

2020-2021 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	141	592	11	75	355	1174	89.5%	10.5%
Bushy Park ES	2	10			6	18	100%	0.0%
Gorman Crossing ES	7	14			9	30	100%	0.0%
Guilford ES	2	8			3	13	100%	0.0%
Longfellow ES	6	19			4	29	100%	0.0%
Talbott Springs ES	3	9			5	17	100%	0.0%
Swansfield ES	6	24	1		17	48	96.8%	3.2%
St John's Lane ES	10	19		1	9	39	96.7%	3.3%
Cradlerock ES	8	17		1	4	30	96.2%	3.8%
Veterans ES	5	17		1	6	29	95.7%	4.3%
Waterloo ES	4	17		1	10	32	95.5%	4.5%
Atholton ES	2	18		1	8	29	95.2%	4.8%
Hanover Hills ES	4	16		1	12	33	95.2%	4.8%
Laurel Woods ES	4	16		1	8	29	95.2%	4.8%
Fulton ES	3	15		1	10	29	94.7%	5.3%
Ducketts Lane ES	4	13		1	4	22	94.4%	5.6%
Rockburn ES	1	15	1		10	27	94.1%	5.9%
Worthington ES	1	13		1	7	22	93.3%	6.7%
Running Brook ES	6	7		1	12	26	92.9%	7.1%
Deep Run ES	2	36		3	19	60	92.7%	7.3%
Hollifield Station ES	7	17		2	14	40	92.3%	7.7%
Clarksville ES		11		1	8	20	91.7%	8.3%
Lisbon ES	2	18	1	1	3	25	90.9%	9.1%
Bryant Woods ES	3	6		1	12	22	90.0%	10.0%
Jeffers Hill ES		9		1	3	13	90.0%	10.0%
Bellows Spring ES	4	19		3	14	40	88.5%	11.5%
Northfield ES	2	13	2		8	25	88.2%	11.8%
Dayton Oaks ES	4	23	1	3	11	42	87.1%	12.9%
Elkridge ES	2	18		3	9	32	87.0%	13.0%
Hammond ES	3	10	1	1	6	21	86.7%	13.3%
Triadelphia Ridge ES	4	15	1	2	5	27	86.4%	13.6%
Waverly ES	4	15		3	10	32	86.4%	13.6%
Centennial Lane ES	5	10	1	2	7	25	83.3%	16.7%
Ilchester ES		15	1	2	6	24	83.3%	16.7%
Manor Woods ES	2	18		4	9	33	83.3%	16.7%
Phelps Luck ES	3	9		3	10	25	80.0%	20.0%
Pointers Run ES	3	9		3	11	26	80.0%	20.0%
Clemens Crossing ES	4	11		4	6	25	78.9%	21.1%
West Friendship ES	3	10		4	2	19	76.5%	23.5%
Stevens Forest ES	1	11	1	3	8	24	75.0%	25.0%
Bollman Bridge ES	2	9		4	14	29	73.3%	26.7%
Forest Ridge ES	3	8		4	5	20	73.3%	26.7%
Thunder Hill ES		5		7	11	23	41.7%	58.3%

2020-2021 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	74	340	13	48	138	613	87.2%	12.8%
Mount View MS	3	20			10	33	100%	0.0%
Folly Quarter MS	9	14		1	8	32	95.8%	4.2%
Ellicott Mills MS	2	20		1	9	32	95.7%	4.3%
Patapsco MS	5	17		1	5	28	95.7%	4.3%
Oakland Mills MS	1	16		1	5	23	94.4%	5.6%
Lake Elkhorn MS	3	13		1	8	25	94.1%	5.9%
Glenwood MS	2	12		1	10	25	93.3%	6.7%
Bonnie Branch MS	2	25	1	1	6	35	93.1%	6.9%
Harper's Choice MS	7	16		2	6	31	92.0%	8.0%
Burleigh Manor MS	3	17		2	6	28	90.9%	9.1%
Dunloggin MS		19	1	1	5	26	90.5%	9.5%
Wilde Lake MS	7	18		3	4	32	89.3%	10.7%
Lime Kiln MS	3	13		2	5	23	88.9%	11.1%
Patuxent Valley MS	2	16	2	1	7	28	85.7%	14.3%
Thomas Viaduct MS	9	19	2	3	5	38	84.8%	15.2%
Mayfield Woods MS	8	21	2	5	7	43	80.6%	19.4%
Hammond MS	1	17		5	2	25	78.3%	21.7%
Murray Hill MS	3	14	2	3	6	28	77.3%	22.7%
Clarksville MS	2	18	1	5	5	31	76.9%	23.1%
Elkridge Landing MS	2	15	2	9	19	47	60.7%	39.3%
High	67	299	30	121	147	664	70.8%	29.2%
Wilde Lake HS	10	33	1	2	15	61	93.5%	6.5%
Hammond HS	8	29		4	13	54	90.2%	9.8%
Mt. Hebron HS	9	27	1	5	11	53	85.7%	14.3%
River Hill HS	5	24	3	8	5	45	72.5%	27.5%
Howard HS	6	30	4	11	19	70	70.6%	29.4%
Marriotts Ridge HS	9	22	2	11	12	56	70.5%	29.5%
Atholton HS	2	37	2	17	11	69	67.2%	32.8%
Centennial HS	2	29	3	16	10	60	62.0%	38.0%
Oakland Mills HS	4	23	5	13	9	54	60.0%	40.0%
Reservoir HS	2	20	5	11	20	58	57.9%	42.1%
Glenelg HS	3	13	2	10	9	37	57.1%	42.9%
Long Reach HS	7	12	2	13	13	47	55.9%	44.1%
Special	6	35	3	9	50	103	77.4%	22.6%
Ascend One Center		1			15	16	100%	0.0%
ARL	2	12		1	15	30	93.3%	6.7%
Cedar Lane - Fulton	1	11	2	3	12	29	70.6%	29.4%
Homewood School	3	11	1	5	8	28	70.0%	30.0%
Non-School Based	1	2			62	65	100%	0.0%
Central Office					42	42	N/A	N/A
Non-School Based	1	2			20	23	100%	0.0%
Grand Total	289	1268	57	253	752	2619	83.4%	16.6%

2020-2021 HCEA Job Satisfaction Survey

32) In my school, I spend too much time in meetings.

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	157	348	48	570	66	1189	45.0%	55.0%
Hammond ES	6	6	2	4	3	21	66.7%	33.3%
Thunder Hill ES	7	7	1	6	1	22	66.7%	33.3%
Waverly ES	6	15	1	10	2	34	65.6%	34.4%
Bollman Bridge ES	6	11	1	8	4	30	65.4%	34.6%
Elkridge ES	12	7	1	10	2	32	63.3%	36.7%
West Friendship ES	5	7		7		19	63.2%	36.8%
Guilford ES	4	4	2	3		13	61.5%	38.5%
Ilchester ES	2	12	2	7	1	24	60.9%	39.1%
Rockburn ES	7	7		10	4	28	58.3%	41.7%
Stevens Forest ES	5	7		9	4	25	57.1%	42.9%
Triadelphia Ridge ES	3	13		12		28	57.1%	42.9%
Talbott Springs ES	1	8	1	6	1	17	56.3%	43.8%
Lisbon ES	6	7		11	1	25	54.2%	45.8%
Dayton Oaks ES	8	13	1	18	2	42	52.5%	47.5%
Manor Woods ES	4	11	1	13	4	33	51.7%	48.3%
Atholton ES	1	13	1	13		28	50.0%	50.0%
Jeffers Hill ES	3	3		6	1	13	50.0%	50.0%
Pointers Run ES	4	8	1	12	1	26	48.0%	52.0%
Phelps Luck ES	3	8		12	2	25	47.8%	52.2%
Worthington ES	1	10		12	1	24	47.8%	52.2%
Hanover Hills ES	4	10	2	14	3	33	46.7%	53.3%
Deep Run ES	8	19	1	31	1	60	45.8%	54.2%
Swansfield ES	7	13	1	23	4	48	45.5%	54.5%
Veterans ES	3	9	1	14	3	30	44.4%	55.6%
St John's Lane ES	3	14	1	22	1	41	42.5%	57.5%
Hollifield Station ES	3	13	3	19	3	41	42.1%	57.9%
Cradlerock ES	5	8	1	17		31	41.9%	58.1%
Bryant Woods ES	2	7	1	12		22	40.9%	59.1%
Northfield ES	4	5	1	12	3	25	40.9%	59.1%
Running Brook ES		10	2	14		26	38.5%	61.5%
Longfellow ES	3	8	2	16	1	30	37.9%	62.1%
Bushy Park ES	1	5	1	11	1	19	33.3%	66.7%
Forest Ridge ES	3	4	2	12		21	33.3%	66.7%
Laurel Woods ES	2	7		18	2	29	33.3%	66.7%
Waterloo ES	1	9	1	21		32	31.3%	68.8%
Centennial Lane ES	3	4		17		24	29.2%	70.8%
Clarksville ES	1	4	1	12	2	20	27.8%	72.2%
Bellows Spring ES	5	6	3	26		40	27.5%	72.5%
Fulton ES	3	4	2	18	3	30	25.9%	74.1%
Gorman Crossing ES		6	3	18	3	30	22.2%	77.8%
Ducketts Lane ES	2	2		17	2	23	19.0%	81.0%
Clemens Crossing ES		4	4	17		25	16.0%	84.0%

2020-2021 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	91	196	29	269	30	615	49.1%	50.9%
Patapsco MS	7	13		7	1	28	74.1%	25.9%
Elkridge Landing MS	14	17	1	13	5	50	68.9%	31.1%
Clarksville MS	10	9		10	2	31	65.5%	34.5%
Mount View MS	4	16		11	2	33	64.5%	35.5%
Ellicott Mills MS	7	11	1	11	3	33	60.0%	40.0%
Mayfield Woods MS	7	17	2	15	2	43	58.5%	41.5%
Murray Hill MS	8	8	1	11		28	57.1%	42.9%
Hammond MS	5	9		11		25	56.0%	44.0%
Patuxent Valley MS	4	10	1	11	1	27	53.8%	46.2%
Burleigh Manor MS	3	11		13		27	51.9%	48.1%
Bonnie Branch MS	6	11	1	17		35	48.6%	51.4%
Lime Kiln MS	3	8		12		23	47.8%	52.2%
Glenwood MS	1	9	1	11	3	25	45.5%	54.5%
Wilde Lake MS	6	8	2	16		32	43.8%	56.3%
Lake Elkhorn MS	2	8	3	10	2	25	43.5%	56.5%
Dunloggin MS	2	7	1	15	1	26	36.0%	64.0%
Oakland Mills MS		6		15	2	23	28.6%	71.4%
Harper's Choice MS		8	2	19	2	31	27.6%	72.4%
Thomas Viaduct MS	2	6	5	23	2	38	22.2%	77.8%
Folly Quarter MS		4	8	18	2	32	13.3%	86.7%
High	79	201	25	331	29	665	44.0%	56.0%
Howard HS	20	26	2	21	1	70	66.7%	33.3%
Long Reach HS	4	21	5	13	4	47	58.1%	41.9%
Reservoir HS	7	24	2	24	1	58	54.4%	45.6%
River Hill HS	6	16	1	22		45	48.9%	51.1%
Glenelg HS	2	15	1	17	2	37	48.6%	51.4%
Atholton HS	3	25	2	38	1	69	41.2%	58.8%
Mt. Hebron HS	8	12		32	2	54	38.5%	61.5%
Hammond HS	3	16		33	2	54	36.5%	63.5%
Centennial HS	7	13	3	34	3	60	35.1%	64.9%
Oakland Mills HS	9	7	1	30	7	54	34.0%	66.0%
Wilde Lake HS	6	14	3	36	2	61	33.9%	66.1%
Marriotts Ridge HS	4	12	5	31	4	56	30.8%	69.2%
Special	10	29	9	43	12	103	42.9%	57.1%
ARL	4	11	1	11	3	30	55.6%	44.4%
Ascend One Center	1	4	1	4	6	16	50.0%	50.0%
Cedar Lane - Fulton	3	8	2	14	2	29	40.7%	59.3%
Homewood School	2	6	5	14	1	28	29.6%	70.4%
Non-School Based	3	4	5	12	41	65	29.2%	70.8%
Central Office	3	2		8	29	42	38.5%	61.5%
Non-School Based		2	5	4	12	23	18.2%	81.8%
Grand Total	340	778	116	1225	178	2637	45.5%	54.5%

2020-2021 HCEA Job Satisfaction Survey

33) In my school, there is adequate support for special education students.

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	75	415	172	425	98	1185	45.1%	54.9%
Talbott Springs ES	2	12		3		17	82.4%	17.6%
Triadelphia Ridge ES	4	15	1	7		27	70.4%	29.6%
Bushy Park ES	2	10	1	5		18	66.7%	33.3%
Deep Run ES	6	32	1	18	4	61	66.7%	33.3%
Forest Ridge ES	2	9	3	3	4	21	64.7%	35.3%
Gorman Crossing ES		16	1	8	4	29	64.0%	36.0%
Waverly ES	3	18	5	7	1	34	63.6%	36.4%
Thunder Hill ES	2	10	3	6	2	23	57.1%	42.9%
Clarksville ES	2	8	1	7	2	20	55.6%	44.4%
Centennial Lane ES	3	9	2	8	3	25	54.5%	45.5%
Hammond ES	2	9	2	8		21	52.4%	47.6%
Worthington ES	1	11	2	9	2	25	52.2%	47.8%
Veterans ES	3	11	2	11	2	29	51.9%	48.1%
Bollman Bridge ES	2	10	4	8	6	30	50.0%	50.0%
Bryant Woods ES	2	9	3	8		22	50.0%	50.0%
Laurel Woods ES		13	6	7	3	29	50.0%	50.0%
Manor Woods ES		14	5	10	4	33	48.3%	51.7%
Longfellow ES	3	9	2	11	5	30	48.0%	52.0%
Pointers Run ES	2	9	5	7	2	25	47.8%	52.2%
West Friendship ES	1	7	4	5	1	18	47.1%	52.9%
Hanover Hills ES	2	13	4	13	1	33	46.9%	53.1%
Atholton ES	3	9	2	12	3	29	46.2%	53.8%
Swansfield ES	6	15	3	22	2	48	45.7%	54.3%
Ducketts Lane ES	1	8	3	8	3	23	45.0%	55.0%
Cradlerock ES	3	10	10	6	2	31	44.8%	55.2%
Clemens Crossing ES	1	7	3	10	3	24	38.1%	61.9%
Running Brook ES		8	4	9	6	27	38.1%	61.9%
Stevens Forest ES		9	6	9	1	25	37.5%	62.5%
Waterloo ES		11	7	13	1	32	35.5%	64.5%
Dayton Oaks ES	1	12	12	13	2	40	34.2%	65.8%
Jeffers Hill ES		4	4	4	1	13	33.3%	66.7%
Lisbon ES	2	6	8	8	1	25	33.3%	66.7%
Rockburn ES	1	8	5	13	1	28	33.3%	66.7%
Hollifield Station ES	1	11	5	20	3	40	32.4%	67.6%
Fulton ES	2	7	6	13	2	30	32.1%	67.9%
Northfield ES	1	5	4	10	5	25	30.0%	70.0%
Bellows Spring ES	1	9	6	21	3	40	27.0%	73.0%
Ilchester ES	1	5	9	8	1	24	26.1%	73.9%
Guilford ES	2	1	4	5	1	13	25.0%	75.0%
St John's Lane ES	1	8	5	22	5	41	25.0%	75.0%
Phelps Luck ES	1	4	4	12	4	25	23.8%	76.2%
Elkridge ES	3	4	5	18	2	32	23.3%	76.7%

2020-2021 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	70	255	68	181	39	613	56.6%	43.4%
Thomas Viaduct MS	4	25	1	8		38	76.3%	23.7%
Folly Quarter MS	6	14		7	5	32	74.1%	25.9%
Wilde Lake MS	5	17	4	5	1	32	71.0%	29.0%
Lime Kiln MS	1	13		6	3	23	70.0%	30.0%
Mayfield Woods MS	6	20	2	10	4	42	68.4%	31.6%
Burleigh Manor MS	5	13		9	1	28	66.7%	33.3%
Glenwood MS	5	9	2	6	3	25	63.6%	36.4%
Mount View MS	7	13	2	10	1	33	62.5%	37.5%
Ellicott Mills MS	5	14	3	9	2	33	61.3%	38.7%
Patapsco MS	5	9	4	9		27	51.9%	48.1%
Clarksville MS	1	14	5	9	2	31	51.7%	48.3%
Harper's Choice MS	1	14	4	10	2	31	51.7%	48.3%
Lake Elkhorn MS	1	10	3	8	3	25	50.0%	50.0%
Hammond MS	4	7	4	8	2	25	47.8%	52.2%
Dunloggin MS	3	8	6	7	2	26	45.8%	54.2%
Patuxent Valley MS	1	10	3	10	3	27	45.8%	54.2%
Murray Hill MS	2	10	7	8	1	28	44.4%	55.6%
Bonnie Branch MS	3	11	8	10	3	35	43.8%	56.3%
Elkridge Landing MS	5	16	7	20	1	49	43.8%	56.3%
Oakland Mills MS		8	3	12		23	34.8%	65.2%
High	79	280	64	173	68	664	60.2%	39.8%
Glenelg HS	8	15	2	5	7	37	76.7%	23.3%
Hammond HS	6	31	6	7	4	54	74.0%	26.0%
Wilde Lake HS	10	25	4	15	6	60	64.8%	35.2%
Long Reach HS	6	20	4	11	6	47	63.4%	36.6%
Centennial HS	9	23	4	16	8	60	61.5%	38.5%
Oakland Mills HS	4	27	5	16	2	54	59.6%	40.4%
Marriotts Ridge HS	11	18	6	14	7	56	59.2%	40.8%
Atholton HS	6	30	2	23	8	69	59.0%	41.0%
Mt. Hebron HS	6	21	5	18	4	54	54.0%	46.0%
Howard HS	7	28	13	18	4	70	53.0%	47.0%
Reservoir HS	3	25	4	21	5	58	52.8%	47.2%
River Hill HS	3	17	9	9	7	45	52.6%	47.4%
Special	23	38	4	15	22	102	76.3%	23.8%
Homewood School	11	12	1	3	1	28	85.2%	14.8%
Cedar Lane - Fulton	10	13	1	4	1	29	82.1%	17.9%
ARL		11	1	6	12	30	61.1%	38.9%
Ascend One Center	2	2	1	2	8	15	57.1%	42.9%
Non-School Based	1	4		4	56	65	55.6%	44.4%
Non-School Based	1	3		3	16	23	57.1%	42.9%
Central Office		1		1	40	42	50.0%	50.0%
Grand Total	248	992	308	798	283	2629	52.9%	47.1%

2020-2021 HCEA Job Satisfaction Survey

34) My administrator/supervisor provides people working from home with flexibility in their workday.

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	403	624	21	96	41	1185	89.8%	10.2%
Atholton ES	13	16				29	100%	0.0%
Gorman Crossing ES	14	14			1	29	100%	0.0%
Jeffers Hill ES	3	9			1	13	100%	0.0%
Running Brook ES	21	6				27	100%	0.0%
Triadelphia Ridge ES	10	17				27	100%	0.0%
Waterloo ES	13	19				32	100%	0.0%
West Friendship ES	8	11				19	100%	0.0%
Cradlerock ES	14	15		1		30	96.7%	3.3%
Longfellow ES	10	17		1		28	96.4%	3.6%
Northfield ES	14	10	1			25	96.0%	4.0%
Worthington ES	8	15	1			24	95.8%	4.2%
Centennial Lane ES	12	10	1		2	25	95.7%	4.3%
Clemens Crossing ES	11	11		1	1	24	95.7%	4.3%
Bellows Spring ES	16	22		2		40	95.0%	5.0%
Bushy Park ES	9	9		1		19	94.7%	5.3%
St John's Lane ES	17	19		2	3	41	94.7%	5.3%
Hollifield Station ES	19	16		2	4	41	94.6%	5.4%
Talbott Springs ES	6	10	1			17	94.1%	5.9%
Manor Woods ES	8	20		2	3	33	93.3%	6.7%
Laurel Woods ES	7	20		2		29	93.1%	6.9%
Hanover Hills ES	13	13	1	1	4	32	92.9%	7.1%
Ducketts Lane ES	7	13		2	1	23	90.9%	9.1%
Stevens Forest ES	9	11		2	3	25	90.9%	9.1%
Bollman Bridge ES	10	17	2	1		30	90.0%	10.0%
Fulton ES	10	16		3	1	30	89.7%	10.3%
Veterans ES	8	16		3	2	29	88.9%	11.1%
Waverly ES	10	16	1	3	3	33	86.7%	13.3%
Bryant Woods ES	5	13	1	2	1	22	85.7%	14.3%
Dayton Oaks ES	10	26	1	5		42	85.7%	14.3%
Guilford ES	7	5	1	1		14	85.7%	14.3%
Swansfield ES	13	27	1	6	1	48	85.1%	14.9%
Elkridge ES	11	16	1	4		32	84.4%	15.6%
Deep Run ES	18	31		10	2	61	83.1%	16.9%
Phelps Luck ES	7	12		4	2	25	82.6%	17.4%
Hammond ES	3	14	2	2		21	81.0%	19.0%
Forest Ridge ES	6	10		4	1	21	80.0%	20.0%
Pointers Run ES	2	18	2	3		25	80.0%	20.0%
Rockburn ES	3	17		5	3	28	80.0%	20.0%
Thunder Hill ES	4	14		5		23	78.3%	21.7%
Ilchester ES	4	13	3	3	1	24	73.9%	26.1%
Clarksville ES	7	7		5	1	20	73.7%	26.3%
Lisbon ES	3	13	1	8		25	64.0%	36.0%

2020-2021 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	180	366	9	38	17	610	92.1%	7.9%
Folly Quarter MS	16	14			1	31	100%	0.0%
Harper's Choice MS	9	21			1	31	100%	0.0%
Lake Elkhorn MS	6	17			2	25	100%	0.0%
Mayfield Woods MS	19	22		1	1	43	97.6%	2.4%
Wilde Lake MS	12	19	1			32	96.9%	3.1%
Hammond MS	13	11	1			25	96.0%	4.0%
Glenwood MS	11	12		1	1	25	95.8%	4.2%
Lime Kiln MS	7	15		1		23	95.7%	4.3%
Oakland Mills MS	4	16		1	1	22	95.2%	4.8%
Clarksville MS	5	22		2	1	30	93.1%	6.9%
Patapsco MS	8	15		2	1	26	92.0%	8.0%
Bonnie Branch MS	10	19	1	2	2	34	90.6%	9.4%
Burleigh Manor MS	7	18		3	1	29	89.3%	10.7%
Murray Hill MS	5	19		3	1	28	88.9%	11.1%
Thomas Viaduct MS	12	20	1	3	1	37	88.9%	11.1%
Dunloggin MS	9	14		3		26	88.5%	11.5%
Ellicott Mills MS	8	20	2	2	1	33	87.5%	12.5%
Patuxent Valley MS	8	16		4		28	85.7%	14.3%
Elkridge Landing MS	3	37	1	6	2	49	85.1%	14.9%
Mount View MS	8	19	2	4		33	81.8%	18.2%
High	232	347	20	43	20	662	90.2%	9.8%
Wilde Lake HS	38	19	1	1	2	61	96.6%	3.4%
Hammond HS	18	33	1	1	1	54	96.2%	3.8%
Mt. Hebron HS	19	31	1	2	1	54	94.3%	5.7%
Oakland Mills HS	21	29	1	2		53	94.3%	5.7%
Marriotts Ridge HS	25	26	2	2	1	56	92.7%	7.3%
Glenelg HS	19	14		3	1	37	91.7%	8.3%
Centennial HS	16	32	2	3	5	58	90.6%	9.4%
Howard HS	21	40	1	6	2	70	89.7%	10.3%
Atholton HS	15	45		7	2	69	89.6%	10.4%
River Hill HS	10	27	4	3	1	45	84.1%	15.9%
Long Reach HS	18	20	4	4	1	47	82.6%	17.4%
Reservoir HS	12	31	3	9	3	58	78.2%	21.8%
Special	48	46	2	3	3	102	94.9%	5.1%
Ascend One Center	11	5				16	100%	0.0%
ARL	11	17		1		29	96.6%	3.4%
Cedar Lane - Fulton	12	13	1	1	2	29	92.6%	7.4%
Homewood School	14	11	1	1	1	28	92.6%	7.4%
Non-School Based	28	32		4	1	65	93.8%	6.3%
Non-School Based	15	8				23	100%	0.0%
Central Office	13	24		4	1	42	90.2%	9.8%
Grand Total	891	1415	52	184	82	2624	90.7%	9.3%

2020-2021 HCEA Job Satisfaction Survey

35) My administrator/supervisor has reasonable expectations of workload for staff while in virtual learning.

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	380	624	38	129	12	1183	85.7%	14.3%
Bellows Spring ES	15	24				39	100%	0.0%
Bushy Park ES	8	11				19	100%	0.0%
Gorman Crossing ES	13	16				29	100%	0.0%
Hollifield Station ES	17	22		1		40	97.5%	2.5%
Hanover Hills ES	12	19		1	1	33	96.9%	3.1%
Laurel Woods ES	9	19		1		29	96.6%	3.4%
Longfellow ES	12	16		1	1	30	96.6%	3.4%
Running Brook ES	18	8	1			27	96.3%	3.7%
Forest Ridge ES	6	14		1		21	95.2%	4.8%
Talbott Springs ES	7	9		1		17	94.1%	5.9%
Guilford ES	8	5		1		14	92.9%	7.1%
St John's Lane ES	21	17		3		41	92.7%	7.3%
Centennial Lane ES	18	5	2			25	92.0%	8.0%
Clemens Crossing ES	7	15		2		24	91.7%	8.3%
Ducketts Lane ES	8	12	1	1	1	23	90.9%	9.1%
Clarksville ES	3	15	1	1		20	90.0%	10.0%
Atholton ES	13	13		3		29	89.7%	10.3%
Swansfield ES	16	27	1	4		48	89.6%	10.4%
West Friendship ES	10	7	2			19	89.5%	10.5%
Manor Woods ES	7	22	2	2		33	87.9%	12.1%
Waterloo ES	10	18		4		32	87.5%	12.5%
Cradlerock ES	14	11		4	1	30	86.2%	13.8%
Fulton ES	9	15	1	3	2	30	85.7%	14.3%
Triadelphia Ridge ES	13	10	1	3		27	85.2%	14.8%
Deep Run ES	15	35		9	2	61	84.7%	15.3%
Elkridge ES	10	17	2	3		32	84.4%	15.6%
Northfield ES	13	8	1	3		25	84.0%	16.0%
Veterans ES	6	18	1	4		29	82.8%	17.2%
Bollman Bridge ES	8	15	1	4	2	30	82.1%	17.9%
Worthington ES	4	15	1	4		24	79.2%	20.8%
Dayton Oaks ES	6	27	3	6		42	78.6%	21.4%
Bryant Woods ES	3	13		5		21	76.2%	23.8%
Hammond ES	7	9	2	3		21	76.2%	23.8%
Stevens Forest ES	6	13	1	5		25	76.0%	24.0%
Rockburn ES	4	17	1	6		28	75.0%	25.0%
Phelps Luck ES	4	13		6		23	73.9%	26.1%
Ilchester ES	3	14	3	4		24	70.8%	29.2%
Waverly ES	8	15	4	6		33	69.7%	30.3%
Pointers Run ES	2	16		8		26	69.2%	30.8%
Jeffers Hill ES	2	6	1	3	1	13	66.7%	33.3%
Thunder Hill ES	3	11	2	6	1	23	63.6%	36.4%
Lisbon ES	2	12	3	7		24	58.3%	41.7%

2020-2021 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	162	317	35	94	2	610	78.8%	21.2%
Lime Kiln MS	3	18		1		22	95.5%	4.5%
Folly Quarter MS	21	8		2		31	93.5%	6.5%
Harper's Choice MS	12	17	1	1		31	93.5%	6.5%
Lake Elkhorn MS	8	15		2		25	92.0%	8.0%
Glenwood MS	10	12		2	1	25	91.7%	8.3%
Burleigh Manor MS	8	18	1	2		29	89.7%	10.3%
Bonnie Branch MS	6	23	1	4		34	85.3%	14.7%
Mount View MS	9	19		5		33	84.8%	15.2%
Mayfield Woods MS	19	17	2	5		43	83.7%	16.3%
Wilde Lake MS	12	14	1	5		32	81.3%	18.8%
Murray Hill MS	5	17	5	1		28	78.6%	21.4%
Thomas Viaduct MS	11	18	2	6		37	78.4%	21.6%
Ellicott Mills MS	8	17	3	5		33	75.8%	24.2%
Patapsco MS	5	15	1	6		27	74.1%	25.9%
Patuxent Valley MS	4	16	1	6		27	74.1%	25.9%
Dunloggin MS	4	15	2	5		26	73.1%	26.9%
Oakland Mills MS	2	14	1	5	1	23	72.7%	27.3%
Hammond MS	7	11	2	5		25	72.0%	28.0%
Clarksville MS	4	13	5	8		30	56.7%	43.3%
Elkridge Landing MS	4	20	7	18		49	49.0%	51.0%
High	192	308	43	106	13	662	77.0%	23.0%
Wilde Lake HS	34	24		2	1	61	96.7%	3.3%
Mt. Hebron HS	13	33		5	3	54	90.2%	9.8%
Oakland Mills HS	18	28	1	6		53	86.8%	13.2%
Glenelg HS	13	18	1	4		36	86.1%	13.9%
Long Reach HS	16	22	3	5	1	47	82.6%	17.4%
Hammond HS	20	21	2	9	2	54	78.8%	21.2%
Centennial HS	18	28	2	11	1	60	78.0%	22.0%
Marriotts Ridge HS	18	23	5	10		56	73.2%	26.8%
Atholton HS	12	35	5	15	2	69	70.1%	29.9%
River Hill HS	10	21	7	7		45	68.9%	31.1%
Reservoir HS	8	26	8	12	3	57	63.0%	37.0%
Howard HS	12	29	9	20		70	58.6%	41.4%
Special	43	49	3	5	1	101	92.0%	8.0%
Ascend One Center	8	7		1		16	93.8%	6.3%
ARL	14	12		2		28	92.9%	7.1%
Cedar Lane - Fulton	10	16	1	1	1	29	92.9%	7.1%
Homewood School	11	14	2	1		28	89.3%	10.7%
Non-School Based	17	25	1	3	19	65	91.3%	8.7%
Central Office	8	20	1	1	12	42	93.3%	6.7%
Non-School Based	9	5		2	7	23	87.5%	12.5%
Grand Total	794	1323	120	337	47	2621	82.2%	17.8%

2020-2021 HCEA Job Satisfaction Survey

36) Students have adequate technology and tools (hardware/software/connectivity) to participate in virtual learning.

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	222	761	27	155	23	1188	84.4%	15.6%
St John's Lane ES	7	34				41	100%	0.0%
Fulton ES	7	21		1	1	30	96.6%	3.4%
Triadelphia Ridge ES	9	17		1		27	96.3%	3.7%
Pointers Run ES	5	20	1			26	96.2%	3.8%
Northfield ES	8	16		1		25	96.0%	4.0%
Clemens Crossing ES	7	15		1	1	24	95.7%	4.3%
Thunder Hill ES	3	19		1		23	95.7%	4.3%
Waverly ES	12	20		2		34	94.1%	5.9%
Swansfield ES	10	33		3	1	47	93.5%	6.5%
Rockburn ES	3	23		2		28	92.9%	7.1%
Hollifield Station ES	7	31		3		41	92.7%	7.3%
Centennial Lane ES	7	16		2		25	92.0%	8.0%
Worthington ES	3	19		2		24	91.7%	8.3%
Cradlerock ES	10	17		3		30	90.0%	10.0%
West Friendship ES	5	12		2		19	89.5%	10.5%
Atholton ES	5	20	1	2	1	29	89.3%	10.7%
Bellows Spring ES	5	28		5	2	40	86.8%	13.2%
Ducketts Lane ES	3	16		3	1	23	86.4%	13.6%
Laurel Woods ES	10	15		4		29	86.2%	13.8%
Clarksville ES	2	15	2	1		20	85.0%	15.0%
Dayton Oaks ES	5	29	1	5	2	42	85.0%	15.0%
Forest Ridge ES	3	14		3		20	85.0%	15.0%
Manor Woods ES	8	20		5		33	84.8%	15.2%
Bushy Park ES	4	12	2	1		19	84.2%	15.8%
Deep Run ES	10	39	1	10	1	61	81.7%	18.3%
Guilford ES	4	7		3		14	78.6%	21.4%
Veterans ES	3	18	1	5	2	29	77.8%	22.2%
Bryant Woods ES	4	13	1	4		22	77.3%	22.7%
Bollman Bridge ES	3	20	1	6		30	76.7%	23.3%
Hanover Hills ES	8	15		7	3	33	76.7%	23.3%
Talbott Springs ES	4	9		4		17	76.5%	23.5%
Hammond ES	1	15	1	4		21	76.2%	23.8%
Elkridge ES	6	18	2	6		32	75.0%	25.0%
Jeffers Hill ES	1	8	1	2	1	13	75.0%	25.0%
Waterloo ES	4	20	1	7		32	75.0%	25.0%
Running Brook ES	7	11	2	5	2	27	72.0%	28.0%
Gorman Crossing ES	2	18		8	1	29	71.4%	28.6%
Lisbon ES	4	13	1	6	1	25	70.8%	29.2%
Stevens Forest ES	2	15		7	1	25	70.8%	29.2%
Longfellow ES	6	15	1	8		30	70.0%	30.0%
Phelps Luck ES	3	13	1	7	1	25	66.7%	33.3%
Ilchester ES	2	12	6	3	1	24	60.9%	39.1%

2020-2021 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	78	357	17	148	13	613	72.5%	27.5%
Clarksville MS	6	22		2	1	31	93.3%	6.7%
Mount View MS	8	19		4	2	33	87.1%	12.9%
Burleigh Manor MS	2	23	1	3		29	86.2%	13.8%
Folly Quarter MS	6	18		5	2	31	82.8%	17.2%
Lime Kiln MS		18	1	3		22	81.8%	18.2%
Patuxent Valley MS	2	20	1	5		28	78.6%	21.4%
Elkridge Landing MS	4	32	1	11	2	50	75.0%	25.0%
Wilde Lake MS	4	19	1	7	1	32	74.2%	25.8%
Glenwood MS	5	12	2	4	2	25	73.9%	26.1%
Patapsco MS	3	16	1	6		26	73.1%	26.9%
Ellicott Mills MS	4	19	1	9		33	69.7%	30.3%
Oakland Mills MS	1	15	1	6		23	69.6%	30.4%
Mayfield Woods MS	10	19	1	12	1	43	69.0%	31.0%
Bonnie Branch MS	5	19	1	10		35	68.6%	31.4%
Lake Elkhorn MS	3	14		8		25	68.0%	32.0%
Harper's Choice MS	4	17		10		31	67.7%	32.3%
Thomas Viaduct MS	6	19	2	10		37	67.6%	32.4%
Murray Hill MS	2	14	1	11		28	57.1%	42.9%
Dunloggin MS	1	12		12	1	26	52.0%	48.0%
Hammond MS	2	10	2	10	1	25	50.0%	50.0%
High	68	361	47	164	24	664	67.0%	33.0%
River Hill HS	7	27	2	7	2	45	79.1%	20.9%
Reservoir HS	2	41	2	11	2	58	76.8%	23.2%
Marriotts Ridge HS	9	31	5	8	3	56	75.5%	24.5%
Glenelg HS	4	22		9	2	37	74.3%	25.7%
Centennial HS	9	35	2	14		60	73.3%	26.7%
Atholton HS	4	42	4	16	3	69	69.7%	30.3%
Mt. Hebron HS	4	30	3	15	2	54	65.4%	34.6%
Long Reach HS	6	24	3	14		47	63.8%	36.2%
Howard HS	8	35	5	20	1	69	63.2%	36.8%
Oakland Mills HS	6	24	7	13	4	54	60.0%	40.0%
Hammond HS	6	23	5	19	1	54	54.7%	45.3%
Wilde Lake HS	3	27	9	18	4	61	52.6%	47.4%
Special	21	53	1	12	15	102	85.1%	14.9%
Homewood School	8	16		2	2	28	92.3%	7.7%
Cedar Lane - Fulton	6	20	1	2		29	89.7%	10.3%
ARL	6	11		5	7	29	77.3%	22.7%
Ascend One Center	1	6		3	6	16	70.0%	30.0%
Non-School Based	5	13		6	41	65	75.0%	25.0%
Non-School Based	4	5		2	12	23	81.8%	18.2%
Central Office	1	8		4	29	42	69.2%	30.8%
Grand Total	394	1545	92	485	116	2632	77.1%	22.9%

2020-2021 HCEA Job Satisfaction Survey

37) Staff have adequate technology hardware (e.g. computers, document cameras, other technology hardware) to meet the requirements of virtual learning.

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	166	666	67	265	23	1187	71.5%	28.5%
Laurel Woods ES	10	16		1	1	28	96.3%	3.7%
Forest Ridge ES	7	12	1	1		21	90.5%	9.5%
Swansfield ES	11	28	1	7	1	48	83.0%	17.0%
Cradlerock ES	6	18		5	1	30	82.8%	17.2%
Deep Run ES	10	40	1	10		61	82.0%	18.0%
Running Brook ES	5	17	1	4		27	81.5%	18.5%
Triadelphia Ridge ES	7	15	2	3		27	81.5%	18.5%
Talbott Springs ES	3	10		3	1	17	81.3%	18.8%
Bollman Bridge ES	4	19		6	1	30	79.3%	20.7%
Clemens Crossing ES	8	11		5		24	79.2%	20.8%
Lisbon ES		19	1	4	1	25	79.2%	20.8%
West Friendship ES	5	10		4		19	78.9%	21.1%
Guilford ES	3	8	1	2		14	78.6%	21.4%
Hanover Hills ES	8	17	1	6	1	33	78.1%	21.9%
Waterloo ES	3	22	1	6		32	78.1%	21.9%
Bryant Woods ES	3	14	3	2		22	77.3%	22.7%
Stevens Forest ES	1	18	1	5		25	76.0%	24.0%
Jeffers Hill ES	1	8		3	1	13	75.0%	25.0%
St John's Lane ES	7	22	1	9	1	40	74.4%	25.6%
Atholton ES	6	14	1	6	2	29	74.1%	25.9%
Worthington ES	4	13		6	1	24	73.9%	26.1%
Fulton ES	3	19		8		30	73.3%	26.7%
Longfellow ES	2	19	2	6	1	30	72.4%	27.6%
Bushy Park ES	2	11	1	4	1	19	72.2%	27.8%
Pointers Run ES	2	16	4	3	1	26	72.0%	28.0%
Ducketts Lane ES	2	13		6	2	23	71.4%	28.6%
Gorman Crossing ES	2	17		9	1	29	67.9%	32.1%
Rockburn ES	2	17	2	7		28	67.9%	32.1%
Dayton Oaks ES	2	25	5	8	2	42	67.5%	32.5%
Hammond ES	2	12	4	3		21	66.7%	33.3%
Manor Woods ES	2	19	1	10	1	33	65.6%	34.4%
Centennial Lane ES	5	11	2	7		25	64.0%	36.0%
Northfield ES	6	10	2	7		25	64.0%	36.0%
Waverly ES	7	14	5	8		34	61.8%	38.2%
Thunder Hill ES	1	13	3	6		23	60.9%	39.1%
Veterans ES	4	13	1	10	1	29	60.7%	39.3%
Clarksville ES	1	11	3	5		20	60.0%	40.0%
Hollifield Station ES	2	21	3	15		41	56.1%	43.9%
Elkridge ES	4	13	3	12		32	53.1%	46.9%
Bellows Spring ES	1	20	4	15		40	52.5%	47.5%
Ilchester ES	1	11	6	5	1	24	52.2%	47.8%
Phelps Luck ES	1	10		13		24	45.8%	54.2%

2020-2021 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	70	370	28	136	8	612	72.8%	27.2%
Clarksville MS	3	24	1	2	1	31	90.0%	10.0%
Lake Elkhorn MS	4	18	1	2		25	88.0%	12.0%
Patuxent Valley MS	1	23		4		28	85.7%	14.3%
Harper's Choice MS	6	20		5		31	83.9%	16.1%
Thomas Viaduct MS	7	24	2	4		37	83.8%	16.2%
Oakland Mills MS	2	17		4		23	82.6%	17.4%
Folly Quarter MS	1	23		7		31	77.4%	22.6%
Murray Hill MS	2	19	1	6		28	75.0%	25.0%
Wilde Lake MS	6	17	1	8		32	71.9%	28.1%
Elkridge Landing MS	5	30	2	12	1	50	71.4%	28.6%
Bonnie Branch MS	4	20	3	7	1	35	70.6%	29.4%
Patapsco MS	3	16	1	7		27	70.4%	29.6%
Ellicott Mills MS	3	20		10		33	69.7%	30.3%
Burleigh Manor MS	2	16	3	6		27	66.7%	33.3%
Glenwood MS	4	12	3	5	1	25	66.7%	33.3%
Mayfield Woods MS	8	20	2	12	1	43	66.7%	33.3%
Lime Kiln MS		15		8		23	65.2%	34.8%
Hammond MS	3	11	2	8	1	25	58.3%	41.7%
Mount View MS	4	14	5	9	1	33	56.3%	43.8%
Dunloggin MS	2	11	1	10	1	25	54.2%	45.8%
High	68	350	69	163	14	664	64.3%	35.7%
Wilde Lake HS	8	39	2	11	1	61	78.3%	21.7%
Oakland Mills HS	7	31	5	8	3	54	74.5%	25.5%
Long Reach HS	6	29	3	9		47	74.5%	25.5%
Glenelg HS	5	21	3	7	1	37	72.2%	27.8%
River Hill HS	5	27	4	9		45	71.1%	28.9%
Centennial HS	5	36	6	13		60	68.3%	31.7%
Atholton HS	6	37	5	18	2	68	65.2%	34.8%
Mt. Hebron HS	3	28	6	14	3	54	60.8%	39.2%
Marriotts Ridge HS	7	24	7	17	1	56	56.4%	43.6%
Howard HS	6	32	8	24		70	54.3%	45.7%
Reservoir HS	4	27	9	18		58	53.4%	46.6%
Hammond HS	6	19	11	15	3	54	49.0%	51.0%
Special	20	57	2	16	7	102	81.1%	18.9%
Homewood School	9	15	1	2	1	28	88.9%	11.1%
Ascend One Center	1	11		2	2	16	85.7%	14.3%
ARL	6	14		6	3	29	76.9%	23.1%
Cedar Lane - Fulton	4	17	1	6	1	29	75.0%	25.0%
Non-School Based	8	21	1	3	31	64	87.9%	12.1%
Central Office	4	13	1	1	23	42	89.5%	10.5%
Non-School Based	4	8		2	8	22	85.7%	14.3%
Grand Total	332	1464	167	583	83	2629	70.5%	29.5%

2020-2021 HCEA Job Satisfaction Survey

38) HCPSS has provided the software I need to do my job and collaborate with colleagues.

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Jeffers Hill ES	1	11			1	13	100%	0.0%
Laurel Woods ES	8	21				29	100%	0.0%
Veterans ES	7	22				29	100%	0.0%
Cradlerock ES	10	19		1	1	31	96.7%	3.3%
Deep Run ES	15	42		2	2	61	96.6%	3.4%
Running Brook ES	7	19		1		27	96.3%	3.7%
Triadelphia Ridge ES	11	15		1		27	96.3%	3.7%
Clemens Crossing ES	6	17		1		24	95.8%	4.2%
Swansfield ES	14	32		2		48	95.8%	4.2%
Worthington ES	3	18		1	1	23	95.5%	4.5%
Talbott Springs ES	3	13		1		17	94.1%	5.9%
Stevens Forest ES	3	20		2		25	92.0%	8.0%
Hanover Hills ES	6	23		3	1	33	90.6%	9.4%
Ducketts Lane ES	3	16		2	1	22	90.5%	9.5%
Forest Ridge ES	7	12	1	1		21	90.5%	9.5%
Bryant Woods ES	3	14		2	3	22	89.5%	10.5%
Atholton ES	6	19		3	1	29	89.3%	10.7%
Fulton ES	7	18		3	2	30	89.3%	10.7%
Gorman Crossing ES	5	20		3	1	29	89.3%	10.7%
St John's Lane ES	11	25	3	2		41	87.8%	12.2%
Pointers Run ES	1	20	1	2	2	26	87.5%	12.5%
Elkridge ES	3	24	1	3	1	32	87.1%	12.9%
Centennial Lane ES	5	15		3	2	25	87.0%	13.0%
Bollman Bridge ES	4	22		4		30	86.7%	13.3%
Longfellow ES	4	21	1	3	1	30	86.2%	13.8%
Dayton Oaks ES	6	30	3	3		42	85.7%	14.3%
Guilford ES	4	8	2			14	85.7%	14.3%
Hollifield Station ES	8	27	1	5		41	85.4%	14.6%
West Friendship ES	5	11	1	2		19	84.2%	15.8%
Phelps Luck ES	5	16	2	2		25	84.0%	16.0%
Bushy Park ES	5	10		3	1	19	83.3%	16.7%
Thunder Hill ES	3	16	2	2		23	82.6%	17.4%
Bellows Spring ES	5	28	1	6		40	82.5%	17.5%
Hammond ES	2	15	1	3		21	81.0%	19.0%
Manor Woods ES	4	21		7	1	33	78.1%	21.9%
Lisbon ES	1	18	1	5		25	76.0%	24.0%
Waterloo ES	5	19	2	6		32	75.0%	25.0%
Waverly ES	7	16	3	5	2	33	74.2%	25.8%
Rockburn ES	2	17	2	5		26	73.1%	26.9%
Northfield ES	4	14	1	6		25	72.0%	28.0%
Ilchester ES	2	13	4	4	1	24	65.2%	34.8%
Clarksville ES	4	8		8		20	60.0%	40.0%
Jeffers Hill ES	1	11			1	13	100%	0.0%

2020-2021 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	105	415	12	63	18	613	87.4%	12.6%
Thomas Viaduct MS	7	27	1		1	36	97.1%	2.9%
Harper's Choice MS	6	23		1	1	31	96.7%	3.3%
Mount View MS	8	22		2	1	33	93.8%	6.3%
Wilde Lake MS	8	21		2	1	32	93.5%	6.5%
Lake Elkhorn MS	6	16	1	1	1	25	91.7%	8.3%
Oakland Mills MS	1	20		2		23	91.3%	8.7%
Elkridge Landing MS	7	37	1	4	1	50	89.8%	10.2%
Murray Hill MS	5	20		3		28	89.3%	10.7%
Patuxent Valley MS	5	18		3	2	28	88.5%	11.5%
Bonnie Branch MS	7	22	1	3	2	35	87.9%	12.1%
Lime Kiln MS		20		3		23	87.0%	13.0%
Glenwood MS	5	14	1	2	3	25	86.4%	13.6%
Patapsco MS	5	19	1	3		28	85.7%	14.3%
Burleigh Manor MS	4	20	1	4		29	82.8%	17.2%
Hammond MS	3	16	1	3	2	25	82.6%	17.4%
Ellicott Mills MS	2	24		6	1	33	81.3%	18.8%
Mayfield Woods MS	12	22		8	1	43	81.0%	19.0%
Folly Quarter MS	7	18	1	5		31	80.6%	19.4%
Clarksville MS	4	20	2	4		30	80.0%	20.0%
Dunloggin MS	3	16	1	4	1	25	79.2%	20.8%
High	99	418	28	103	16	664	79.8%	20.2%
River Hill HS	5	34	2	3	1	45	88.6%	11.4%
Wilde Lake HS	14	35		9	3	61	84.5%	15.5%
Oakland Mills HS	7	38	2	7		54	83.3%	16.7%
Long Reach HS	11	26	1	7	2	47	82.2%	17.8%
Atholton HS	6	49	3	10	1	69	80.9%	19.1%
Glenelg HS	3	26	1	6	1	37	80.6%	19.4%
Centennial HS	4	44	3	9		60	80.0%	20.0%
Howard HS	12	42	3	11	1	69	79.4%	20.6%
Mt. Hebron HS	10	30	1	10	3	54	78.4%	21.6%
Marriotts Ridge HS	10	32	2	10	2	56	77.8%	22.2%
Reservoir HS	5	36	4	12	1	58	71.9%	28.1%
Hammond HS	12	26	6	9	1	54	71.7%	28.3%
Special	24	67		6	4	101	93.8%	6.2%
ARL	8	18		1	1	28	96.3%	3.7%
Ascend One Center	2	13		1		16	93.8%	6.3%
Cedar Lane - Fulton	7	20		2		29	93.1%	6.9%
Homewood School	7	16		2	3	28	92.0%	8.0%
Non-School Based	18	39		4	4	65	93.4%	6.6%
Central Office	8	29		2	3	42	94.9%	5.1%
Non-School Based	10	10		2	1	23	90.9%	9.1%
Grand Total	471	1724	73	294	67	2629	85.7%	14.3%

2020-2021 HCEA Job Satisfaction Survey

39) In my class, I feel that students are engaged in virtual learning

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	118	412	78	539	38	1185	46.2%	53.8%
Waterloo ES	6	16		9	1	32	71.0%	29.0%
Northfield ES	3	14	2	5	1	25	70.8%	29.2%
Centennial Lane ES	1	14	2	5	3	25	68.2%	31.8%
Waverly ES	7	15		12		34	64.7%	35.3%
Atholton ES	1	17	3	8		29	62.1%	37.9%
West Friendship ES	5	5	2	5	2	19	58.8%	41.2%
Hollifield Station ES	9	15	1	16		41	58.5%	41.5%
Thunder Hill ES	4	9	1	9		23	56.5%	43.5%
Worthington ES	3	10		10	2	25	56.5%	43.5%
Phelps Luck ES	3	9	3	7	3	25	54.5%	45.5%
Lisbon ES	1	12		11	1	25	54.2%	45.8%
Gorman Crossing ES	2	13		13	1	29	53.6%	46.4%
Cradlerock ES	2	14	1	13	1	31	53.3%	46.7%
Elkridge ES	4	12	4	10	2	32	53.3%	46.7%
Manor Woods ES	4	13	2	13	1	33	53.1%	46.9%
Bellows Spring ES	5	15	1	19		40	50.0%	50.0%
Bushy Park ES		9		9	1	19	50.0%	50.0%
Clemens Crossing ES	5	7	3	9		24	50.0%	50.0%
Jeffers Hill ES	2	4		6	1	13	50.0%	50.0%
Longfellow ES	3	12	4	11		30	50.0%	50.0%
Talbott Springs ES	2	6	2	6	1	17	50.0%	50.0%
Hammond ES	2	8	2	9		21	47.6%	52.4%
Deep Run ES	1	25	3	31	1	61	43.3%	56.7%
Bryant Woods ES	3	5	3	9	1	21	40.0%	60.0%
Hanover Hills ES	2	10	4	14	2	32	40.0%	60.0%
St John's Lane ES	4	12	3	21	1	41	40.0%	60.0%
Swansfield ES	2	16	2	26	2	48	39.1%	60.9%
Rockburn ES	2	8		16		26	38.5%	61.5%
Bollman Bridge ES	3	8		18		29	37.9%	62.1%
Ilchester ES	3	6	4	11		24	37.5%	62.5%
Stevens Forest ES	2	7	1	14	1	25	37.5%	62.5%
Ducketts Lane ES	2	6	1	13	1	23	36.4%	63.6%
Veterans ES	2	7	2	14	3	28	36.0%	64.0%
Guilford ES	2	3	1	8		14	35.7%	64.3%
Laurel Woods ES	1	9	4	14		28	35.7%	64.3%
Forest Ridge ES	2	5	5	9		21	33.3%	66.7%
Fulton ES	3	6	1	18	2	30	32.1%	67.9%
Clarksville ES		6	1	12	1	20	31.6%	68.4%
Dayton Oaks ES	5	8	3	26		42	31.0%	69.0%
Triadelphia Ridge ES	2	6	2	17		27	29.6%	70.4%
Pointers Run ES	2	5	2	17		26	26.9%	73.1%
Running Brook ES	1	5	3	16	2	27	24.0%	76.0%

2020-2021 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	50	193	49	296	24	612	41.3%	58.7%
Lime Kiln MS	3	9		11		23	52.2%	47.8%
Wilde Lake MS	3	13	3	12	1	32	51.6%	48.4%
Dunloggin MS	2	10	2	10	1	25	50.0%	50.0%
Elkridge Landing MS	6	18	1	23	2	50	50.0%	50.0%
Mount View MS	5	10	3	12	3	33	50.0%	50.0%
Folly Quarter MS	3	11	1	14	2	31	48.3%	51.7%
Patapsco MS	4	8	1	13	1	27	46.2%	53.8%
Ellicott Mills MS	2	11		18	2	33	41.9%	58.1%
Mayfield Woods MS	4	13	6	18	2	43	41.5%	58.5%
Oakland Mills MS	1	8	2	11	1	23	40.9%	59.1%
Clarksville MS	4	8		18	1	31	40.0%	60.0%
Bonnie Branch MS	1	12	1	19	1	34	39.4%	60.6%
Burleigh Manor MS	2	9	2	16		29	37.9%	62.1%
Lake Elkhorn MS	3	6	6	9	1	25	37.5%	62.5%
Hammond MS	1	7	3	11	2	24	36.4%	63.6%
Glenwood MS	2	7	5	11		25	36.0%	64.0%
Murray Hill MS		9	4	14	1	28	33.3%	66.7%
Patuxent Valley MS		9	4	15		28	32.1%	67.9%
Harper's Choice MS	1	8		20	2	31	31.0%	69.0%
Thomas Viaduct MS	3	7	5	21	1	37	27.8%	72.2%
High	53	241	47	304	19	664	45.6%	54.4%
Howard HS	5	33	7	23	1	69	55.9%	44.1%
Atholton HS	6	28	2	33		69	49.3%	50.7%
Long Reach HS	5	17	6	17	2	47	48.9%	51.1%
Mt. Hebron HS	4	21	3	24	2	54	48.1%	51.9%
Centennial HS	6	22	4	27	1	60	47.5%	52.5%
Oakland Mills HS	4	21	1	28		54	46.3%	53.7%
Marriotts Ridge HS	2	22	4	24	4	56	46.2%	53.8%
Glenelg HS	4	13	3	17		37	45.9%	54.1%
Reservoir HS	5	21	8	23	1	58	45.6%	54.4%
Hammond HS	5	14	4	28	3	54	37.3%	62.7%
River Hill HS	2	14	1	26	2	45	37.2%	62.8%
Wilde Lake HS	5	15	4	34	3	61	34.5%	65.5%
Special	6	21	14	54	7	102	28.4%	71.6%
Homewood School	3	5	4	11	5	28	34.8%	65.2%
Cedar Lane - Fulton	3	7	4	15		29	34.5%	65.5%
ARL		7	4	17	1	29	25.0%	75.0%
Ascend One Center		2	2	11	1	16	13.3%	86.7%
Non-School Based	1	9	13	36	6	65	16.9%	83.1%
Non-School Based	1	6	3	10	3	23	35.0%	65.0%
Central Office		3	10	26	3	42	7.7%	92.3%
Grand Total	228	876	201	1229	94	2628	43.6%	56.4%

2020-2021 HCEA Job Satisfaction Survey

40) In my class, I feel that students are engaged in virtual learning

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	130	693	35	209	121	1188	77.1%	22.9%
Centennial Lane ES	3	16		1	5	25	95.0%	5.0%
St John's Lane ES	6	28	1	3	2	40	89.5%	10.5%
Swansfield ES	6	32	1	4	5	48	88.4%	11.6%
Fulton ES	3	19		3	5	30	88.0%	12.0%
Waverly ES	6	23		4	1	34	87.9%	12.1%
Northfield ES	5	16		3	1	25	87.5%	12.5%
Deep Run ES	6	41	1	7	4	59	85.5%	14.5%
Dayton Oaks ES	7	26	1	5	3	42	84.6%	15.4%
Guilford ES	1	10		2	1	14	84.6%	15.4%
Atholton ES	6	15		4	4	29	84.0%	16.0%
Running Brook ES	4	17		4	2	27	84.0%	16.0%
Veterans ES	5	16		4	4	29	84.0%	16.0%
Manor Woods ES	5	18	1	4	5	33	82.1%	17.9%
Rockburn ES	3	19	2	3	1	28	81.5%	18.5%
Cradlerock ES	4	19	3	3	2	31	79.3%	20.7%
Stevens Forest ES	2	15		5	3	25	77.3%	22.7%
Thunder Hill ES	2	15	1	4	1	23	77.3%	22.7%
Bellows Spring ES	3	24	3	5	5	40	77.1%	22.9%
Triadelphia Ridge ES	6	14		6	1	27	76.9%	23.1%
Hollifield Station ES	2	27	2	7	3	41	76.3%	23.7%
Clemens Crossing ES	4	12		5	3	24	76.2%	23.8%
Ducketts Lane ES		16	1	4	2	23	76.2%	23.8%
Hanover Hills ES		21	1	6	5	33	75.0%	25.0%
Laurel Woods ES	3	15		6	5	29	75.0%	25.0%
Lisbon ES	4	13	1	5	2	25	73.9%	26.1%
Gorman Crossing ES		16	1	5	7	29	72.7%	27.3%
Jeffers Hill ES	2	6		3	2	13	72.7%	27.3%
Elkridge ES	4	17	1	7	3	32	72.4%	27.6%
Waterloo ES	3	18	1	7	3	32	72.4%	27.6%
Bushy Park ES	2	11		5	1	19	72.2%	27.8%
Bollman Bridge ES	3	14		7	6	30	70.8%	29.2%
Bryant Woods ES	1	11		5	5	22	70.6%	29.4%
Clarksville ES	3	10		6	1	20	68.4%	31.6%
Phelps Luck ES	3	12	1	6	3	25	68.2%	31.8%
Pointers Run ES	4	12	2	6	2	26	66.7%	33.3%
Hammond ES		13		7	1	21	65.0%	35.0%
Ilchester ES	1	13	4	4	2	24	63.6%	36.4%
Forest Ridge ES	2	10	1	6	1	20	63.2%	36.8%
Worthington ES	1	14	1	8	1	25	62.5%	37.5%
Longfellow ES	3	15		11	1	30	62.1%	37.9%
West Friendship ES	1	9	3	4	2	19	58.8%	41.2%
Talbott Springs ES	1	5	1	5	5	17	50.0%	50.0%

2020-2021 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	35	286	43	180	67	611	59.0%	41.0%
Clarksville MS	3	19	1	4	3	30	81.5%	18.5%
Glenwood MS	1	14	2	4	4	25	71.4%	28.6%
Patuxent Valley MS	2	15	3	4	3	27	70.8%	29.2%
Mount View MS	3	17	1	9	3	33	66.7%	33.3%
Burleigh Manor MS	2	14	1	8	4	29	64.0%	36.0%
Folly Quarter MS	1	15	2	7	6	31	64.0%	36.0%
Bonnie Branch MS	3	17	4	8	3	35	62.5%	37.5%
Murray Hill MS	1	14	1	8	3	27	62.5%	37.5%
Lime Kiln MS	2	11	1	7	2	23	61.9%	38.1%
Patapsco MS	1	15	2	8	1	27	61.5%	38.5%
Mayfield Woods MS	2	21	2	13	5	43	60.5%	39.5%
Wilde Lake MS	1	17		12	1	31	60.0%	40.0%
Thomas Viaduct MS		19	2	13	3	37	55.9%	44.1%
Hammond MS	3	9	1	9	3	25	54.5%	45.5%
Harper's Choice MS	2	13	2	11	3	31	53.6%	46.4%
Ellicott Mills MS	3	12	4	10	4	33	51.7%	48.3%
Elkridge Landing MS	1	20	9	14	6	50	47.7%	52.3%
Lake Elkhorn MS	1	9	2	9	4	25	47.6%	52.4%
Dunloggin MS	2	8	1	11	4	26	45.5%	54.5%
Oakland Mills MS	1	7	2	11	2	23	38.1%	61.9%
High	29	300	77	173	84	663	56.8%	43.2%
Marriotts Ridge HS	4	31	3	9	9	56	74.5%	25.5%
Atholton HS	3	39	5	16	6	69	66.7%	33.3%
Centennial HS	3	33	6	12	6	60	66.7%	33.3%
River Hill HS	1	27	5	9	3	45	66.7%	33.3%
Wilde Lake HS	6	26	5	11	12	60	66.7%	33.3%
Oakland Mills HS	2	24	4	18	6	54	54.2%	45.8%
Reservoir HS	4	22	6	16	9	57	54.2%	45.8%
Mt. Hebron HS		26	6	17	5	54	53.1%	46.9%
Long Reach HS	1	17	4	17	8	47	46.2%	53.8%
Glenelg HS	1	13	10	8	5	37	43.8%	56.3%
Hammond HS	3	17	7	19	8	54	43.5%	56.5%
Howard HS	1	25	16	21	7	70	41.3%	58.7%
Special	10	33	7	15	36	101	66.2%	33.8%
Ascend One Center		4			12	16	100%	0.0%
Cedar Lane- Fulton	6	15	1	5	1	28	77.8%	22.2%
ARL	1	8		4	16	29	69.2%	30.8%
Homewood School	3	6	6	6	7	28	42.9%	57.1%
Non-School Based		3		1	60	64	75.0%	25.0%
Central Office					41	41	N/A	N/A
Non-School Based		3		1	19	23	75.0%	25.0%
Grand Total	204	1315	162	578	368	2627	67.2%	32.8%

2020-2021 HCEA Job Satisfaction Survey

41) Student behavior online is disruptive to learning.

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	41	268	171	601	104	1185	28.6%	71.4%
Thunder Hill ES	2	10	5	4	2	23	57.1%	42.9%
Bryant Woods ES	2	8	1	7	3	21	55.6%	44.4%
Clarksville ES	2	7		9	2	20	50.0%	50.0%
Hollifield Station ES	3	16	3	18	1	41	47.5%	52.5%
Cradlerock ES	2	12	4	13		31	45.2%	54.8%
Ilchester ES	4	6	2	11	1	24	43.5%	56.5%
Lisbon ES	1	9	4	10	1	25	41.7%	58.3%
Stevens Forest ES	1	8	1	12	3	25	40.9%	59.1%
Bollman Bridge ES		11	3	13	3	30	40.7%	59.3%
Waterloo ES	1	10		19	2	32	36.7%	63.3%
Jeffers Hill ES	1	3	4	3	2	13	36.4%	63.6%
Running Brook ES	1	7	2	13	4	27	34.8%	65.2%
Worthington ES	2	6	3	12	1	24	34.8%	65.2%
Rockburn ES		9	4	13	2	28	34.6%	65.4%
Dayton Oaks ES	2	11	4	21	3	41	34.2%	65.8%
Talbott Springs ES		5	1	9	2	17	33.3%	66.7%
Bellows Spring ES		11	8	15	6	40	32.4%	67.6%
Gorman Crossing ES		7	4	12	6	29	30.4%	69.6%
Deep Run ES	1	15	8	34	3	61	27.6%	72.4%
Clemens Crossing ES	1	5	2	14	2	24	27.3%	72.7%
Hanover Hills ES		8	6	17	2	33	25.8%	74.2%
Guilford ES		3	1	8	2	14	25.0%	75.0%
Manor Woods ES	1	6	4	17	5	33	25.0%	75.0%
Swansfield ES	2	9	5	29	2	47	24.4%	75.6%
Elkridge ES		7	5	18	2	32	23.3%	76.7%
Fulton ES	3	3	4	16	3	29	23.1%	76.9%
Phelps Luck ES		5	1	16	3	25	22.7%	77.3%
Veterans ES	1	4	1	16	7	29	22.7%	77.3%
Ducketts Lane ES	1	3	3	11	4	22	22.2%	77.8%
Laurel Woods ES	1	5	5	16	2	29	22.2%	77.8%
Atholton ES		5	7	12	5	29	20.8%	79.2%
Northfield ES	1	4	5	14	1	25	20.8%	79.2%
Pointers Run ES	3	2	6	13	2	26	20.8%	79.2%
Longfellow ES	1	5	2	21	1	30	20.7%	79.3%
Triadelphia Ridge ES		5	9	12	1	27	19.2%	80.8%
West Friendship ES		3	5	10	1	19	16.7%	83.3%
Waverly ES		5	11	15	3	34	16.1%	83.9%
Forest Ridge ES		3	8	9	1	21	15.0%	85.0%
St John's Lane ES		5	11	24	1	41	12.5%	87.5%
Hammond ES	1	1	2	15	1	20	10.5%	89.5%
Bushy Park ES		1	2	14	2	19	5.9%	94.1%
Centennial Lane ES			5	16	4	25	0.0%	100%

2020-2021 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	5	47	233	264	64	613	9.5%	90.5%
Oakland Mills MS		6	4	13		23	26.1%	73.9%
Ellicott Mills MS	1	6	10	13	3	33	23.3%	76.7%
Wilde Lake MS		6	8	15	3	32	20.7%	79.3%
Mount View MS	2	3	10	13	4	32	17.9%	82.1%
Hammond MS		3	9	11	2	25	13.0%	87.0%
Burleigh Manor MS		3	14	10	2	29	11.1%	88.9%
Harper's Choice MS		3	10	15	3	31	10.7%	89.3%
Dunloggin MS		2	9	12	3	26	8.7%	91.3%
Thomas Viaduct MS		3	16	16	2	37	8.6%	91.4%
Murray Hill MS		2	13	11	2	28	7.7%	92.3%
Patapsco MS		2	10	15	1	28	7.4%	92.6%
Clarksville MS	1	1	15	11	3	31	7.1%	92.9%
Elkridge Landing MS		3	19	21	7	50	7.0%	93.0%
Glenwood MS		1	11	9	4	25	4.8%	95.2%
Lime Kiln MS	1		7	13	2	23	4.8%	95.2%
Lake Elkhorn MS		1	9	12	3	25	4.5%	95.5%
Patuxent Valley MS		1	15	9	2	27	4.0%	96.0%
Bonnie Branch MS		1	15	14	5	35	3.3%	96.7%
Folly Quarter MS			10	15	6	31	0.0%	100%
Mayfield Woods MS			19	16	7	42	0.0%	100%
High	8	37	247	290	80	662	7.7%	92.3%
Long Reach HS		7	19	15	6	47	17.1%	82.9%
Glenelg HS	1	3	13	14	6	37	12.9%	87.1%
Marriotts Ridge HS	2	4	19	23	8	56	12.5%	87.5%
River Hill HS	1	3	15	23	3	45	9.5%	90.5%
Centennial HS		5	17	31	7	60	9.4%	90.6%
Oakland Mills HS	2	2	21	25	4	54	8.0%	92.0%
Hammond HS	1	2	21	24	6	54	6.3%	93.8%
Wilde Lake HS	1	2	24	23	11	61	6.0%	94.0%
Atholton HS		3	23	37	6	69	4.8%	95.2%
Mt. Hebron HS		2	20	25	6	53	4.3%	95.7%
Reservoir HS		2	28	20	8	58	4.0%	96.0%
Howard HS		2	27	30	9	68	3.4%	96.6%
Special	5	17	19	24	36	101	33.8%	66.2%
Ascend One Center		4		2	10	16	66.7%	33.3%
Cedar Lane - Fulton	2	8	4	10	4	28	41.7%	58.3%
Homewood School	2	4	9	7	6	28	27.3%	72.7%
ARL	1	1	6	5	16	29	15.4%	84.6%
Non-School Based		1		4	60	65	20.0%	80.0%
Central Office					42	42	N/A	N/A
Non-School Based		1		4	18	23	20.0%	80.0%
Grand Total	59	370	670	1183	344	2626	18.8%	81.2%

2020-2021 HCEA Job Satisfaction Survey

42) I am worried that students who are online are not actively engaged in class.

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	231	535	36	296	87	1185	69.8%	30.2%
Guilford ES	5	7		1	1	14	92.3%	7.7%
Thunder Hill ES	5	15		3		23	87.0%	13.0%
Stevens Forest ES	7	12		3	3	25	86.4%	13.6%
Bollman Bridge ES	9	15		4	2	30	85.7%	14.3%
Hammond ES	5	13		3		21	85.7%	14.3%
Clarksville ES	7	9	1	2	1	20	84.2%	15.8%
Bryant Woods ES	8	9	1	3	1	22	81.0%	19.0%
Phelps Luck ES	3	14		4	3	24	81.0%	19.0%
Hollifield Station ES	9	22		8	1	40	79.5%	20.5%
Lisbon ES	3	16	1	4	1	25	79.2%	20.8%
Gorman Crossing ES	10	8		5	6	29	78.3%	21.7%
Hanover Hills ES	6	17		7	2	32	76.7%	23.3%
Talbott Springs ES	4	8		4	1	17	75.0%	25.0%
Ilchester ES	10	7	1	5	1	24	73.9%	26.1%
Ducketts Lane ES	5	9		5	4	23	73.7%	26.3%
Laurel Woods ES	7	12	2	5	3	29	73.1%	26.9%
Swansfield ES	9	23	3	9	4	48	72.7%	27.3%
Cradlerock ES	6	15	1	7	2	31	72.4%	27.6%
Longfellow ES	5	15	1	7	2	30	71.4%	28.6%
Rockburn ES	3	17	1	7		28	71.4%	28.6%
St John's Lane ES	8	21	1	11		41	70.7%	29.3%
Elkridge ES	9	12	1	8	2	32	70.0%	30.0%
Pointers Run ES	5	11	1	6	2	25	69.6%	30.4%
Clemens Crossing ES	6	9	1	6	2	24	68.2%	31.8%
Forest Ridge ES	3	11		7		21	66.7%	33.3%
Running Brook ES	5	11	1	7	3	27	66.7%	33.3%
Veterans ES	4	12	2	6	5	29	66.7%	33.3%
Fulton ES	6	11	1	8	4	30	65.4%	34.6%
Bellows Spring ES	2	19	1	11	7	40	63.6%	36.4%
Waverly ES	3	18	3	9	1	34	63.6%	36.4%
Waterloo ES	5	14		11	2	32	63.3%	36.7%
Triadelphia Ridge ES	6	10	1	9	1	27	61.5%	38.5%
West Friendship ES	7	4		7	1	19	61.1%	38.9%
Centennial Lane ES	1	12	1	8	3	25	59.1%	40.9%
Dayton Oaks ES	8	15	3	13	2	41	59.0%	41.0%
Bushy Park ES	2	8		7	2	19	58.8%	41.2%
Manor Woods ES	4	13		12	4	33	58.6%	41.4%
Jeffers Hill ES	3	4	2	3	1	13	58.3%	41.7%
Northfield ES	3	11	1	9		24	58.3%	41.7%
Atholton ES	4	11	3	8	3	29	57.7%	42.3%
Deep Run ES	8	25	1	24	3	61	56.9%	43.1%
Worthington ES	3	10		10	1	24	56.5%	43.5%

2020-2021 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	230	253	9	84	36	612	83.9%	16.1%
Thomas Viaduct MS	15	17		3	2	37	91.4%	8.6%
Lime Kiln MS	9	10		2	2	23	90.5%	9.5%
Harper's Choice MS	15	11		3	2	31	89.7%	10.3%
Wilde Lake MS	12	14		3	2	31	89.7%	10.3%
Mayfield Woods MS	11	23		4	4	42	89.5%	10.5%
Elkridge Landing MS	21	21		5	3	50	89.4%	10.6%
Folly Quarter MS	13	11		3	4	31	88.9%	11.1%
Lake Elkhorn MS	11	9		3	2	25	87.0%	13.0%
Glenwood MS	7	12		3	3	25	86.4%	13.6%
Murray Hill MS	10	12	2	2	2	28	84.6%	15.4%
Dunloggin MS	12	8	1	3	2	26	83.3%	16.7%
Hammond MS	9	10	1	3	2	25	82.6%	17.4%
Oakland Mills MS	10	9		4		23	82.6%	17.4%
Patuxent Valley MS	8	14		5	1	28	81.5%	18.5%
Bonnie Branch MS	14	12		7	1	34	78.8%	21.2%
Ellicott Mills MS	15	11	1	6		33	78.8%	21.2%
Burleigh Manor MS	8	14	2	4	1	29	78.6%	21.4%
Clarksville MS	10	12	1	5	2	30	78.6%	21.4%
Mount View MS	11	12	1	8	1	33	71.9%	28.1%
Patapsco MS	9	11		8		28	71.4%	28.6%
High	253	258	15	85	53	664	83.6%	16.4%
Howard HS	34	26	1	5	4	70	90.9%	9.1%
Centennial HS	19	29	1	5	6	60	88.9%	11.1%
River Hill HS	19	19		5	2	45	88.4%	11.6%
Oakland Mills HS	20	24	1	5	4	54	88.0%	12.0%
Marriotts Ridge HS	15	27		7	7	56	85.7%	14.3%
Glenelg HS	19	9	3	2	4	37	84.8%	15.2%
Long Reach HS	18	21	3	4	1	47	84.8%	15.2%
Mt. Hebron HS	18	26		8	2	54	84.6%	15.4%
Reservoir HS	23	20	1	7	6	57	84.3%	15.7%
Hammond HS	24	14	1	10	5	54	77.6%	22.4%
Atholton HS	24	24	1	15	5	69	75.0%	25.0%
Wilde Lake HS	20	19	3	12	7	61	72.2%	27.8%
Special	24	33	5	17	23	102	72.2%	27.8%
ARL	6	9	1	1	12	29	88.2%	11.8%
Ascend One Center	3	5		2	6	16	80.0%	20.0%
Homewood School	11	9		5	3	28	80.0%	20.0%
Cedar Lane - Fulton	4	10	4	9	2	29	51.9%	48.1%
Non-School Based	6	6		1	52	65	92.3%	7.7%
Central Office	3	3			36	42	100%	0.0%
Non-School Based	3	3		1	16	23	85.7%	14.3%
Grand Total	744	1085	65	483	251	2628	76.9%	23.1%

2020-2021 HCEA Job Satisfaction Survey

43) The virtual curriculum for my area (or areas) is sufficiently developed under the circumstances.

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	113	543	102	271	157	1186	63.8%	36.2%
Fulton ES	3	17	1	3	6	30	83.3%	16.7%
Guilford ES	2	8		2	2	14	83.3%	16.7%
Swansfield ES	5	25	1	6	11	48	81.1%	18.9%
Jeffers Hill ES	1	7		2	3	13	80.0%	20.0%
Lisbon ES	3	15	3	2	2	25	78.3%	21.7%
Longfellow ES	5	12	2	3	6	28	77.3%	22.7%
Worthington ES	2	14		5	2	23	76.2%	23.8%
Cradlerock ES	2	19	1	6	3	31	75.0%	25.0%
Forest Ridge ES	3	11		5	2	21	73.7%	26.3%
Waverly ES	5	17	3	6	3	34	71.0%	29.0%
Atholton ES	3	14	1	6	5	29	70.8%	29.2%
Bushy Park ES	1	11		5	2	19	70.6%	29.4%
Running Brook ES	5	11	2	5	4	27	69.6%	30.4%
Gorman Crossing ES	4	11	2	5	7	29	68.2%	31.8%
Centennial Lane ES	2	12	1	6	4	25	66.7%	33.3%
Clemens Crossing ES	1	13	3	4	3	24	66.7%	33.3%
Hanover Hills ES	4	16	1	9	3	33	66.7%	33.3%
Phelps Luck ES	2	12	3	4	4	25	66.7%	33.3%
Talbott Springs ES	3	6		5	3	17	64.3%	35.7%
Deep Run ES	8	26	2	17	8	61	64.2%	35.8%
Triadelphia Ridge ES	2	14	2	7	2	27	64.0%	36.0%
Thunder Hill ES	4	10	3	5		22	63.6%	36.4%
Bollman Bridge ES	1	14	2	7	6	30	62.5%	37.5%
St John's Lane ES	3	20	3	11	3	40	62.2%	37.8%
Bryant Woods ES	1	10	2	5	4	22	61.1%	38.9%
Elkridge ES	3	15	3	9	2	32	60.0%	40.0%
Laurel Woods ES	3	10		9	7	29	59.1%	40.9%
Dayton Oaks ES	3	20	3	13	3	42	59.0%	41.0%
Hammond ES		11	2	6	2	21	57.9%	42.1%
Veterans ES	2	13	3	8	4	30	57.7%	42.3%
Hollifield Station ES	3	18	7	9	4	41	56.8%	43.2%
Northfield ES	4	9	3	7	2	25	56.5%	43.5%
Manor Woods ES	3	12	3	9	6	33	55.6%	44.4%
Waterloo ES	2	13	4	8	5	32	55.6%	44.4%
Clarksville ES	2	7	2	6	3	20	52.9%	47.1%
West Friendship ES	1	8	2	6	2	19	52.9%	47.1%
Ilchester ES	2	10	2	9	1	24	52.2%	47.8%
Stevens Forest ES	1	11	3	8	2	25	52.2%	47.8%
Rockburn ES	2	11	3	9	3	28	52.0%	48.0%
Ducketts Lane ES	3	6	6	3	4	22	50.0%	50.0%
Pointers Run ES	2	10	7	5	2	26	50.0%	50.0%
Bellows Spring ES	2	14	11	6	7	40	48.5%	51.5%

2020-2021 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	98	241	79	122	71	611	62.8%	37.2%
Thomas Viaduct MS	11	16	5	3	2	37	77.1%	22.9%
Dunloggin MS	4	12	2	3	4	25	76.2%	23.8%
Wilde Lake MS	7	14	4	3	3	31	75.0%	25.0%
Lime Kiln MS	5	9	1	5	3	23	70.0%	30.0%
Oakland Mills MS		15	1	6	1	23	68.2%	31.8%
Patuxent Valley MS	6	11	4	4	3	28	68.0%	32.0%
Bonnie Branch MS	5	18	3	8	1	35	67.6%	32.4%
Clarksville MS	9	9	3	6	4	31	66.7%	33.3%
Murray Hill MS	1	14	3	5	5	28	65.2%	34.8%
Mayfield Woods MS	8	14	6	6	9	43	64.7%	35.3%
Lake Elkhorn MS	3	10	2	6	4	25	61.9%	38.1%
Burleigh Manor MS	4	11	3	7	3	28	60.0%	40.0%
Mount View MS	7	11	5	7	2	32	60.0%	40.0%
Hammond MS	6	7	4	5	3	25	59.1%	40.9%
Glenwood MS	2	10	1	8	4	25	57.1%	42.9%
Elkridge Landing MS	5	19	10	10	6	50	54.5%	45.5%
Folly Quarter MS	5	8	3	8	7	31	54.2%	45.8%
Harper's Choice MS	4	11	4	9	3	31	53.6%	46.4%
Ellicott Mills MS	3	13	8	7	2	33	51.6%	48.4%
Patapsco MS	3	9	7	6	2	27	48.0%	52.0%
High	77	279	90	135	82	663	61.3%	38.7%
Glenelg HS	5	17	4	5	5	36	71.0%	29.0%
Atholton HS	4	38	7	12	8	69	68.9%	31.1%
Oakland Mills HS	5	27	7	8	7	54	68.1%	31.9%
Marriotts Ridge HS	8	23	4	12	9	56	66.0%	34.0%
Long Reach HS	6	19	4	10	8	47	64.1%	35.9%
Reservoir HS	5	25	12	6	10	58	62.5%	37.5%
Howard HS	13	27	10	15	5	70	61.5%	38.5%
River Hill HS	5	20	8	9	3	45	59.5%	40.5%
Wilde Lake HS	6	24	4	18	9	61	57.7%	42.3%
Hammond HS	8	18	7	13	8	54	56.5%	43.5%
Centennial HS	9	20	9	16	5	59	53.7%	46.3%
Mt. Hebron HS	3	21	14	11	5	54	49.0%	51.0%
Special	17	27	12	11	34	101	65.7%	34.3%
ARL	4	8		2	14	28	85.7%	14.3%
Ascend One Center	1	4		2	9	16	71.4%	28.6%
Homewood School	6	8	5	3	6	28	63.6%	36.4%
Cedar Lane - Fulton	6	7	7	4	5	29	54.2%	45.8%
Non-School Based		7		1	57	65	87.5%	12.5%
Central Office		2			40	42	100%	0.0%
Non-School Based		5		1	17	23	83.3%	16.7%
Grand Total	305	1097	283	540	401	2626	63.0%	37.0%

2020-2021 HCEA Job Satisfaction Survey

44) In my school, there is adequate support for special education students.

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	117	642	56	259	115	1189	70.7%	29.3%
Talbott Springs ES	4	10		1	2	17	93.3%	6.7%
Forest Ridge ES	4	14		2	1	21	90.0%	10.0%
Centennial Lane ES	4	16		3	2	25	87.0%	13.0%
Laurel Woods ES	7	15	1	3	3	29	84.6%	15.4%
Triadelphia Ridge ES	5	16	1	3	3	28	84.0%	16.0%
Atholton ES	2	17		4	6	29	82.6%	17.4%
Running Brook ES	5	14		4	4	27	82.6%	17.4%
Swansfield ES	3	28	1	6	10	48	81.6%	18.4%
Cradlerock ES	6	18	1	5	1	31	80.0%	20.0%
Deep Run ES	11	31	1	10	6	59	79.2%	20.8%
Guilford ES	3	8		3		14	78.6%	21.4%
Veterans ES	4	18	2	4	2	30	78.6%	21.4%
Longfellow ES	4	17	2	4	2	29	77.8%	22.2%
Fulton ES	3	17		6	4	30	76.9%	23.1%
Clemens Crossing ES	2	14		5	4	25	76.2%	23.8%
Phelps Luck ES	1	15	1	4	4	25	76.2%	23.8%
St John's Lane ES	4	24	3	6	4	41	75.7%	24.3%
Jeffers Hill ES	1	8		3	1	13	75.0%	25.0%
Worthington ES	2	15	1	5	1	24	73.9%	26.1%
Bushy Park ES	1	12	1	4	1	19	72.2%	27.8%
Gorman Crossing ES	4	14		7	5	30	72.0%	28.0%
Dayton Oaks ES	5	23	3	8	3	42	71.8%	28.2%
Manor Woods ES	1	19	1	7	5	33	71.4%	28.6%
Lisbon ES	1	16	3	4	1	25	70.8%	29.2%
Hanover Hills ES	4	17		9	3	33	70.0%	30.0%
Ducketts Lane ES	2	13	3	4	1	23	68.2%	31.8%
Thunder Hill ES	1	14	1	6	1	23	68.2%	31.8%
Bryant Woods ES		12	1	5	4	22	66.7%	33.3%
Pointers Run ES	1	15	1	7	2	26	66.7%	33.3%
Bollman Bridge ES	2	15	1	8	4	30	65.4%	34.6%
Northfield ES	3	13	2	7		25	64.0%	36.0%
Waverly ES	2	19	3	9	1	34	63.6%	36.4%
Hollifield Station ES	4	21	4	11	1	41	62.5%	37.5%
Waterloo ES	2	16		11	3	32	62.1%	37.9%
Stevens Forest ES	1	12	1	8	3	25	59.1%	40.9%
Rockburn ES	1	13	3	8	2	27	56.0%	44.0%
West Friendship ES		8	1	6	3	18	53.3%	46.7%
Ilchester ES	2	10	6	5	1	24	52.2%	47.8%
Elkridge ES	4	11	3	11	2	31	51.7%	48.3%
Bellows Spring ES		18	3	14	5	40	51.4%	48.6%
Hammond ES		10	1	9	1	21	50.0%	50.0%
Clarksville ES	1	6		10	3	20	41.2%	58.8%

2020-2021 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	107	307	43	102	53	612	74.1%	25.9%
Oakland Mills MS	1	19		3		23	87.0%	13.0%
Thomas Viaduct MS	10	18	1	5	2	36	82.4%	17.6%
Harper's Choice MS	8	15	1	4	3	31	82.1%	17.9%
Lime Kiln MS	3	15	1	3	1	23	81.8%	18.2%
Bonnie Branch MS	5	21	1	5	2	34	81.3%	18.8%
Lake Elkhorn MS	5	12	1	3	4	25	81.0%	19.0%
Elkridge Landing MS	9	27	2	7	5	50	80.0%	20.0%
Patuxent Valley MS	3	17	3	2	3	28	80.0%	20.0%
Glenwood MS	3	13		5	4	25	76.2%	23.8%
Murray Hill MS	4	14	3	3	2	26	75.0%	25.0%
Wilde Lake MS	7	16	3	5	1	32	74.2%	25.8%
Dunloggin MS	4	13	1	5	3	26	73.9%	26.1%
Clarksville MS	5	16	3	5	2	31	72.4%	27.6%
Ellicott Mills MS	5	16	3	5	4	33	72.4%	27.6%
Mayfield Woods MS	10	18	4	7	4	43	71.8%	28.2%
Burleigh Manor MS	3	16	3	6	1	29	67.9%	32.1%
Mount View MS	6	14	3	7	2	32	66.7%	33.3%
Folly Quarter MS	6	11	2	7	6	32	65.4%	34.6%
Hammond MS	6	7	2	7	3	25	59.1%	40.9%
Patapsco MS	4	9	6	8	1	28	48.1%	51.9%
High	72	334	60	130	66	662	68.1%	31.9%
Oakland Mills HS	5	32	2	8	7	54	78.7%	21.3%
Wilde Lake HS	6	34	3	11	7	61	74.1%	25.9%
Glenelg HS	5	20	2	7	3	37	73.5%	26.5%
River Hill HS	3	28	3	9	2	45	72.1%	27.9%
Marriotts Ridge HS	8	28	4	10	6	56	72.0%	28.0%
Long Reach HS	7	21	4	7	7	46	71.8%	28.2%
Atholton HS	6	38	5	15	5	69	68.8%	31.3%
Hammond HS	4	29	7	10	4	54	66.0%	34.0%
Reservoir HS	7	24	8	10	8	57	63.3%	36.7%
Howard HS	8	30	9	15	7	69	61.3%	38.7%
Centennial HS	9	25	6	16	4	60	60.7%	39.3%
Mt. Hebron HS	4	25	7	12	6	54	60.4%	39.6%
Special	16	43	5	16	21	101	73.8%	26.3%
ARL	3	13	1	3	9	29	80.0%	20.0%
Homewood School	6	12	3	4	3	28	72.0%	28.0%
Ascend One Center		5		2	9	16	71.4%	28.6%
Cedar Lane - Fulton	7	13	1	7		28	71.4%	28.6%
Non-School Based		11		1	52	64	91.7%	8.3%
Central Office		4			38	42	100%	0.0%
Non-School Based		7		1	14	22	87.5%	12.5%
Grand Total	312	1337	164	508	307	2628	71.0%	29.0%