oakland Mills MS	9	6	1	9	1	26	60.0%	40.0%
Harpers Choice MS	8	26	1	24	13	72	57.6%	42.4%
Patuxent Valley MS	7	20	2	19	2	50	56.3%	43.8%
Lake Elkhorn MS	4	21	1	24	8	58	50.0%	50.0%
Thomas Viaduct MS	6	21	6	23	4	60	48.2%	51.8%
High	300	269	17	102	56	744	82.7%	17.3%
Glenelg HS	33	24	2	3	2	64	91.9%	8.1%
Long Reach HS	20	15	1	3	1	40	89.7%	10.3%
Reservoir HS	35	26		9	4	74	87.1%	12.9%
Oakland Mills HS	23	26	1	7	12	69	86.0%	14.0%
Hammond HS	15	19	1	5	5	45	85.0%	15.0%
Wilde Lake HS	32	19	3	6	3	63	85.0%	15.0%
Centennial HS	27	23	2	7	7	66	84.7%	15.3%
River Hill HS	16	18		8	3	45	81.0%	19.0%
Howard HS	37	25	1	14	5	82	80.5%	19.5%
Marriotts Ridge HS	12	15		8	2	37	77.1%	22.9%
Atholton HS	22	31	2	15	4	74	75.7%	24.3%
Mt. Hebron HS	28	28	4	17	8	85	72.7%	27.3%
Special	20	25	5	17	56	123	67.2%	32.8%
Ascend One	2	3			1	6	100.0%	0.0%
Homewood Center	14	15	1	7	9	46	78.4%	21.6%
Cedar Lane	2	2		4	4	12	50.0%	50.0%
Old Cedar Lane		1	1		14	16	50.0%	50.0%
ARL	2	3	2	4	6	17	45.5%	54.5%
Central Office			1	2	17	20	0.0%	100.0%
Grand Total	752	1190	112	735	355	3144	69.6%	30.4%

2018-2019 HCEA Job Satisfaction Survey

19) HCPSS professional development experiences are meaningful and worthwhile.

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	91	673	222	454	31	1471	53.1%	46.9%
Laurel Woods ES	5	39	2	5	5	56	86.3%	13.7%
Bryant Woods ES		12	1	2	1	16	80.0%	20.0%
Stevens Forest ES	2	14	3	2		21	76.2%	23.8%
Cradlerock ES	2	15		6		23	73.9%	26.1%
Clarksville ES	2	9		5		16	68.8%	31.3%
Hanover Hills ES	2	9		5		16	68.8%	31.3%
Jeffers Hill ES	1	11	1	5		18	66.7%	33.3%
Worthington ES	8	13	4	8	1	34	63.6%	36.4%
Swansfield ES	4	23	4	12	1	44	62.8%	37.2%
Ducketts Lane ES	2	8	2	4		16	62.5%	37.5%
West Friendship ES	3	12	2	7		24	62.5%	37.5%
Talbott Springs ES	4	24	6	11		45	62.2%	37.8%
Running Brook ES		23	3	11		37	62.2%	37.8%
Hammond ES	2	11	1	7		21	61.9%	38.1%
Longfellow ES	2	19	4	9	1	35	61.8%	38.2%
Gorman Crossing ES		11	1	6		18	61.1%	38.9%
Deep Run ES	6	22	5	13	2	48	60.9%	39.1%
Bollman Bridge ES	6	34	8	18		66	60.6%	39.4%
Hollifield Station ES		16	2	9	2	29	59.3%	40.7%
Bellows Spring ES	1	24	6	15		46	54.3%	45.7%
Phelps Luck ES	4	17	7	11	2	41	53.8%	46.2%
Elkridge ES	4	25	9	16	2	56	53.7%	46.3%
Guilford ES	1	8		8	1	18	52.9%	47.1%
Forest Ridge ES	3	8	2	9		22	50.0%	50.0%
Northfield ES	2	21	9	15	1	48	48.9%	51.1%
Manor Woods ES	1	20	8	14		43	48.8%	51.2%
Dayton Oaks ES	2	31	16	19	3	71	48.5%	51.5%
St. John's Lane ES	2	18	3	19	1	43	47.6%	52.4%
Atholton ES	2	15	7	12		36	47.2%	52.8%
Bushy Park ES	2	14	9	10	2	37	45.7%	54.3%
Waterloo ES	1	14	5	13		33	45.5%	54.5%
Veterans ES		26	10	23		59	44.1%	55.9%
Rockburn ES		15	6	14		35	42.9%	57.1%
Waverly ES		8	7	4		19	42.1%	57.9%
Triadelphia Ridge ES	3	9	7	12		31	38.7%	61.3%
Fulton ES	1	13	8	15	1	38	37.8%	62.2%
Centennial Lane ES	1	8	5	10	2	26	37.5%	62.5%
Lisbon ES	2	12	8	16	1	39	36.8%	63.2%
Clemens Crossing ES	2	10	9	12	1	34	36.4%	63.6%
Thunder Hill ES	1	7	5	9		22	36.4%	63.6%
Ilchester ES	1	11	10	13		35	34.3%	65.7%
Pointers Run ES	4	14	17	20	1	56	32.7%	67.3%

2018-2019 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	69	340	128	244	35	816	52.4%	47.6%
Thomas Viaduct MS	12	32	2	10	4	60	78.6%	21.4%
Lake Elkhorn MS	6	31	2	17	1	57	66.1%	33.9%
Harpers Choice MS		42	8	20	3	73	60.0%	40.0%
Patapsco MS	3	16	6	7		32	59.4%	40.6%
Elkridge Landing MS	2	24	7	13		46	56.5%	43.5%
Hammond MS	6	16	5	12	2	41	56.4%	43.6%
Ellicott Mills MS	3	19	3	15	1	41	55.0%	45.0%
Oakland Mills MS	1	13	2	10		26	53.8%	46.2%
Folly Quarter MS	1	18	9	9	1	38	51.4%	48.6%
Clarksville MS	2	16	6	12	2	38	50.0%	50.0%
Mayfield Woods MS	5	19	12	13	5	54	49.0%	51.0%
Mount View MS	4	21	13	14	4	56	48.1%	51.9%
Patuxent Valley MS	7	16	7	20		50	46.0%	54.0%
Dunloggin MS	6	14	13	11	3	47	45.5%	54.5%
Glenwood MS		5	5	1	3	14	45.5%	54.5%
Bonnie Branch MS	7	7	3	14	1	32	45.2%	54.8%
Murray Hill MS	2	17	8	21	1	49	39.6%	60.4%
Wilde Lake MS		5	7	3	1	16	33.3%	66.7%
Burleigh Manor MS	1	5	6	11	2	25	26.1%	73.9%
Lime Kiln MS	1	4	4	11	1	21	25.0%	75.0%
High	39	246	193	240	25	743	39.7%	60.3%
Atholton HS	3	35	15	19	3	75	52.8%	47.2%
Marriotts Ridge HS	3	15	5	13	1	37	50.0%	50.0%
Oakland Mills HS	4	28	13	21	2	68	48.5%	51.5%
Hammond HS	6	14	15	10	1	46	44.4%	55.6%
Wilde Lake HS	3	24	17	17	2	63	44.3%	55.7%
Reservoir HS	3	25	16	27	3	74	39.4%	60.6%
River Hill HS	4	12	11	16	2	45	37.2%	62.8%
Centennial HS	1	22	14	25	3	65	37.1%	62.9%
Howard HS	4	24	20	28	6	82	36.8%	63.2%
Glenelg HS	3	18	19	22	1	63	33.9%	66.1%
Long Reach HS		11	16	13		40	27.5%	72.5%
Mt. Hebron HS	5	18	32	29	1	85	27.4%	72.6%
Special	13	55	10	36	9	123	59.6%	40.4%
Ascend One		6				6	100%	0.0%
Old Cedar Lane	2	8	2	2	2	16	71.4%	28.6%
Cedar Lane	1	6		4		11	63.6%	36.4%
Central Office	4	7		7	3	21	61.1%	38.9%
ARL	2	6	2	5	2	17	53.3%	46.7%
Homewood Center	3	17	6	18	2	46	45.5%	54.5%
Grand Total	212	1314	553	974	100	3153	50.0%	50.0%

2018-2019 HCEA Job Satisfaction Survey

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

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	369	543	87	429	46	1474	63.9%	36.1%
Atholton ES	15	12		5	2	34	84.4%	15.6%
Guilford ES	7	8	1	2		18	83.3%	16.7%
Manor Woods ES	20	14		9	1	44	79.1%	20.9%
Fulton ES	16	14	2	6		38	78.9%	21.1%
Waverly ES	11	4	1	3		19	78.9%	21.1%
Jeffers Hill ES	5	9	1	3		18	77.8%	22.2%
Pointers Run ES	24	16	5	8	2	55	75.5%	24.5%
Forest Ridge ES	6	9		5	2	22	75.0%	25.0%
Stevens Forest ES	4	11	1	4	1	21	75.0%	25.0%
Northfield ES	10	25	3	9	2	49	74.5%	25.5%
Triadelphia Ridge ES	6	17	3	5	1	32	74.2%	25.8%
Cradlerock ES	8	8	2	4	2	24	72.7%	27.3%
Ilchester ES	12	13	1	9		35	71.4%	28.6%
Thunder Hill ES	6	9		6	1	22	71.4%	28.6%
Dayton Oaks ES	25	24	5	15	2	71	71.0%	29.0%
Lisbon ES	14	12	4	7	2	39	70.3%	29.7%
St. John's Lane ES	10	20	3	10		43	69.8%	30.2%
Phelps Luck ES	9	18	4	8	2	41	69.2%	30.8%
Hollifield Station ES	10	10	3	6		29	69.0%	31.0%
Longfellow ES	10	12	2	8	2	34	68.8%	31.3%
Bollman Bridge ES	17	25	4	17	3	66	66.7%	33.3%
Bushy Park ES	11	13		12	1	37	66.7%	33.3%
Gorman Crossing ES	3	8	2	4	1	18	64.7%	35.3%
Worthington ES	5	16		12	1	34	63.6%	36.4%
Centennial Lane ES	5	10	2	7	1	25	62.5%	37.5%
Clarksville ES	5	5	2	4		16	62.5%	37.5%
Swansfield ES	9	17	1	16	1	44	60.5%	39.5%
Hammond ES	1	11	1	7	1	21	60.0%	40.0%
Rockburn ES	9	11	2	12	1	35	58.8%	41.2%
Laurel Woods ES	7	23	1	22	3	56	56.6%	43.4%
Elkridge ES	7	24	1	23	2	57	56.4%	43.6%
Talbott Springs ES	7	17	4	15	2	45	55.8%	44.2%
Clemens Crossing ES	10	9	2	14		35	54.3%	45.7%
Veterans ES	13	18	4	23	1	59	53.4%	46.6%
Deep Run ES	4	19	2	21	2	48	50.0%	50.0%
Bryant Woods ES	3	5	2	6	1	17	50.0%	50.0%
Ducketts Lane ES		8	2	6		16	50.0%	50.0%
Running Brook ES	6	12	2	17		37	48.6%	51.4%
Bellows Spring ES	9	12	2	21	2	46	47.7%	52.3%
Waterloo ES	6	9	4	15		34	44.1%	55.9%
West Friendship ES	4	4	5	11		24	33.3%	66.7%
Hanover Hills ES		2	1	12	1	16	13.3%	86.7%

2018-2019 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	176	304	80	220	39	819	61.5%	38.5%
Lime Kiln MS	7	12		2		21	90.5%	9.5%
Hammond MS	16	17		7	2	42	82.5%	17.5%
Oakland Mills MS	8	10	1	5	2	26	75.0%	25.0%
Wilde Lake MS	6	6		4		16	75.0%	25.0%
Elkridge Landing MS	16	16	2	12		46	69.6%	30.4%
Murray Hill MS	9	23	3	11	2	48	69.6%	30.4%
Bonnie Branch MS	10	11	6	4	1	32	67.7%	32.3%
Mayfield Woods MS	9	24	5	13	3	54	64.7%	35.3%
Mount View MS	14	19	3	17	3	56	62.3%	37.7%
Folly Quarter MS	7	16	2	12	1	38	62.2%	37.8%
Lake Elkhorn MS	19	16	5	17	1	58	61.4%	38.6%
Ellicott Mills MS	6	16	3	11	5	41	61.1%	38.9%
Dunloggin MS	9	19	7	11	2	48	60.9%	39.1%
Burleigh Manor MS	5	9	3	6	2	25	60.9%	39.1%
Patapsco MS	4	13	4	8	3	32	58.6%	41.4%
Clarksville MS	7	15	6	10		38	57.9%	42.1%
Glenwood MS	2	5	3	3	1	14	53.8%	46.2%
Thomas Viaduct MS	7	23	5	22	4	61	52.6%	47.4%
Patuxent Valley MS	8	13	11	16	2	50	43.8%	56.3%
Harpers Choice MS	7	21	11	29	5	73	41.2%	58.8%
High	167	298	49	202	30	746	64.9%	35.1%
Marriotts Ridge HS	5	23	1	8		37	75.7%	24.3%
River Hill HS	12	19	2	8	4	45	75.6%	24.4%
Glenelg HS	16	28	7	10	3	64	72.1%	27.9%
Mt. Hebron HS	34	21	4	21	4	84	68.8%	31.3%
Reservoir HS	21	27	6	18	2	74	66.7%	33.3%
Howard HS	17	36	2	25	3	83	66.3%	33.8%
Atholton HS	16	32	3	22	3	76	65.8%	34.2%
Wilde Lake HS	13	25	7	17	1	63	61.3%	38.7%
Hammond HS	10	16	5	13	2	46	59.1%	40.9%
Centennial HS	9	27	5	21	3	65	58.1%	41.9%
Long Reach HS	9	13	2	14	2	40	57.9%	42.1%
Oakland Mills HS	5	31	5	25	3	69	54.5%	45.5%
Special	6	34	23	44	17	124	37.4%	62.6%
Cedar Lane		6	1	3	2	12	60.0%	40.0%
Ascend One		3	1	2		6	50.0%	50.0%
Old Cedar Lane	2	4	5	4	1	16	40.0%	60.0%
Central Office	1	6	3	8	3	21	38.9%	61.1%
Homewood Center	2	11	9	17	7	46	33.3%	66.7%
ARL		1	4	9	3	17	7.1%	92.9%
Grand Total	718	1179	239	895	132	3163	62.6%	37.4%

2018-2019 HCEA Job Satisfaction Survey

21) I am paid fairly.

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	58	576	319	515	2	1470	43.2%	56.8%
Clarksville ES	1	11	1	3		16	75.0%	25.0%
Bryant Woods ES		11	3	3		17	64.7%	35.3%
Laurel Woods ES	4	30	9	12		55	61.8%	38.2%
Bellows Spring ES	2	25	10	10		47	57.4%	42.6%
St. John's Lane ES	4	19	7	13		43	53.5%	46.5%
Bushy Park ES	1	18	8	10		37	51.4%	48.6%
Running Brook ES	2	17	7	11		37	51.4%	48.6%
Stevens Forest ES	2	8	5	5	1	21	50.0%	50.0%
Thunder Hill ES	1	10	3	8		22	50.0%	50.0%
Triadelphia Ridge ES	1	15	7	9		32	50.0%	50.0%
Hollifield Station ES	1	13	5	10		29	48.3%	51.7%
Hammond ES		10	8	3		21	47.6%	52.4%
Elkridge ES	1	26	8	22		57	47.4%	52.6%
West Friendship ES	2	9	4	9		24	45.8%	54.2%
Clemens Crossing ES	2	14	6	13		35	45.7%	54.3%
Bollman Bridge ES		30	13	23		66	45.5%	54.5%
Dayton Oaks ES	2	30	18	21		71	45.1%	54.9%
Forest Ridge ES	1	8	4	7		20	45.0%	55.0%
Waverly ES		9	3	8		20	45.0%	55.0%
Guilford ES	1	7	4	6		18	44.4%	55.6%
Longfellow ES	4	11	10	9		34	44.1%	55.9%
Ducketts Lane ES	1	6	3	6		16	43.8%	56.3%
Swansfield ES	4	15	11	14		44	43.2%	56.8%
Rockburn ES		14	6	14		34	41.2%	58.8%
Veterans ES	1	23	12	23		59	40.7%	59.3%
Centennial Lane ES	1	9	7	8		25	40.0%	60.0%
Jeffers Hill ES	1	6	5	6		18	38.9%	61.1%
Lisbon ES	2	13	9	15		39	38.5%	61.5%
Cradlerock ES	1	8	4	11		24	37.5%	62.5%
Hanover Hills ES		6	4	6		16	37.5%	62.5%
Pointers Run ES	3	18	16	19		56	37.5%	62.5%
Phelps Luck ES		15	5	21		41	36.6%	63.4%
Manor Woods ES		16	12	16		44	36.4%	63.6%
Atholton ES		13	6	17		36	36.1%	63.9%
Gorman Crossing ES	1	5	5	6		17	35.3%	64.7%
Waterloo ES	3	9	7	15		34	35.3%	64.7%
Deep Run ES	2	14	11	19		46	34.8%	65.2%
Ilchester ES	1	11	9	14		35	34.3%	65.7%
Talbott Springs ES	2	13	8	21		44	34.1%	65.9%
Worthington ES	1	10	10	13		34	32.4%	67.6%
Northfield ES	2	11	14	21		48	27.1%	72.9%
Fulton ES		10	12	15	1	38	27.0%	73.0%

2018-2019 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	55	341	153	267	1	817	48.5%	51.5%
Lime Kiln MS		14	1	6		21	66.7%	33.3%
Glenwood MS	2	7	4	1		14	64.3%	35.7%
Lake Elkhorn MS	5	31	8	13	1	58	63.2%	36.8%
Thomas Viaduct MS	8	28	2	23		61	59.0%	41.0%
Harpers Choice MS	7	33	13	18		71	56.3%	43.7%
Bonnie Branch MS		17	7	8		32	53.1%	46.9%
Folly Quarter MS		20	6	12		38	52.6%	47.4%
Patuxent Valley MS	6	19	11	14		50	50.0%	50.0%
Wilde Lake MS		8	5	3		16	50.0%	50.0%
Burleigh Manor MS	2	8	6	8		24	41.7%	58.3%
Patapsco MS	4	11	5	12		32	46.9%	53.1%
Murray Hill MS	3	19	8	19		49	44.9%	55.1%
Mount View MS	5	20	9	22		56	44.6%	55.4%
Ellicott Mills MS		18	9	14		41	43.9%	56.1%
Mayfield Woods MS	5	18	9	22		54	42.6%	57.4%
Dunloggin MS	3	17	11	17		48	41.7%	58.3%
Clarksville MS	1	14	8	15		38	39.5%	60.5%
Elkridge Landing MS		18	16	12		46	39.1%	60.9%
Hammond MS	2	14	9	17		42	38.1%	61.9%
Oakland Mills MS	2	7	6	11		26	34.6%	65.4%
High	35	322	143	242	1	743	48.1%	51.9%
Atholton HS	11	34	10	21		76	59.2%	40.8%
Marriotts Ridge HS	1	20	5	11		37	56.8%	43.2%
Glenelg HS	1	34	14	15		64	54.7%	45.3%
Hammond HS	2	22	7	14		45	53.3%	46.7%
Centennial HS	3	31	14	16	1	65	53.1%	46.9%
Oakland Mills HS	6	29	9	23		67	52.2%	47.8%
Howard HS	2	37	20	23		82	47.6%	52.4%
Reservoir HS	5	27	13	29		74	43.2%	56.8%
Long Reach HS		17	7	16		40	42.5%	57.5%
Wilde Lake HS	2	24	14	23		63	41.3%	58.7%
River Hill HS	1	16	9	19		45	37.8%	62.2%
Mt. Hebron HS	1	31	21	32		85	37.6%	62.4%
Special	13	46	23	42	1	125	47.6%	52.4%
Ascend One	1	2	2	1		6	50.0%	50.0%
Old Cedar Lane	1	7	4	4		16	50.0%	50.0%
Central Office	4	6	4	7		21	47.6%	52.4%
Homewood Center	4	17	10	15		46	45.7%	54.3%
Cedar Lane	1	4	2	4	1	12	45.5%	54.5%
ARL		8	1	9		18	44.4%	55.6%
Grand Total	161	1285	638	1066	5	3155	45.9%	54.1%

2018-2019 HCEA Job Satisfaction Survey

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

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	648	739	14	66	9	1476	94.5%	5.5%
Atholton ES	12	24				36	100.0%	0.0%
Bushy Park ES	20	17				37	100.0%	0.0%
Clarksville ES	10	6				16	100.0%	0.0%
Deep Run ES	32	16				48	100.0%	0.0%
Forest Ridge ES	11	11				22	100.0%	0.0%
Gorman Crossing ES	8	10				18	100.0%	0.0%
Hammond ES	14	7				21	100.0%	0.0%
Hanover Hills ES	9	7				16	100.0%	0.0%
Swansfield ES	22	22				44	100.0%	0.0%
Waterloo ES	19	15				34	100.0%	0.0%
Waverly ES	7	13				20	100.0%	0.0%
Bollman Bridge ES	33	33		1		67	98.5%	1.5%
Elkridge ES	21	34		1	1	57	98.2%	1.8%
Laurel Woods ES	38	16		1	1	56	98.2%	1.8%
Talbott Springs ES	19	25		1		45	97.8%	2.2%
Clemens Crossing ES	9	25		1		35	97.1%	2.9%
Rockburn ES	18	16		1		35	97.1%	2.9%
Longfellow ES	16	17		1	1	35	97.1%	2.9%
Worthington ES	20	13		1		34	97.1%	2.9%
Triadelphia Ridge ES	16	15		1		32	96.9%	3.1%
Veterans ES	27	27		2	1	57	96.4%	3.6%
Phelps Luck ES	22	17		2		41	95.1%	4.9%
Lisbon ES	16	19		2		37	94.6%	5.4%
Running Brook ES	12	23	1	1		37	94.6%	5.4%
Guilford ES	6	11	1			18	94.4%	5.6%
Jeffers Hill ES	5	12		1		18	94.4%	5.6%
Dayton Oaks ES	24	43	1	3		71	94.4%	5.6%
Ducketts Lane ES	4	11		1		16	93.8%	6.3%
Hollifield Station ES	17	10		2		29	93.1%	6.9%
Fulton ES	17	19	2	1		39	92.3%	7.7%
West Friendship ES	14	8	2			24	91.7%	8.3%
Bellows Spring ES	24	19	1	3		47	91.5%	8.5%
Manor Woods ES	15	25		4		44	90.9%	9.1%
St. John's Lane ES	16	23	2	2		43	90.7%	9.3%
Northfield ES	22	21	1	4	1	49	89.6%	10.4%
Stevens Forest ES	8	9		2	1	20	89.5%	10.5%
Bryant Woods ES	2	12		2		16	87.5%	12.5%
Ilchester ES	8	22	1	4		35	85.7%	14.3%
Pointers Run ES	18	29		8	1	56	85.5%	14.5%
Centennial Lane ES	9	11	1	3	1	25	83.3%	16.7%
Thunder Hill ES	4	13		5		22	77.3%	22.7%
Cradlerock ES	4	13	1	5	1	24	73.9%	26.1%

2018-2019 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	210	480	26	87	10	813	85.9%	14.1%
Lime Kiln MS	8	12				20	100.0%	0.0%
Patapsco MS	8	24				32	100.0%	0.0%
Ellicott Mills MS	19	21		1		41	97.6%	2.4%
Elkridge Landing MS	10	34		2		46	95.7%	4.3%
Mayfield Woods MS	14	36	2	1		53	94.3%	5.7%
Wilde Lake MS	3	12		1		16	93.8%	6.3%
Glenwood MS	6	7		1		14	92.9%	7.1%
Clarksville MS	5	29		3		37	91.9%	8.1%
Thomas Viaduct MS	27	29	1	4		61	91.8%	8.2%
Oakland Mills MS	6	16	1	1	2	26	91.7%	8.3%
Bonnie Branch MS	9	20	1	2		32	90.6%	9.4%
Folly Quarter MS	13	20	1	3		37	89.2%	10.8%
Patuxent Valley MS	23	19	1	5	1	49	87.5%	12.5%
Mount View MS	10	36	1	8	1	56	83.6%	16.4%
Harpers Choice MS	12	47	3	9	2	73	83.1%	16.9%
Dunloggin MS	12	27	2	7		48	81.3%	18.8%
Murray Hill MS	7	29	2	10	1	49	75.0%	25.0%
Hammond MS	7	20	2	9	3	41	71.1%	28.9%
Lake Elkhorn MS	11	28	6	12		57	68.4%	31.6%
Burleigh Manor MS		14	3	8		25	56.0%	44.0%
High	176	451	26	83	8	744	85.2%	14.8%
River Hill HS	19	25	1	1		46	95.7%	4.3%
Atholton HS	30	40		4		74	94.6%	5.4%
Hammond HS	17	25	2	2		46	91.3%	8.7%
Oakland Mills HS	22	39	1	6	1	69	89.7%	10.3%
Glenelg HS	13	41	2	6	2	64	87.1%	12.9%
Marriotts Ridge HS	13	19	1	4		37	86.5%	13.5%
Reservoir HS	16	47	1	9	1	74	86.3%	13.7%
Wilde Lake HS	13	40		9		62	85.5%	14.5%
Howard HS	12	55	3	12	1	83	81.7%	18.3%
Long Reach HS	3	28	2	5	1	39	81.6%	18.4%
Mt. Hebron HS	12	56	8	8	1	85	81.0%	19.0%
Centennial HS	6	36	5	17	1	65	65.6%	34.4%
Special	37	63	8	13	3	124	82.6%	17.4%
Ascend One	6					6	100.0%	0.0%
Cedar Lane	6	5			1	12	100.0%	0.0%
Old Cedar Lane	4	10	2			16	87.5%	12.5%
Homewood Center	11	25	3	6	1	46	80.0%	20.0%
ARL	3	10	2	2	1	18	76.5%	23.5%
Central Office	3	11	1	5		20	70.0%	30.0%
Grand Total	1071	1733	74	249	30	3157	89.7%	10.3%

2018-2019 HCEA Job Satisfaction Survey

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

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	244	1024	24	142	34	1468	88.4%	11.6%
Hanover Hills ES	1	14				15	100.0%	0.0%
Laurel Woods ES	12	39		1	2	54	98.1%	1.9%
Triadelphia Ridge ES	6	25	1			32	96.9%	3.1%
Hammond ES	3	16		1	1	21	95.0%	5.0%
Waverly ES	2	15		1	1	19	94.4%	5.6%
Gorman Crossing ES	4	12		1	1	18	94.1%	5.9%
Worthington ES	12	19		2		33	93.9%	6.1%
Deep Run ES	13	32	1	2		48	93.8%	6.3%
Ducketts Lane ES	1	14		1		16	93.8%	6.3%
Bellows Spring ES	9	35	1	2		47	93.6%	6.4%
Bryant Woods ES	1	13		1	1	16	93.3%	6.7%
Clarksville ES	4	10		1	1	16	93.3%	6.7%
Hollifield Station ES	5	22		2		29	93.1%	6.9%
Elkridge ES	9	42	2	3	1	57	91.1%	8.9%
Swansfield ES	12	28		4		44	90.9%	9.1%
Phelps Luck ES	7	28	1	3	2	41	89.7%	10.3%
Lisbon ES	9	25		4	1	39	89.5%	10.5%
Stevens Forest ES	2	15		2	1	20	89.5%	10.5%
Bollman Bridge ES	11	47	1	6	1	66	89.2%	10.8%
Pointers Run ES	9	38	1	5	2	55	88.7%	11.3%
Manor Woods ES	6	33		5		44	88.6%	11.4%
Clemens Crossing ES	3	28		4		35	88.6%	11.4%
Longfellow ES	8	22	1	3		34	88.2%	11.8%
Talbott Springs ES	4	33	1	4	2	44	88.1%	11.9%
Dayton Oaks ES	8	51	1	7	4	71	88.1%	11.9%
Waterloo ES	4	24		4	2	34	87.5%	12.5%
West Friendship ES	5	16	2	1		24	87.5%	12.5%
Bushy Park ES	6	26		5		37	86.5%	13.5%
Running Brook ES	7	25	1	4		37	86.5%	13.5%
Forest Ridge ES	4	15	1	2		22	86.4%	13.6%
Thunder Hill ES	2	17		3		22	86.4%	13.6%
Rockburn ES	3	27		5		35	85.7%	14.3%
Veterans ES	10	39		9	1	59	84.5%	15.5%
Guilford ES	4	11	1	2		18	83.3%	16.7%
Northfield ES	10	30	1	7	1	49	83.3%	16.7%
Centennial Lane ES	6	12	1	3	2	24	81.8%	18.2%
Fulton ES	3	27	2	5	2	39	81.1%	18.9%
Cradlerock ES	2	15	2	2	3	24	81.0%	19.0%
Atholton ES	4	24		7	1	36	80.0%	20.0%
St. John's Lane ES	6	28	1	8		43	79.1%	20.9%
Ilchester ES	5	21	1	6	1	34	78.8%	21.2%
Jeffers Hill ES	2	11		4		17	76.5%	23.5%

2018-2019 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	83	554	23	114	34	808	82.3%	17.7%
Wilde Lake MS	3	13				16	100.0%	0.0%
Ellicott Mills MS	5	30		2	3	40	94.6%	5.4%
Patapsco MS	1	26		2	3	32	93.1%	6.9%
Lime Kiln MS	5	13		2		20	90.0%	10.0%
Clarksville MS	1	30		4		35	88.6%	11.4%
Mount View MS	6	41	1	6	1	55	87.0%	13.0%
Mayfield Woods MS	6	38	1	6	3	54	86.3%	13.7%
Glenwood MS	3	9		2		14	85.7%	14.3%
Harpers Choice MS	4	54	4	6	5	73	85.3%	14.7%
Patuxent Valley MS	6	36		8		50	84.0%	16.0%
Folly Quarter MS	8	23		6	1	38	83.8%	16.2%
Oakland Mills MS	3	17		4	2	26	83.3%	16.7%
Elkridge Landing MS	4	34	2	6		46	82.6%	17.4%
Thomas Viaduct MS	9	40	1	10	1	61	81.7%	18.3%
Bonnie Branch MS	5	19	2	4	1	31	80.0%	20.0%
Murray Hill MS	1	35	3	7	2	48	78.3%	21.7%
Dunloggin MS	3	29	1	11	3	47	72.7%	27.3%
Burleigh Manor MS		17		7		24	70.8%	29.2%
Lake Elkhorn MS	5	31	5	12	4	57	67.9%	32.1%
Hammond MS	5	19	3	9	5	41	66.7%	33.3%
High	82	518	22	93	23	738	83.9%	16.1%
Atholton HS	11	54		6	2	73	91.5%	8.5%
Oakland Mills HS	11	52	1	5		69	91.3%	8.7%
River Hill HS	10	31		4		45	91.1%	8.9%
Glenelg HS	6	47		6	3	62	89.8%	10.2%
Hammond HS	9	32	2	3		46	89.1%	10.9%
Reservoir HS	9	51	1	9	2	72	85.7%	14.3%
Mt. Hebron HS	6	64	6	7	1	84	84.3%	15.7%
Wilde Lake HS	3	47	3	7	3	63	83.3%	16.7%
Marriotts Ridge HS	5	24		8		37	78.4%	21.6%
Centennial HS	3	42	5	10	5	65	75.0%	25.0%
Howard HS	7	52	3	17	4	83	74.7%	25.3%
Long Reach HS	2	22	1	11	3	39	66.7%	33.3%
Special	20	70	4	21	8	123	78.3%	21.7%
Cedar Lane	5	6			1	12	100.0%	0.0%
Homewood Center	6	30	2	5	3	46	83.7%	16.3%
Ascend One	2	3		1		6	83.3%	16.7%
ARL	2	10	1	4	1	18	70.6%	29.4%
Old Cedar Lane	1	8		4	2	15	69.2%	30.8%
Central Office	3	9	1	6	1	20	63.2%	36.8%
Grand Total	429	2166	73	370	99	3137	85.4%	14.6%

2018-2019 HCEA Job Satisfaction Survey

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

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	525	847	16	67	18	1473	94.3%	5.7%
Atholton ES	10	25			1	36	100.0%	0.0%
Forest Ridge ES	10	11			1	22	100.0%	0.0%
Gorman Crossing ES	7	11				18	100.0%	0.0%
Guilford ES	12	6				18	100.0%	0.0%
Hanover Hills ES	3	13				16	100.0%	0.0%
Hollifield Station ES	10	18				28	100.0%	0.0%
Laurel Woods ES	22	31			2	55	100.0%	0.0%
Running Brook ES	12	25				37	100.0%	0.0%
Stevens Forest ES	7	12			1	20	100.0%	0.0%
Waverly ES	5	15				20	100.0%	0.0%
Deep Run ES	24	23		1		48	97.9%	2.1%
Bushy Park ES	14	22		1		37	97.3%	2.7%
Clemens Crossing ES	15	19		1		35	97.1%	2.9%
Rockburn ES	12	22	1			35	97.1%	2.9%
Triadelphia Ridge ES	17	13		1		31	96.8%	3.2%
Elkridge ES	22	33	1	1		57	96.5%	3.5%
Pointers Run ES	20	33		2		55	96.4%	3.6%
Bellows Spring ES	24	21	1	1		47	95.7%	4.3%
West Friendship ES	8	14	1			23	95.7%	4.3%
Bollman Bridge ES	19	45		3		67	95.5%	4.5%
Thunder Hill ES	5	16		1		22	95.5%	4.5%
Hammond ES	8	11		1	1	21	95.0%	5.0%
Phelps Luck ES	14	24		2	1	41	95.0%	5.0%
Jeffers Hill ES	8	9		1		18	94.4%	5.6%
Clarksville ES	8	7		1		16	93.8%	6.3%
Ducketts Lane ES	4	11		1		16	93.8%	6.3%
Talbott Springs ES	14	27	1	2		44	93.2%	6.8%
Manor Woods ES	14	26	1	2	1	44	93.0%	7.0%
Centennial Lane ES	12	10	2		2	26	91.7%	8.3%
Northfield ES	18	26		4	1	49	91.7%	8.3%
Veterans ES	20	33		5	1	59	91.4%	8.6%
Cradlerock ES	6	15		2	1	24	91.3%	8.7%
Waterloo ES	10	21	1	2		34	91.2%	8.8%
Swansfield ES	13	26	1	3	1	44	90.7%	9.3%
Dayton Oaks ES	20	43	3	4	1	71	90.0%	10.0%
Fulton ES	5	30	1	3		39	89.7%	10.3%
St. John's Lane ES	18	20		5		43	88.4%	11.6%
Bryant Woods ES	6	9		2		17	88.2%	11.8%
Longfellow ES	12	18	1	3		34	88.2%	11.8%
Worthington ES	13	17		4		34	88.2%	11.8%
Ilchester ES	11	16		4	2	33	87.1%	12.9%
Lisbon ES	13	20	1	4	1	39	86.8%	13.2%

2018-2019 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	230	520	15	34	12	811	93.9%	6.1%
Bonnie Branch MS	16	16				32	100%	0.0%
Mount View MS	14	41				55	100%	0.0%
Patapsco MS	9	21			1	31	100%	0.0%
Wilde Lake MS	4	12				16	100%	0.0%
Clarksville MS	9	28		1		38	97.4%	2.6%
Mayfield Woods MS	14	36	1	1		52	96.2%	3.8%
Burleigh Manor MS	3	20		1		24	95.8%	4.2%
Dunloggin MS	16	28		2	2	48	95.7%	4.3%
Ellicott Mills MS	13	25	1	1	1	41	95.0%	5.0%
Lime Kiln MS	6	13	1			20	95.0%	5.0%
Thomas Viaduct MS	21	35	2	1	1	60	94.9%	5.1%
Folly Quarter MS	15	21		2		38	94.7%	5.3%
Harpers Choice MS	18	48	2	3	2	73	93.0%	7.0%
Glenwood MS	6	6		1		13	92.3%	7.7%
Oakland Mills MS	6	17	1	1	1	26	92.0%	8.0%
Patuxent Valley MS	16	29		5		50	90.0%	10.0%
Murray Hill MS	16	27	2	3	1	49	89.6%	10.4%
Elkridge Landing MS	9	32	1	4		46	89.1%	10.9%
Lake Elkhorn MS	11	38	1	5	2	57	89.1%	10.9%
Hammond MS	8	27	3	3	1	42	85.4%	14.6%
High	246	426	17	39	17	745	92.3%	7.7%
Atholton HS	34	39			2	75	100.0%	0.0%
Oakland Mills HS	32	34	1	1	1	69	97.1%	2.9%
Wilde Lake HS	16	42	2	1	2	63	95.1%	4.9%
River Hill HS	22	20		3		45	93.3%	6.7%
Marriotts Ridge HS	10	24		3		37	91.9%	8.1%
Reservoir HS	19	47	1	5	2	74	91.7%	8.3%
Hammond HS	25	17	2	2		46	91.3%	8.7%
Howard HS	20	51	1	6	4	82	91.0%	9.0%
Mt. Hebron HS	28	49	3	5		85	90.6%	9.4%
Centennial HS	16	42	4	3	1	66	89.2%	10.8%
Glenelg HS	16	38	2	5	3	64	88.5%	11.5%
Long Reach HS	8	23	1	5	2	39	83.8%	16.2%
Special	41	73	4	5	2	125	92.7%	7.3%
Ascend One	5	1				6	100%	0.0%
Cedar Lane	6	5			1	12	100%	0.0%
ARL	4	13	1			18	94.4%	5.6%
Old Cedar Lane	3	12		1		16	93.8%	6.3%
Homewood Center	14	28	2	2		46	91.3%	8.7%
Central Office	6	12	1	2		21	85.7%	14.3%
Grand Total	1042	1866	52	145	49	3154	93.7%	6.3%

2018-2019 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	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	252	854	56	256	50	1468	78.0%	22.0%
Hanover Hills ES	4	11				15	100%	0.0%
Laurel Woods ES	16	34	1	4	1	56	90.9%	9.1%
Waverly ES	3	13		2		18	88.9%	11.1%
Ducketts Lane ES	4	10		2		16	87.5%	12.5%
Worthington ES	7	21	1	3	1	33	87.5%	12.5%
Running Brook ES	9	23		5		37	86.5%	13.5%
Cradlerock ES	8	11		3	2	24	86.4%	13.6%
Clarksville ES	4	8	1	1	1	15	85.7%	14.3%
Elkridge ES	9	39	1	7	1	57	85.7%	14.3%
Bollman Bridge ES	12	43	2	8	2	67	84.6%	15.4%
Northfield ES	8	30	3	4	2	47	84.4%	15.6%
Hammond ES	5	11		3	2	21	84.2%	15.8%
Deep Run ES	9	28	1	6	3	47	84.1%	15.9%
Centennial Lane ES	7	13		4	2	26	83.3%	16.7%
Clemens Crossing ES	4	24	1	5		34	82.4%	17.6%
Rockburn ES	1	27	1	5	1	35	82.4%	17.6%
Hollifield Station ES	7	15		5	2	29	81.5%	18.5%
Waterloo ES	9	17	2	4	2	34	81.3%	18.8%
Swansfield ES	6	28	2	6	2	44	81.0%	19.0%
Thunder Hill ES	2	15		4	1	22	81.0%	19.0%
Atholton ES	3	25	2	5	1	36	80.0%	20.0%
Talbott Springs ES	10	25	1	8	1	45	79.5%	20.5%
Veterans ES	10	35	2	10	1	58	78.9%	21.1%
Triadelphia Ridge ES	9	16	1	6		32	78.1%	21.9%
Bushy Park ES	8	19	1	7	2	37	77.1%	22.9%
Bryant Woods ES	2	11	2	2		17	76.5%	23.5%
Guilford ES	3	10	2	2	1	18	76.5%	23.5%
Lisbon ES	6	23	2	7	1	39	76.3%	23.7%
Bellows Spring ES	5	30	3	9		47	74.5%	25.5%
Phelps Luck ES	9	19	1	9	2	40	73.7%	26.3%
Forest Ridge ES	4	12		6		22	72.7%	27.3%
West Friendship ES	7	9	2	4	2	24	72.7%	27.3%
Gorman Crossing ES	3	10	1	4		18	72.2%	27.8%
St. John's Lane ES	9	21	1	11	1	43	71.4%	28.6%
Dayton Oaks ES	7	40	3	16	5	71	71.2%	28.8%
Longfellow ES	5	18	2	8	1	34	69.7%	30.3%
Ilchester ES	3	19	1	9	2	34	68.8%	31.3%
Manor Woods ES	3	27	3	11		44	68.2%	31.8%
Jeffers Hill ES	2	10	1	5		18	66.7%	33.3%
Stevens Forest ES	3	10	2	5		20	65.0%	35.0%
Pointers Run ES	7	27	3	18	1	56	61.8%	38.2%
Fulton ES		17	4	13	4	38	50.0%	50.0%

2018-2019 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	121	456	48	149	34	808	74.5%	25.5%
Patapsco MS	6	21	1	3		31	87.1%	12.9%
Thomas Viaduct MS	12	38	3	6	2	61	84.7%	15.3%
Glenwood MS	2	9	1	1	1	14	84.6%	15.4%
Mount View MS	14	31	3	6	1	55	83.3%	16.7%
Folly Quarter MS	8	21	2	5	1	37	80.6%	19.4%
Ellicott Mills MS	10	21	2	6	1	40	79.5%	20.5%
Oakland Mills MS	5	14		5	2	26	79.2%	20.8%
Murray Hill MS	6	29	4	8	2	49	74.5%	25.5%
Lime Kiln MS	2	12		5	1	20	73.7%	26.3%
Harpers Choice MS	7	43	8	10	4	72	73.5%	26.5%
Elkridge Landing MS	4	29	1	11		45	73.3%	26.7%
Lake Elkhorn MS	7	35	3	13		58	72.4%	27.6%
Patuxent Valley MS	7	27	4	9	2	49	72.3%	27.7%
Clarksville MS	7	19	1	9	2	38	72.2%	27.8%
Burleigh Manor MS	2	16	3	4		25	72.0%	28.0%
Hammond MS	6	20	3	8	3	40	70.3%	29.7%
Dunloggin MS	5	26	3	12	2	48	67.4%	32.6%
Mayfield Woods MS	5	30	1	16	2	54	67.3%	32.7%
Bonnie Branch MS	6	10	2	8	4	30	61.5%	38.5%
Wilde Lake MS		5	3	4	4	16	41.7%	58.3%
High	105	407	56	152	23	743	71.1%	28.9%
Oakland Mills HS	14	41	2	10	1	68	82.1%	17.9%
Glenelg HS	9	40		14	1	64	77.8%	22.2%
River Hill HS	7	27	1	9	1	45	77.3%	22.7%
Atholton HS	16	39	4	13	4	76	76.4%	23.6%
Marriotts Ridge HS	5	22	2	8		37	73.0%	27.0%
Howard HS	8	47	4	18	5	82	71.4%	28.6%
Wilde Lake HS	8	35	8	10	2	63	70.5%	29.5%
Reservoir HS	9	40	8	16	1	74	67.1%	32.9%
Mt. Hebron HS	12	43	10	17	3	85	67.1%	32.9%
Hammond HS	6	22	5	11	1	45	63.6%	36.4%
Centennial HS	8	31	9	14	3	65	62.9%	37.1%
Long Reach HS	3	20	3	12	1	39	60.5%	39.5%
Special	25	60	13	23	3	124	70.2%	29.8%
Ascend One	3	3				6	100.0%	0.0%
Homewood Center	9	23	4	9	1	46	71.1%	28.9%
Cedar Lane	1	6		3	1	11	70.0%	30.0%
Central Office	3	11	2	5		21	66.7%	33.3%
Old Cedar Lane	4	6	3	3		16	62.5%	37.5%
ARL	2	9	4	3		18	61.1%	38.9%
Grand Total	503	1777	173	580	110	3143	75.2%	24.8%

2018-2019 HCEA Job Satisfaction Survey

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

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	261	891	64	254	3	1473	78.4%	21.6%
Hanover Hills ES	2	14				16	100.0%	0.0%
Laurel Woods ES	22	33		1		56	98.2%	1.8%
Clarksville ES	3	12		1		16	93.8%	6.3%
Longfellow ES	5	26	1	2		34	91.2%	8.8%
Forest Ridge ES	1	19		2		22	90.9%	9.1%
Hammond ES	6	13		2		21	90.5%	9.5%
Triadelphia Ridge ES	8	20	2	1	1	32	90.3%	9.7%
Hollifield Station ES	5	21		3		29	89.7%	10.3%
Bryant Woods ES	4	11	1	1		17	88.2%	11.8%
Ducketts Lane ES	4	10		2		16	87.5%	12.5%
Thunder Hill ES	2	17	1	2		22	86.4%	13.6%
West Friendship ES	7	13	2	2		24	83.3%	16.7%
Northfield ES	5	34	1	7		47	83.0%	17.0%
Phelps Luck ES	7	27		7		41	82.9%	17.1%
Bollman Bridge ES	14	41	5	7		67	82.1%	17.9%
Waterloo ES	12	15		6		33	81.8%	18.2%
Bushy Park ES	8	22	1	6		37	81.1%	18.9%
Running Brook ES	10	20	2	5		37	81.1%	18.9%
Dayton Oaks ES	8	48	4	10	1	71	80.0%	20.0%
Talbott Springs ES	11	25		9		45	80.0%	20.0%
Rockburn ES	6	21	1	6		34	79.4%	20.6%
Worthington ES	7	20		7		34	79.4%	20.6%
Guilford ES	6	8	1	3		18	77.8%	22.2%
Swansfield ES	6	28	2	8		44	77.3%	22.7%
Elkridge ES	8	36	1	12		57	77.2%	22.8%
Atholton ES	1	26		8	1	36	77.1%	22.9%
Clemens Crossing ES	3	24	1	7		35	77.1%	22.9%
Deep Run ES	8	29	3	8		48	77.1%	22.9%
Lisbon ES	6	24	3	6		39	76.9%	23.1%
Cradlerock ES	6	12	1	5		24	75.0%	25.0%
Ilchester ES	1	24	3	6		34	73.5%	26.5%
Veterans ES	11	32	3	13		59	72.9%	27.1%
Gorman Crossing ES	5	8	1	4		18	72.2%	27.8%
Jeffers Hill ES	3	10	2	3		18	72.2%	27.8%
Centennial Lane ES	5	13	3	4		25	72.0%	28.0%
Stevens Forest ES	5	10		6		21	71.4%	28.6%
Bellows Spring ES	8	25	5	9		47	70.2%	29.8%
St. John's Lane ES	8	22		13		43	69.8%	30.2%
Waverly ES	2	11	2	5		20	65.0%	35.0%
Fulton ES	3	20	2	13		38	60.5%	39.5%
Pointers Run ES	7	24	5	18		54	57.4%	42.6%
Manor Woods ES	2	23	5	14		44	56.8%	43.2%

2018-2019 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	133	479	44	151	6	813	75.8%	24.2%
Lime Kiln MS	1	17		3		21	85.7%	14.3%
Bonnie Branch MS	7	20	3	2		32	84.4%	15.6%
Patapsco MS	4	22	1	4		31	83.9%	16.1%
Mount View MS	14	32		9	1	56	83.6%	16.4%
Folly Quarter MS	11	19	2	4	1	37	83.3%	16.7%
Hammond MS	5	29	1	6		41	82.9%	17.1%
Thomas Viaduct MS	17	31	2	9	1	60	81.4%	18.6%
Ellicott Mills MS	12	21	3	5		41	80.5%	19.5%
Mayfield Woods MS	12	30		11		53	79.2%	20.8%
Burleigh Manor MS	4	15	3	3		25	76.0%	24.0%
Harpers Choice MS	9	44	7	11	1	72	74.6%	25.4%
Lake Elkhorn MS	4	39	3	12		58	74.1%	25.9%
Patuxent Valley MS	12	24	3	10	1	50	73.5%	26.5%
Glenwood MS	4	6	1	3		14	71.4%	28.6%
Elkridge Landing MS	2	29	2	12		45	68.9%	31.1%
Wilde Lake MS		11	1	4		16	68.8%	31.3%
Clarksville MS	6	20	4	8		38	68.4%	31.6%
Oakland Mills MS	1	16	2	6	1	26	68.0%	32.0%
Dunloggin MS	3	29	3	13		48	66.7%	33.3%
Murray Hill MS	5	25	3	16		49	61.2%	38.8%
High	109	440	40	145	6	740	74.8%	25.2%
River Hill HS	9	33	1	2		45	93.3%	6.7%
Marriotts Ridge HS	8	23	1	5		37	83.8%	16.2%
Oakland Mills HS	13	42	2	11		68	80.9%	19.1%
Glenelg HS	7	43	4	9		63	79.4%	20.6%
Centennial HS	12	37	4	10	1	64	77.8%	22.2%
Atholton HS	16	43	4	13		76	77.6%	22.4%
Howard HS	11	49	2	18	2	82	75.0%	25.0%
Hammond HS	7	25	5	8		45	71.1%	28.9%
Mt. Hebron HS	8	49	5	23		85	67.1%	32.9%
Long Reach HS	4	22	3	10		39	66.7%	33.3%
Wilde Lake HS	4	36	6	14	2	62	66.7%	33.3%
Reservoir HS	10	38	3	22	1	74	65.8%	34.2%
Special	30	67	6	21		124	78.2%	21.8%
ARL	5	10		3		18	83.3%	16.7%
Ascend One	4	1		1		6	83.3%	16.7%
Homewood Center	9	28	3	5		45	82.2%	17.8%
Old Cedar Lane	3	10	2	1		16	81.3%	18.8%
Cedar Lane	2	6	1	3		12	66.7%	33.3%
Central Office	4	9		8		21	61.9%	38.1%
Grand Total	533	1877	154	571	15	3150	76.9%	23.1%

2018-2019 HCEA Job Satisfaction Survey

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

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	44	132	757	470	65	1468	12.5%	87.5%
Ilchester ES	1	12	14	8		35	37.1%	62.9%
Guilford ES	3	3	6	5	1	18	35.3%	64.7%
Gorman Crossing ES	2	3	8	2	2	17	33.3%	66.7%
Manor Woods ES	2	10	17	14		43	27.9%	72.1%
Clemens Crossing ES	2	6	12	13	1	34	24.2%	75.8%
Waverly ES	1	3	8	8		20	20.0%	80.0%
Pointers Run ES	4	6	22	20	3	55	19.2%	80.8%
Fulton ES		7	21	10	1	39	18.4%	81.6%
Centennial Lane ES	1	3	9	9	4	26	18.2%	81.8%
Lisbon ES	1	5	18	12	2	38	16.7%	83.3%
Bollman Bridge ES	2	8	32	22	3	67	15.6%	84.4%
Bryant Woods ES	1	1	6	5	3	16	15.4%	84.6%
Veterans ES	1	8	34	16		59	15.3%	84.7%
Longfellow ES	1	4	19	10	1	35	14.7%	85.3%
Talbott Springs ES	2	4	23	14	2	45	14.0%	86.0%
Elkridge ES		6	26	20	5	57	11.5%	88.5%
Northfield ES	1	4	17	22	3	47	11.4%	88.6%
Jeffers Hill ES	2		9	7		18	11.1%	88.9%
Running Brook ES	2	2	24	8	1	37	11.1%	88.9%
Laurel Woods ES	1	4	34	10	5	54	10.2%	89.8%
Thunder Hill ES		2	7	12	1	22	9.5%	90.5%
Swansfield ES	3	1	19	20		43	9.3%	90.7%
Dayton Oaks ES	3	3	36	24	4	70	9.1%	90.9%
Bellows Spring ES	1	3	27	15	1	47	8.7%	91.3%
West Friendship ES	1	1	14	7	1	24	8.7%	91.3%
Rockburn ES		3	22	10		35	8.6%	91.4%
Cradlerock ES	1	1	20	2		24	8.3%	91.7%
Phelps Luck ES	1	2	25	13		41	7.3%	92.7%
Hollifield Station ES	1	1	20	6	1	29	7.1%	92.9%
Deep Run ES	1	2	24	17	4	48	6.8%	93.2%
Hanover Hills ES		1	10	4		15	6.7%	93.3%
Worthington ES		2	18	10	3	33	6.7%	93.3%
Clarksville ES		1	8	7		16	6.3%	93.8%
Ducketts Lane ES		1	9	6		16	6.3%	93.8%
Waterloo ES	1	1	20	11	1	34	6.1%	93.9%
Bushy Park ES		2	19	14	2	37	5.7%	94.3%
Atholton ES		2	21	13		36	5.6%	94.4%
Stevens Forest ES	1		12	6	2	21	5.3%	94.7%
St. John's Lane ES		2	23	14	3	42	5.1%	94.9%
Forest Ridge ES		1	15	5	1	22	4.8%	95.2%
Triadelphia Ridge ES		1	18	11	2	32	3.3%	96.7%
Hammond ES			11	8	2	21	0.0%	100%

2018-2019 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	26	73	398	276	37	810	12.8%	87.2%
Elkridge Landing MS	4	11	13	18		46	32.6%	67.4%
Hammond MS	4	6	15	14	2	41	25.6%	74.4%
Dunloggin MS	3	9	22	13	1	48	25.5%	74.5%
Wilde Lake MS	1	3	5	7		16	25.0%	75.0%
Lake Elkhorn MS	3	7	22	23	3	58	18.2%	81.8%
Clarksville MS	2	4	12	17	1	36	17.1%	82.9%
Mayfield Woods MS	2	5	30	14	2	53	13.7%	86.3%
Bonnie Branch MS	2	2	19	8	1	32	12.9%	87.1%
Murray Hill MS		5	19	22	2	48	10.9%	89.1%
Patuxent Valley MS	1	4	29	13	3	50	10.6%	89.4%
Thomas Viaduct MS	1	4	38	13	4	60	8.9%	91.1%
Burleigh Manor MS		2	13	9	1	25	8.3%	91.7%
Folly Quarter MS	1	2	25	10		38	7.9%	92.1%
Harpers Choice MS	1	3	41	22	4	71	6.0%	94.0%
Mount View MS	1	2	28	21	3	55	5.8%	94.2%
Ellicott Mills MS		2	19	16	3	40	5.4%	94.6%
Oakland Mills MS		1	14	10	1	26	4.0%	96.0%
Patapsco MS		1	19	9	3	32	3.4%	96.6%
Glenwood MS			10	4		14	0.0%	100.0%
Lime Kiln MS			5	13	3	21	0.0%	100.0%
High	34	58	368	248	38	746	13.0%	87.0%
Wilde Lake HS	5	9	14	32	2	62	23.3%	76.7%
Long Reach HS	1	7	18	13	1	40	20.5%	79.5%
Glenelg HS	4	8	30	20	2	64	19.4%	80.6%
Mt. Hebron HS	6	5	48	20	6	85	13.9%	86.1%
Centennial HS	2	6	36	17	4	65	13.1%	86.9%
Reservoir HS	5	4	37	26	2	74	12.5%	87.5%
Oakland Mills HS	1	6	39	21	2	69	10.4%	89.6%
Hammond HS	2	2	21	16	5	46	9.8%	90.2%
River Hill HS	2	2	23	14	4	45	9.8%	90.2%
Atholton HS	3	4	42	24	3	76	9.6%	90.4%
Marriotts Ridge HS	2	1	16	17	1	37	8.3%	91.7%
Howard HS	1	4	44	28	6	83	6.5%	93.5%
Special	6	12	53	41	11	123	16.1%	83.9%
Cedar Lane	3	2	2	5		12	41.7%	58.3%
Homewood Center	2	7	17	15	5	46	22.0%	78.0%
Central Office	1	2	7	9	2	21	15.8%	84.2%
Old Cedar Lane		1	10	3	1	15	7.1%	92.9%
ARL			9	5	3	17	0.0%	100.0%
Ascend One			5	1		6	0.0%	100.0%
Grand Total	110	275	1576	1035	151	3147	12.9%	87.1%

2018-2019 HCEA Job Satisfaction Survey

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

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	31	79	827	466	74	1477	7.8%	92.2%
Jeffers Hill ES	2	6	3	7		18	44.4%	55.6%
Pointers Run ES	3	9	18	22	4	56	23.1%	76.9%
Lisbon ES		7	16	14	2	39	18.9%	81.1%
Guilford ES	1	2	8	5	2	18	18.8%	81.3%
Fulton ES		7	17	14		38	18.4%	81.6%
Gorman Crossing ES	2	1	10	4	1	18	17.6%	82.4%
Bushy Park ES	3	3	17	12	2	37	17.1%	82.9%
Atholton ES	3	2	15	16		36	13.9%	86.1%
Bollman Bridge ES	1	7	33	22	4	67	12.7%	87.3%
Laurel Woods ES	1	5	39	6	5	56	11.8%	88.2%
Elkridge ES	2	3	28	19	5	57	9.6%	90.4%
Manor Woods ES		4	23	17		44	9.1%	90.9%
Northfield ES		4	24	17	4	49	8.9%	91.1%
Longfellow ES	2	1	23	8	1	35	8.8%	91.2%
Ilchester ES	2	1	21	11		35	8.6%	91.4%
Phelps Luck ES	2	1	27	10	1	41	7.5%	92.5%
Bryant Woods ES	1		9	4	3	17	7.1%	92.9%
Clarksville ES	1		9	5	1	16	6.7%	93.3%
Rockburn ES	1	1	23	10		35	5.7%	94.3%
Stevens Forest ES		1	13	5	2	21	5.3%	94.7%
Waverly ES		1	9	10		20	5.0%	95.0%
Thunder Hill ES		1	9	11	1	22	4.8%	95.2%
Deep Run ES		2	23	18	5	48	4.7%	95.3%
Centennial Lane ES		1	14	7	4	26	4.5%	95.5%
Dayton Oaks ES		3	35	28	5	71	4.5%	95.5%
West Friendship ES	1		16	6	1	24	4.3%	95.7%
Cradlerock ES	1		21	2		24	4.2%	95.8%
Hollifield Station ES	1		18	9	1	29	3.6%	96.4%
Worthington ES		1	22	8	3	34	3.2%	96.8%
Clemens Crossing ES		1	16	17	1	35	2.9%	97.1%
Running Brook ES		1	24	9	1	35	2.9%	97.1%
St. John's Lane ES	1		18	20	2	41	2.6%	97.4%
Talbott Springs ES		1	29	11	4	45	2.4%	97.6%
Bellows Spring ES		1	34	9	2	46	2.3%	97.7%
Veterans ES		1	40	18		59	1.7%	98.3%
Ducketts Lane ES			10	6		16	0.0%	100%
Forest Ridge ES			17	4	1	22	0.0%	100%
Hammond ES			12	6	3	21	0.0%	100%
Hanover Hills ES			12	4		16	0.0%	100%
Swansfield ES			26	18		44	0.0%	100%
Triadelphia Ridge ES			23	7	2	32	0.0%	100%
Waterloo ES			23	10	1	34	0.0%	100%

2018-2019 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	29	37	421	285	42	814	8.5%	91.5%
Lake Elkhorn MS	5	6	22	20	4	57	20.8%	79.2%
Dunloggin MS	1	8	17	20	1	47	19.6%	80.4%
Elkridge Landing MS	4	4	17	21		46	17.4%	82.6%
Hammond MS	3	1	19	15	3	41	10.5%	89.5%
Patuxent Valley MS	4	1	31	12	2	50	10.4%	89.6%
Bonnie Branch MS		3	19	7	3	32	10.3%	89.7%
Thomas Viaduct MS	1	4	34	17	4	60	8.9%	91.1%
Clarksville MS	2	1	16	16	3	38	8.6%	91.4%
Ellicott Mills MS	3		24	11	3	41	7.9%	92.1%
Mount View MS	2	2	29	20	3	56	7.5%	92.5%
Wilde Lake MS	1		5	10		16	6.3%	93.8%
Mayfield Woods MS	1	2	33	16	2	54	5.8%	94.2%
Lime Kiln MS	1		2	15	3	21	5.6%	94.4%
Harpers Choice MS		3	43	22	5	73	4.4%	95.6%
Murray Hill MS		2	20	24	2	48	4.3%	95.7%
Folly Quarter MS	1		30	7		38	2.6%	97.4%
Burleigh Manor MS			14	10	1	25	0.0%	100.0%
Glenwood MS			10	4		14	0.0%	100.0%
Oakland Mills MS			15	10	1	26	0.0%	100.0%
Patapsco MS			21	8	2	31	0.0%	100.0%
High	24	45	376	260	41	746	9.8%	90.2%
Wilde Lake HS	7	8	16	29	3	63	25.0%	75.0%
Long Reach HS	4	1	20	14	1	40	12.8%	87.2%
Mt. Hebron HS	5	3	53	19	5	85	10.0%	90.0%
Atholton HS	2	5	40	25	4	76	9.7%	90.3%
Reservoir HS	3	4	37	28	2	74	9.7%	90.3%
Howard HS	1	6	41	30	5	83	9.0%	91.0%
Centennial HS		5	38	18	4	65	8.2%	91.8%
Glenelg HS	1	4	34	23	2	64	8.1%	91.9%
River Hill HS		3	22	16	4	45	7.3%	92.7%
Oakland Mills HS		4	38	22	4	68	6.3%	93.8%
Marriotts Ridge HS	1	1	16	17	2	37	5.7%	94.3%
Hammond HS		1	21	19	5	46	2.4%	97.6%
Special	4	8	57	42	11	122	10.8%	89.2%
Cedar Lane	1	2	3	4		10	30.0%	70.0%
Central Office		3	7	9	1	20	15.8%	84.2%
Homewood Center	2	3	19	17	5	46	12.2%	87.8%
Old Cedar Lane	1		11	2	2	16	7.1%	92.9%
ARL			8	7	3	18	0.0%	100.0%
Ascend One			5	1		6	0.0%	100.0%
Grand Total	88	169	1681	1053	168	3159	8.6%	91.4%

2018-2019 HCEA Job Satisfaction Survey

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

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	79	210	546	576	66	1477	20.5%	79.5%
Pointers Run ES	9	12	7	24	2	54	40.4%	59.6%
Hammond ES	2	5	5	7	1	20	36.8%	63.2%
Ilchester ES	4	8	14	7	2	35	36.4%	63.6%
Forest Ridge ES	2	5	10	5		22	31.8%	68.2%
Fulton ES	4	8	11	15	1	39	31.6%	68.4%
Triadelphia Ridge ES	3	6	13	8	2	32	30.0%	70.0%
Longfellow ES	5	5	15	9	1	35	29.4%	70.6%
Laurel Woods ES	2	13	21	17	3	56	28.3%	71.7%
Swansfield ES	5	7	13	19		44	27.3%	72.7%
Centennial Lane ES	1	5	7	10	3	26	26.1%	73.9%
Guilford ES	2	2	4	8	2	18	25.0%	75.0%
Waterloo ES		8	12	12	2	34	25.0%	75.0%
Waverly ES		5	4	11		20	25.0%	75.0%
Northfield ES	2	9	16	18	4	49	24.4%	75.6%
Thunder Hill ES		5	4	12	1	22	23.8%	76.2%
Rockburn ES	2	6	16	11		35	22.9%	77.1%
Manor Woods ES	2	8	19	15		44	22.7%	77.3%
Atholton ES	2	6	14	14		36	22.2%	77.8%
Elkridge ES	5	7	21	21	3	57	22.2%	77.8%
Gorman Crossing ES		4	6	8		18	22.2%	77.8%
Clemens Crossing ES	3	4	9	18	1	35	20.6%	79.4%
Bryant Woods ES		3	6	6	2	17	20.0%	80.0%
Bollman Bridge ES	4	8	26	25	4	67	19.0%	81.0%
Bellows Spring ES	2	6	20	17	2	47	17.8%	82.2%
St. John's Lane ES	5	2	13	20	3	43	17.5%	82.5%
Cradlerock ES	2	2	15	4		23	17.4%	82.6%
West Friendship ES	2	2	9	10	1	24	17.4%	82.6%
Jeffers Hill ES	1	2	7	8		18	16.7%	83.3%
Running Brook ES	1	5	18	12	1	37	16.7%	83.3%
Lisbon ES	1	5	15	16	2	39	16.2%	83.8%
Stevens Forest ES		3	7	9	2	21	15.8%	84.2%
Bushy Park ES		5	12	18	2	37	14.3%	85.7%
Talbott Springs ES	1	5	19	17	3	45	14.3%	85.7%
Dayton Oaks ES	1	8	18	37	6	70	14.1%	85.9%
Clarksville ES	1	1	7	7		16	12.5%	87.5%
Veterans ES	3	4	28	23		58	12.1%	87.9%
Hollifield Station ES		3	15	10	1	29	10.7%	89.3%
Phelps Luck ES		4	21	16		41	9.8%	90.2%
Deep Run ES		3	22	19	4	48	6.8%	93.2%
Hanover Hills ES		1	6	8	1	16	6.7%	93.3%
Ducketts Lane ES			7	9		16	0.0%	100%
Worthington ES			14	16	4	34	0.0%	100%

2018-2019 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	65	203	237	277	33	815	34.3%	65.7%
Hammond MS	12	8	8	12	1	41	50.0%	50.0%
Folly Quarter MS	4	14	7	12	1	38	48.6%	51.4%
Bonnie Branch MS	4	10	10	5	2	31	48.3%	51.7%
Dunloggin MS	4	18	10	14	2	48	47.8%	52.2%
Elkridge Landing MS	4	18	10	14		46	47.8%	52.2%
Clarksville MS	4	13	7	12	2	38	47.2%	52.8%
Lime Kiln MS		8	4	8	1	21	40.0%	60.0%
Mount View MS	5	15	16	18	2	56	37.0%	63.0%
Ellicott Mills MS	3	11	8	18	1	41	35.0%	65.0%
Patapsco MS	2	8	9	10	3	32	34.5%	65.5%
Mayfield Woods MS	3	15	19	16	1	54	34.0%	66.0%
Murray Hill MS	4	12	12	20		48	33.3%	66.7%
Patuxent Valley MS	5	11	18	14	2	50	33.3%	66.7%
Wilde Lake MS	1	3	3	8	1	16	26.7%	73.3%
Harpers Choice MS	2	13	33	19	5	72	22.4%	77.6%
Lake Elkhorn MS	6	6	17	25	3	57	22.2%	77.8%
Burleigh Manor MS		5	7	12	1	25	20.8%	79.2%
Thomas Viaduct MS	1	10	22	23	5	61	19.6%	80.4%
Oakland Mills MS	1	4	10	11		26	19.2%	80.8%
Glenwood MS		1	7	6		14	7.1%	92.9%
High	82	164	220	247	31	744	34.5%	65.5%
Marriotts Ridge HS	5	11	12	8	1	37	44.4%	55.6%
Atholton HS	6	26	17	27		76	42.1%	57.9%
Glenelg HS	9	15	20	17	3	64	39.3%	60.7%
Wilde Lake HS	8	16	13	26		63	38.1%	61.9%
Reservoir HS	11	15	22	25	1	74	35.6%	64.4%
Mt. Hebron HS	10	18	26	26	4	84	35.0%	65.0%
Centennial HS	6	14	19	20	6	65	33.9%	66.1%
Howard HS	13	13	26	25	6	83	33.8%	66.2%
Hammond HS	6	8	16	15	1	46	31.1%	68.9%
River Hill HS	2	10	11	18	4	45	29.3%	70.7%
Oakland Mills HS	3	13	24	24	4	68	25.0%	75.0%
Long Reach HS	3	5	14	16	1	39	21.1%	78.9%
Special	7	13	39	44	21	124	19.4%	80.6%
Old Cedar Lane	2	1	7	3	3	16	23.1%	76.9%
Homewood Center	2	6	14	18	6	46	20.0%	80.0%
Central Office		2	4	5	10	21	18.2%	81.8%
ARL	2		8	6	1	17	12.5%	87.5%
Cedar Lane		1	3	7	1	12	9.1%	90.9%
Ascend One			2	4		6	0.0%	100.0%
Grand Total	233	590	1042	1144	151	3160	27.4%	72.6%

2018-2019 HCEA Job Satisfaction Survey

30) At my school I spend most of my PIP time on non-instructional activities.

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	45	267	165	538	443	1458	30.7%	69.3%
Waverly ES	3	7		5	5	20	66.7%	33.3%
Centennial Lane ES	1	10	4	6	4	25	52.4%	47.6%
Fulton ES	4	11	1	13	8	37	51.7%	48.3%
Clarksville ES	3	3	2	4	4	16	50.0%	50.0%
Manor Woods ES	2	15	5	14	8	44	47.2%	52.8%
Laurel Woods ES	5	11	6	16	18	56	42.1%	57.9%
Longfellow ES	1	7	3	8	14	33	42.1%	57.9%
Phelps Luck ES	2	8	5	9	15	39	41.7%	58.3%
Elkridge ES	1	13	3	20	19	56	37.8%	62.2%
Deep Run ES		10	4	13	21	48	37.0%	63.0%
Ilchester ES	1	8	6	10	9	34	36.0%	64.0%
Pointers Run ES	2	11	5	19	16	53	35.1%	64.9%
Hollifield Station ES	3	4	3	10	8	28	35.0%	65.0%
Forest Ridge ES	1	4	1	9	7	22	33.3%	66.7%
Stevens Forest ES	1	3	2	6	8	20	33.3%	66.7%
Clemens Crossing ES		8	4	13	10	35	32.0%	68.0%
Hammond ES		4	1	8	8	21	30.8%	69.2%
Rockburn ES		7	5	11	12	35	30.4%	69.6%
Swansfield ES		9	4	17	13	43	30.0%	70.0%
St. John's Lane ES		9	4	18	12	43	29.0%	71.0%
Hanover Hills ES		2	2	3	8	15	28.6%	71.4%
Dayton Oaks ES	1	13	3	34	20	71	27.5%	72.5%
Gorman Crossing ES	1	2	3	5	6	17	27.3%	72.7%
Atholton ES	2	5	3	16	10	36	26.9%	73.1%
Bollman Bridge ES		12	11	22	21	66	26.7%	73.3%
Cradlerock ES		5	7	7	5	24	26.3%	73.7%
Bushy Park ES		7	6	14	10	37	25.9%	74.1%
Worthington ES	1	6	3	17	7	34	25.9%	74.1%
Lisbon ES	1	6	2	19	9	37	25.0%	75.0%
Triadelphia Ridge ES	1	5	7	11	7	31	25.0%	75.0%
Veterans ES	2	8	8	22	19	59	25.0%	75.0%
Bellows Spring ES		6	4	15	21	46	24.0%	76.0%
Waterloo ES		5	7	10	12	34	22.7%	77.3%
West Friendship ES	1	3	4	10	6	24	22.2%	77.8%
Talbott Springs ES		6	3	20	16	45	20.7%	79.3%
Jeffers Hill ES		3	2	10	3	18	20.0%	80.0%
Thunder Hill ES	1	2		13	6	22	18.8%	81.3%
Bryant Woods ES		2	2	7	6	17	18.2%	81.8%
Northfield ES	2	4	7	22	13	48	17.1%	82.9%
Guilford ES	2		3	7	5	17	16.7%	83.3%
Running Brook ES		3	5	18	10	36	11.5%	88.5%
Ducketts Lane ES			5	7	4	16	0.0%	100.0%

2018-2019 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	52	186	89	293	189	809	38.4%	61.6%
Murray Hill MS	7	20	3	8	11	49	71.1%	28.9%
Hammond MS	6	14	5	11	6	42	55.6%	44.4%
Lake Elkhorn MS	4	18	2	17	17	58	53.7%	46.3%
Burleigh Manor MS	4	5	3	6	5	23	50.0%	50.0%
Glenwood MS	2	3		5	4	14	50.0%	50.0%
Lime Kiln MS	2	7	1	9	2	21	47.4%	52.6%
Patuxent Valley MS	4	12	4	16	14	50	44.4%	55.6%
Thomas Viaduct MS	3	16	5	22	14	60	41.3%	58.7%
Bonnie Branch MS	2	7	5	10	8	32	37.5%	62.5%
Oakland Mills MS	1	6	5	7	6	25	36.8%	63.2%
Mayfield Woods MS	2	12	10	16	13	53	35.0%	65.0%
Mount View MS	1	15	3	27	9	55	34.8%	65.2%
Elkridge Landing MS	4	9	6	19	8	46	34.2%	65.8%
Wilde Lake MS	1	3	1	7	4	16	33.3%	66.7%
Patapsco MS	2	6		17	7	32	32.0%	68.0%
Clarksville MS	2	7	4	17	8	38	30.0%	70.0%
Ellicott Mills MS	1	6	4	15	13	39	26.9%	73.1%
Harpers Choice MS	3	9	13	28	20	73	22.6%	77.4%
Dunloggin MS	1	6	8	20	11	46	20.0%	80.0%
Folly Quarter MS		5	7	16	9	37	17.9%	82.1%
High	83	160	74	278	146	741	40.8%	59.2%
Long Reach HS	11	8	2	11	8	40	59.4%	40.6%
Hammond HS	2	19	3	12	10	46	58.3%	41.7%
Mt. Hebron HS	16	21	6	22	19	84	56.9%	43.1%
Wilde Lake HS	10	18	4	22	8	62	51.9%	48.1%
Oakland Mills HS	8	15	1	22	23	69	50.0%	50.0%
Centennial HS	5	18	3	27	12	65	43.4%	56.6%
Reservoir HS	7	19	9	25	14	74	43.3%	56.7%
Glenelg HS	10	11	6	26	10	63	39.6%	60.4%
Howard HS	8	10	9	39	15	81	27.3%	72.7%
Marriotts Ridge HS	1	6	7	16	7	37	23.3%	76.7%
River Hill HS	3	5	8	20	8	44	22.2%	77.8%
Atholton HS	2	10	16	36	12	76	18.8%	81.3%
Special	2	11	7	27	77	124	27.7%	72.3%
Homewood Center	2	8	4	12	20	46	38.5%	61.5%
Cedar Lane		2	1	4	5	12	28.6%	71.4%
ARL		1	2	8	6	17	9.1%	90.9%
Ascend One					6	6	0.0%	0.0%
Central Office				1	20	21	0.0%	100.0%
Old Cedar Lane				1	15	16	0.0%	100.0%
Grand Total	182	624	335	1136	855	3132	35.4%	64.6%

2018-2019 HCEA Job Satisfaction Survey

31) At my school our administrator includes time during PIP for teacher-initiated collaboration.

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	96	675	53	190	446	1460	76.0%	24.0%
Hanover Hills ES	1	8			7	16	100.0%	0.0%
Waterloo ES	2	17			15	34	100.0%	0.0%
Worthington ES	5	21			7	33	100.0%	0.0%
Talbott Springs ES	3	27	1	1	13	45	93.8%	6.3%
Hammond ES		14		1	6	21	93.3%	6.7%
West Friendship ES	5	9		1	9	24	93.3%	6.7%
Gorman Crossing ES		10	1		7	18	90.9%	9.1%
Longfellow ES		20		2	11	33	90.9%	9.1%
Bellows Spring ES	5	21	1	2	17	46	89.7%	10.3%
Deep Run ES	5	19		3	20	47	88.9%	11.1%
Bushy Park ES	2	21	2	2	10	37	85.2%	14.8%
Laurel Woods ES	6	21		5	22	54	84.4%	15.6%
Guilford ES	1	9	2		5	17	83.3%	16.7%
Lisbon ES	3	22	3	2	9	39	83.3%	16.7%
Ducketts Lane ES	3	5		2	6	16	80.0%	20.0%
Fulton ES		24	1	5	8	38	80.0%	20.0%
Stevens Forest ES		12	1	2	6	21	80.0%	20.0%
Northfield ES	3	27	5	3	11	49	78.9%	21.1%
Veterans ES	2	30	3	6	18	59	78.0%	22.0%
Triadelphia Ridge ES	2	18	2	4	5	31	76.9%	23.1%
St. John's Lane ES	6	17		7	12	42	76.7%	23.3%
Swansfield ES	2	24	3	5	10	44	76.5%	23.5%
Bryant Woods ES	2	7		3	5	17	75.0%	25.0%
Clarksville ES	3	6	1	2	4	16	75.0%	25.0%
Clemens Crossing ES	2	16	1	5	11	35	75.0%	25.0%
Running Brook ES	1	19	3	4	10	37	74.1%	25.9%
Rockburn ES	2	15	1	5	12	35	73.9%	26.1%
Cradlerock ES	3	11	1	4	5	24	73.7%	26.3%
Elkridge ES	3	25	1	9	18	56	73.7%	26.3%
Hollifield Station ES	3	11		6	7	27	70.0%	30.0%
Atholton ES	2	16		8	10	36	69.2%	30.8%
Phelps Luck ES	5	10	1	6	17	39	68.2%	31.8%
Dayton Oaks ES	5	28	2	14	22	71	67.3%	32.7%
Waverly ES		10	1	4	5	20	66.7%	33.3%
Thunder Hill ES		9		5	8	22	64.3%	35.7%
Ilchester ES	3	13		9	9	34	64.0%	36.0%
Centennial Lane ES	1	11	3	4	6	25	63.2%	36.8%
Pointers Run ES	1	20	4	10	19	54	60.0%	40.0%
Manor Woods ES	2	17	2	12	8	41	57.6%	42.4%
Bollman Bridge ES	2	21	3	17	24	67	53.5%	46.5%
Jeffers Hill ES		8	2	5	3	18	53.3%	46.7%
Forest Ridge ES		6	2	5	9	22	46.2%	53.8%

2018-2019 HCEA Job Satisfaction Survey

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

