

2019-2020 HCEA Job Satisfaction Survey

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

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	291	1043	444	279	1	2058	64.9%	35.1%
St. John's Lane ES	25	38	1			64	98.4%	1.6%
Gorman Crossing ES	15	24		1		40	97.5%	2.5%
Hanover Hills ES	23	26	2	1		52	94.2%	5.8%
Deep Run ES	15	35	3	1		54	92.6%	7.4%
Longfellow ES	5	31	3			39	92.3%	7.7%
West Friendship ES	8	16	2			26	92.3%	7.7%
Hollifield Station ES	15	34	4	1		54	90.7%	9.3%
Waterloo ES	16	34	6	1		57	87.7%	12.3%
Bushy Park ES	5	36	5	2		48	85.4%	14.6%
Hammond ES	7	22	5			34	85.3%	14.7%
Forest Ridge ES	4	19	4			27	85.2%	14.8%
Triadelphia Ridge ES	10	18	5			33	84.8%	15.2%
Laurel Woods ES	10	23	5	1		39	84.6%	15.4%
Waverly ES	3	35	3	4		45	84.4%	15.6%
Stevens Forest ES	2	25	4	1	1	33	84.4%	15.6%
Worthington ES	4	18	4	1		27	81.5%	18.5%
Veterans ES	16	36	10	2		64	81.3%	18.8%
Running Brook ES	6	32	8	1		47	80.9%	19.1%
Bryant Woods ES	9	25	9			43	79.1%	20.9%
Centennial Lane ES	12	25	9	1		47	78.7%	21.3%
Phelps Luck ES	8	32	10	2		52	76.9%	23.1%
Bellows Spring ES	8	66	18	7		99	74.7%	25.3%
Talbott Springs ES	6	29	12	1		48	72.9%	27.1%
Northfield ES	6	33	10	5		54	72.2%	27.8%
Rockburn ES	5	19	8	2		34	70.6%	29.4%
Swansfield ES	9	28	14	5		56	66.1%	33.9%
Clarksville ES	4	20	10	4		38	63.2%	36.8%
Ducketts Lane ES	9	14	11	6		40	57.5%	42.5%
Guilford ES	3	20	13	6		42	54.8%	45.2%
Cradlerock ES	3	10	9	3		25	52.0%	48.0%
Atholton ES	1	22	17	7		47	48.9%	51.1%
Ilchester ES	1	30	23	12		66	47.0%	53.0%
Dayton Oaks ES	5	31	24	17		77	46.8%	53.2%
Manor Woods ES	3	21	14	15		53	45.3%	54.7%
Clemens Crossing ES	2	16	18	5		41	43.9%	56.1%
Bollman Bridge ES	4	27	31	12		74	41.9%	58.1%
Elkridge ES	2	22	25	18		67	35.8%	64.2%
Thunder Hill ES		8	8	17		33	24.2%	75.8%
Pointers Run ES	2	20	24	47		93	23.7%	76.3%
Fulton ES		13	32	26		71	18.3%	81.7%
Jeffers Hill ES		5	14	18		37	13.5%	86.5%
Lisbon ES		5	7	26		38	13.2%	86.8%

2019-2020 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	91	475	271	168	1	1006	56.3%	43.7%
Mount View MS	17	41	4	1		63	92.1%	7.9%
Mayfield Woods MS	6	51	5			62	91.9%	8.1%
Patapsco MS	7	38	7			52	86.5%	13.5%
Lime Kiln MS	4	36	7	1		48	83.3%	16.7%
Lake Elkhorn MS	2	32	7	1		42	81.0%	19.0%
Wilde Lake MS	9	33	14			56	75.0%	25.0%
Glenwood MS	6	16	4	4		30	73.3%	26.7%
Burleigh Manor MS	4	22	6	4		36	72.2%	27.8%
Oakland Mills MS	2	19	10			31	67.7%	32.3%
Clarksville MS	5	21	9	7		42	61.9%	38.1%
Patuxent Valley MS	4	36	18	7	1	66	61.5%	38.5%
Folly Quarter MS	5	17	18	5		45	48.9%	51.1%
Ellicott Mills MS	4	25	22	13		64	45.3%	54.7%
Thomas Viaduct MS	4	19	21	8		52	44.2%	55.8%
Bonnie Branch MS	4	17	14	14		49	42.9%	57.1%
Murray Hill MS	4	18	22	12		56	39.3%	60.7%
Dunloggin MS	2	10	22	14		48	25.0%	75.0%
Harper's Choice MS		14	19	31		64	21.9%	78.1%
Hammond MS	2	4	16	13		35	17.1%	82.9%
Elkridge Landing MS		6	26	33		65	9.2%	90.8%
High	106	549	230	110		995	65.8%	34.2%
Wilde Lake HS	21	50	4			75	94.7%	5.3%
Oakland Mills HS	15	60	9	1		85	88.2%	11.8%
Hammond HS	13	60	11	5		89	82.0%	18.0%
River Hill HS	5	36	10	4		55	74.5%	25.5%
Atholton HS	3	62	21	2		88	73.9%	26.1%
Mt. Hebron HS	12	58	20	11		101	69.3%	30.7%
Long Reach HS	6	31	11	8		56	66.1%	33.9%
Marriotts Ridge HS	10	30	17	6		63	63.5%	36.5%
Glenelg HS	11	35	25	9		80	57.5%	42.5%
Centennial HS	5	46	33	11		95	53.7%	46.3%
Reservoir HS	3	45	32	19		99	48.5%	51.5%
Howard HS	2	36	37	34		109	34.9%	65.1%
Special	36	113	47	37	1	234	63.9%	36.1%
County Diagnostic Ctr	3	6				9	100.0%	0.0%
ARL	8	14	1	2	1	26	88.0%	12.0%
Ascend One	5	9	4			18	77.8%	22.2%
Old Cedar Lane	4	14	3	4		25	72.0%	28.0%
Homewood Center	2	26	8	8		44	63.6%	36.4%
Central Office	6	16	10	5		37	59.5%	40.5%
Cedar Lane	6	21	19	17		63	42.9%	57.1%
Grand Total	524	2180	992	594	3	4293	63.0%	37.0%

2019-2020 HCEA Job Satisfaction Survey

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

Work Site	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	374	1029	454	193		2050	68.4%	31.6%
St. John's Lane ES	26	37	1			64	98.4%	1.6%
Waterloo ES	29	27	1			57	98.2%	1.8%
Hanover Hills ES	20	30	2			52	96.2%	3.8%
Stevens Forest ES	5	26	1	1		33	93.9%	6.1%
Triadelphia Ridge ES	16	15	2			33	93.9%	6.1%
Hammond ES	11	20	2	1		34	91.2%	8.8%
Centennial Lane ES	17	24	3	1		45	91.1%	8.9%
Worthington ES	6	18	2	1		27	88.9%	11.1%
Veterans ES	18	37	7			62	88.7%	11.3%
West Friendship ES	7	16	3			26	88.5%	11.5%
Laurel Woods ES	11	24	4	1		40	87.5%	12.5%
Bushy Park ES	7	34	7			48	85.4%	14.6%
Deep Run ES	9	37	5	3		54	85.2%	14.8%
Hollifield Station ES	18	28	8			54	85.2%	14.8%
Running Brook ES	13	27	7			47	85.1%	14.9%
Gorman Crossing ES	7	27	5	1		40	85.0%	15.0%
Waverly ES	8	30	4	3		45	84.4%	15.6%
Longfellow ES	7	24	6			37	83.8%	16.2%
Phelps Luck ES	14	29	7	2		52	82.7%	17.3%
Bryant Woods ES	9	26	6	2		43	81.4%	18.6%
Northfield ES	11	32	7	3		53	81.1%	18.9%
Talbott Springs ES	10	28	10			48	79.2%	20.8%
Guilford ES	7	26	5	4		42	78.6%	21.4%
Forest Ridge ES	4	17	5	1		27	77.8%	22.2%
Rockburn ES	8	18	7	1		34	76.5%	23.5%
Swansfield ES	8	32	10	5		55	72.7%	27.3%
Cradlerock ES	7	11	5	2		25	72.0%	28.0%
Clemens Crossing ES	3	26	9	3		41	70.7%	29.3%
Ducketts Lane ES	12	15	10	3		40	67.5%	32.5%
Clarksville ES	5	20	10	3		38	65.8%	34.2%
Bellows Spring ES	12	51	28	8		99	63.6%	36.4%
Manor Woods ES	4	23	17	9		53	50.9%	49.1%
Bollman Bridge ES	6	31	27	9		73	50.7%	49.3%
Atholton ES	4	19	17	7		47	48.9%	51.1%
Dayton Oaks ES	4	33	30	9		76	48.7%	51.3%
Ilchester ES	3	27	28	8		66	45.5%	54.5%
Elkridge ES	1	24	28	14		67	37.3%	62.7%
Thunder Hill ES		10	18	6		34	29.4%	70.6%
Pointers Run ES	6	20	30	37		93	28.0%	72.0%
Fulton ES	1	18	41	11		71	26.8%	73.2%
Lisbon ES		8	14	16		38	21.1%	78.9%
Jeffers Hill ES		4	15	18		37	10.8%	89.2%

2019-2020 HCEA Job Satisfaction Survey

Work Site	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	107	497	279	122		1005	60.1%	39.9%
Mayfield Woods MS	16	42	3	1		62	93.5%	6.5%
Patapsco MS	10	38	4			52	92.3%	7.7%
Wilde Lake MS	15	35	6			56	89.3%	10.7%
Mount View MS	11	44	8	1		64	85.9%	14.1%
Glenwood MS	5	20	3	2		30	83.3%	16.7%
Lake Elkhorn MS	4	29	8	1		42	78.6%	21.4%
Oakland Mills MS	1	22	8			31	74.2%	25.8%
Burleigh Manor MS	7	19	10	1		37	70.3%	29.7%
Folly Quarter MS	6	24	11	3		44	68.2%	31.8%
Lime Kiln MS	5	25	15	3		48	62.5%	37.5%
Ellicott Mills MS	3	36	20	5		64	60.9%	39.1%
Patuxent Valley MS	8	29	22	6		65	56.9%	43.1%
Clarksville MS	2	18	14	7		41	48.8%	51.2%
Thomas Viaduct MS	4	21	25	2		52	48.1%	51.9%
Murray Hill MS	3	22	22	9		56	44.6%	55.4%
Harper's Choice MS		28	23	13		64	43.8%	56.3%
Bonnie Branch MS	5	15	16	13		49	40.8%	59.2%
Dunloggin MS	1	13	18	16		48	29.2%	70.8%
Hammond MS	1	6	19	9		35	20.0%	80.0%
Elkridge Landing MS		11	24	30		65	16.9%	83.1%
High	135	504	244	109	2	994	64.4%	35.6%
Wilde Lake HS	30	40	3	2		75	93.3%	6.7%
Oakland Mills HS	19	57	6	3		85	89.4%	10.6%
Hammond HS	23	46	17	3		89	77.5%	22.5%
Atholton HS	10	52	23	3	1	89	70.5%	29.5%
Long Reach HS	10	29	11	6		56	69.6%	30.4%
Mt. Hebron HS	9	58	23	9		99	67.7%	32.3%
Marriotts Ridge HS	13	28	16	6		63	65.1%	34.9%
River Hill HS	5	27	17	6		55	58.2%	41.8%
Glenelg HS	9	33	26	11		79	53.2%	46.8%
Reservoir HS	3	47	29	20		99	50.5%	49.5%
Centennial HS	2	43	35	14	1	95	47.9%	52.1%
Howard HS	2	44	38	26		110	41.8%	58.2%
Special	42	101	60	30	2	235	61.4%	38.6%
County Diagnostic Ctr	4	5				9	100.0%	0.0%
Ascend One	7	9	1		1	18	94.1%	5.9%
ARL	11	12	3			26	88.5%	11.5%
Old Cedar Lane	7	12	5	1		25	76.0%	24.0%
Homewood Center	4	22	13	5		44	59.1%	40.9%
Central Office	4	14	14	6		38	47.4%	52.6%
Cedar Lane	4	19	22	17	1	63	37.1%	62.9%
Grand Total	658	2131	1037	454	4	4284	65.2%	34.8%

2019-2020 HCEA Job Satisfaction Survey

3) I personally feel successful in my work.

Work Site	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	485	1179	286	102	1	2053	81.1%	18.9%
St. John's Lane ES	14	48	1	1		64	96.9%	3.1%
Gorman Crossing ES	11	26	2	1		40	92.5%	7.5%
Laurel Woods ES	10	26	1	2	1	40	92.3%	7.7%
Longfellow ES	13	23	2	1		39	92.3%	7.7%
Bushy Park ES	13	30	3	1		47	91.5%	8.5%
Centennial Lane ES	13	30	2	2		47	91.5%	8.5%
Veterans ES	20	37	6	1		64	89.1%	10.9%
Deep Run ES	20	28	5	1		54	88.9%	11.1%
Forest Ridge ES	7	17	2	1		27	88.9%	11.1%
Running Brook ES	10	30	4	1		45	88.9%	11.1%
Worthington ES	8	16	3			27	88.9%	11.1%
Hollifield Station ES	18	29	6			53	88.7%	11.3%
Hanover Hills ES	18	28	6			52	88.5%	11.5%
Swansfield ES	19	30	4	3		56	87.5%	12.5%
Phelps Luck ES	10	34	6	1		51	86.3%	13.7%
Stevens Forest ES	6	23	3	2		34	85.3%	14.7%
Ducketts Lane ES	13	21	4	2		40	85.0%	15.0%
Triadelphia Ridge ES	14	14	5			33	84.8%	15.2%
Bellows Spring ES	23	60	11	5		99	83.8%	16.2%
Ilchester ES	17	38	6	5		66	83.3%	16.7%
Northfield ES	19	25	7	2		53	83.0%	17.0%
Hammond ES	7	21	6			34	82.4%	17.6%
Bryant Woods ES	10	25	5	3		43	81.4%	18.6%
West Friendship ES	9	12	4	1		26	80.8%	19.2%
Waterloo ES	11	35	7	4		57	80.7%	19.3%
Dayton Oaks ES	15	47	11	4		77	80.5%	19.5%
Clarksville ES	6	24	7	1		38	78.9%	21.1%
Talbott Springs ES	8	29	9	1		47	78.7%	21.3%
Waverly ES	7	28	8	2		45	77.8%	22.2%
Bollman Bridge ES	15	41	14	3		73	76.7%	23.3%
Atholton ES	7	29	9	2		47	76.6%	23.4%
Guilford ES	14	18	7	3		42	76.2%	23.8%
Pointers Run ES	19	50	15	9		93	74.2%	25.8%
Manor Woods ES	12	27	10	4		53	73.6%	26.4%
Thunder Hill ES	11	14	5	4		34	73.5%	26.5%
Clemens Crossing ES	7	22	9	3		41	70.7%	29.3%
Fulton ES	8	42	15	6		71	70.4%	29.6%
Lisbon ES	4	21	6	7		38	65.8%	34.2%
Elkridge ES	4	39	21	3		67	64.2%	35.8%
Jeffers Hill ES	5	18	11	3		37	62.2%	37.8%
Rockburn ES	5	15	11	3		34	58.8%	41.2%
Cradlerock ES	5	9	7	4		25	56.0%	44.0%

2019-2020 HCEA Job Satisfaction Survey

Work Site	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	246	588	134	36		1004	83.1%	16.9%
Patapsco MS	10	40	2			52	96.2%	3.8%
Mount View MS	25	36	3			64	95.3%	4.7%
Bonnie Branch MS	15	31	3			49	93.9%	6.1%
Glenwood MS	13	15	1	1		30	93.3%	6.7%
Clarksville MS	18	21	2	1		42	92.9%	7.1%
Folly Quarter MS	10	31	3	1		45	91.1%	8.9%
Oakland Mills MS	6	22	3			31	90.3%	9.7%
Burleigh Manor MS	10	21	4	1		36	86.1%	13.9%
Dunloggin MS	14	27	5	2		48	85.4%	14.6%
Lime Kiln MS	8	33	6	1		48	85.4%	14.6%
Mayfield Woods MS	13	37	9	1		60	83.3%	16.7%
Patuxent Valley MS	19	35	10	3		67	80.6%	19.4%
Murray Hill MS	12	33	7	4		56	80.4%	19.6%
Thomas Viaduct MS	11	30	10	1		52	78.8%	21.2%
Ellicott Mills MS	13	37	12	2		64	78.1%	21.9%
Hammond MS	12	15	7	1		35	77.1%	22.9%
Wilde Lake MS	13	30	10	3		56	76.8%	23.2%
Elkridge Landing MS	11	34	12	7		64	70.3%	29.7%
Harper's Choice MS	11	34	14	5		64	70.3%	29.7%
Lake Elkhorn MS	2	26	11	2		41	68.3%	31.7%
High	285	580	105	21	2	993	87.3%	12.7%
River Hill HS	23	31	1			55	98.2%	1.8%
Centennial HS	22	67	5	1		95	93.7%	6.3%
Wilde Lake HS	25	44	4	1		74	93.2%	6.8%
Hammond HS	30	50	4	3	1	88	92.0%	8.0%
Oakland Mills HS	22	55	6	2		85	90.6%	9.4%
Atholton HS	25	52	11	1		89	86.5%	13.5%
Glenelg HS	24	45	11			80	86.3%	13.8%
Long Reach HS	23	25	7	1		56	85.7%	14.3%
Marriotts Ridge HS	23	30	7	2		62	85.5%	14.5%
Reservoir HS	26	57	13	3		99	83.8%	16.2%
Howard HS	18	69	18	4		109	79.8%	20.2%
Mt. Hebron HS	24	55	18	3	1	101	79.0%	21.0%
Special	71	127	26	9	1	234	85.0%	15.0%
County Diagnostic Ctr	7	2				9	100%	0.0%
ARL	14	11	1			26	96.2%	3.8%
Ascend One	6	10	1		1	18	94.1%	5.9%
Cedar Lane	19	34	8	2		63	84.1%	15.9%
Central Office	7	24	4	2		37	83.8%	16.2%
Old Cedar Lane	10	10	5			25	80.0%	20.0%
Homewood Center	4	28	7	5		44	72.7%	27.3%
Grand Total	1087	2474	551	168	4	4284	83.2%	16.8%

2019-2020 HCEA Job Satisfaction Survey

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

Work Site	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	321	940	523	227	43	2054	62.7%	37.3%
Laurel Woods ES	13	21	4		2	40	89.5%	10.5%
Hammond ES	6	23	3	1		33	87.9%	12.1%
Stevens Forest ES	3	25	3	1	2	34	87.5%	12.5%
Talbott Springs ES	16	25	6			47	87.2%	12.8%
Waterloo ES	14	31	8	2	2	57	81.8%	18.2%
Longfellow ES	6	25	4	3	1	39	81.6%	18.4%
Worthington ES	7	15	4	1		27	81.5%	18.5%
Guilford ES	11	22	6	2	1	42	80.5%	19.5%
West Friendship ES	7	13	3	2	1	26	80.0%	20.0%
St. John's Lane ES	19	31	11	2	1	64	79.4%	20.6%
Hanover Hills ES	17	24	8	3		52	78.8%	21.2%
Triadelphia Ridge ES	10	16	7			33	78.8%	21.2%
Veterans ES	12	37	11	3	1	64	77.8%	22.2%
Northfield ES	6	34	12	1	1	54	75.5%	24.5%
Gorman Crossing ES	9	20	9	2		40	72.5%	27.5%
Clarksville ES	5	21	9	1	2	38	72.2%	27.8%
Centennial Lane ES	16	16	10	3	2	47	71.1%	28.9%
Cradlerock ES	6	11	5	2	1	25	70.8%	29.2%
Running Brook ES	9	24	12	2		47	70.2%	29.8%
Bellows Spring ES	13	53	26	4	2	98	68.8%	31.3%
Bushy Park ES	14	19	12	3		48	68.8%	31.3%
Rockburn ES	1	22	9	2		34	67.6%	32.4%
Bryant Woods ES	3	26	14			43	67.4%	32.6%
Deep Run ES	7	28	13	4	2	54	67.3%	32.7%
Swansfield ES	8	29	9	9	1	56	67.3%	32.7%
Phelps Luck ES	8	25	11	6	2	52	66.0%	34.0%
Hollifield Station ES	12	21	15	4	2	54	63.5%	36.5%
Atholton ES	5	24	10	7	1	47	63.0%	37.0%
Forest Ridge ES	5	11	7	3	1	27	61.5%	38.5%
Thunder Hill ES		19	7	7	1	34	57.6%	42.4%
Ducketts Lane ES	9	14	13	4		40	57.5%	42.5%
Waverly ES	3	21	16	4		44	54.5%	45.5%
Clemens Crossing ES	5	16	16	2	2	41	53.8%	46.2%
Bollman Bridge ES	9	29	27	8	1	74	52.1%	47.9%
Dayton Oaks ES	5	31	24	15	2	77	48.0%	52.0%
Manor Woods ES	3	21	17	10	2	53	47.1%	52.9%
Ilchester ES	2	23	28	11	1	65	39.1%	60.9%
Elkridge ES	2	24	31	10		67	38.8%	61.2%
Lisbon ES	2	11	9	15	1	38	35.1%	64.9%
Fulton ES	4	15	29	19	3	70	28.4%	71.6%
Pointers Run ES	9	15	30	36	2	92	26.7%	73.3%
Jeffers Hill ES		9	15	13		37	24.3%	75.7%

2019-2020 HCEA Job Satisfaction Survey

Work Site	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	129	436	281	137	20	1003	57.5%	42.5%
Lake Elkhorn MS	8	25	9			42	78.6%	21.4%
Patapsco MS	10	30	9	2	1	52	78.4%	21.6%
Mayfield Woods MS	9	36	11	3	3	62	76.3%	23.7%
Mount View MS	13	33	15	2	1	64	73.0%	27.0%
Glenwood MS	4	17	3	5		29	72.4%	27.6%
Burleigh Manor MS	8	17	4	7		36	69.4%	30.6%
Thomas Viaduct MS	6	29	15	2		52	67.3%	32.7%
Wilde Lake MS	10	27	16	2	1	56	67.3%	32.7%
Folly Quarter MS	6	22	14	3		45	62.2%	37.8%
Clarksville MS	7	15	10	8	2	42	55.0%	45.0%
Bonnie Branch MS	6	18	16	6	3	49	52.2%	47.8%
Ellicott Mills MS	10	22	19	11	2	64	51.6%	48.4%
Patuxent Valley MS	11	22	21	10	1	65	51.6%	48.4%
Harper's Choice MS	5	25	19	14	1	64	47.6%	52.4%
Lime Kiln MS	2	19	16	9	2	48	45.7%	54.3%
Hammond MS	2	13	9	9	1	34	45.5%	54.5%
Oakland Mills MS	2	10	16	1	2	31	41.4%	58.6%
Murray Hill MS	1	22	23	10		56	41.1%	58.9%
Dunloggin MS	5	14	14	14		47	40.4%	59.6%
Elkridge Landing MS	4	20	22	19		65	36.9%	63.1%
High	102	416	308	137	29	992	53.8%	46.2%
Wilde Lake HS	16	36	18	4	1	75	70.3%	29.7%
Long Reach HS	13	23	14	5	1	56	65.5%	34.5%
Oakland Mills HS	15	34	22	6	6	83	63.6%	36.4%
Hammond HS	17	39	24	9		89	62.9%	37.1%
Atholton HS	4	45	32	7	1	89	55.7%	44.3%
Mt. Hebron HS	6	47	30	16	1	100	53.5%	46.5%
Glenelg HS	6	35	27	9	2	79	53.2%	46.8%
Marriotts Ridge HS	6	27	19	10		62	53.2%	46.8%
River Hill HS	3	23	17	8	4	55	51.0%	49.0%
Centennial HS	4	37	34	13	7	95	46.6%	53.4%
Reservoir HS	5	36	32	23	3	99	42.7%	57.3%
Howard HS	7	34	39	27	3	110	38.3%	61.7%
Special	43	102	54	30	6	235	63.3%	36.7%
Ascend One	5	11	1		1	18	94.1%	5.9%
County Diagnostic Ctr	3	5		1		9	88.9%	11.1%
ARL	9	9	5	2	1	26	72.0%	28.0%
Central Office	4	22	7	5		38	68.4%	31.6%
Old Cedar Lane	4	11	7	2	1	25	62.5%	37.5%
Homewood Center	6	17	14	7		44	52.3%	47.7%
Cedar Lane	9	22	16	13	3	63	51.7%	48.3%
Grand Total	595	1894	1166	531	98	4284	59.5%	40.5%

2019-2020 HCEA Job Satisfaction Survey

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

Work Site	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	575	1226	148	29	61	2039	91.1%	8.9%
Guilford ES	17	23		1		41	97.6%	2.4%
Hammond ES	9	23	1			33	97.0%	3.0%
Rockburn ES	9	23	1		1	34	97.0%	3.0%
Triadelphia Ridge ES	13	19	1			33	97.0%	3.0%
Stevens Forest ES	6	25	1		2	34	96.9%	3.1%
Hanover Hills ES	18	28	2		4	52	95.8%	4.2%
Bushy Park ES	15	28	2		2	47	95.6%	4.4%
Centennial Lane ES	16	27	2		2	47	95.6%	4.4%
Ducketts Lane ES	14	24	2			40	95.0%	5.0%
Laurel Woods ES	16	20	2		2	40	94.7%	5.3%
Longfellow ES	14	21	2		2	39	94.6%	5.4%
Elkridge ES	13	48	4		1	66	93.8%	6.2%
St. John's Lane ES	20	39	4			63	93.7%	6.3%
Waterloo ES	16	34	3	1	2	56	92.6%	7.4%
Northfield ES	11	38	4			53	92.5%	7.5%
Swansfield ES	15	34	3	1	3	56	92.5%	7.5%
Worthington ES	6	18	2		1	27	92.3%	7.7%
Deep Run ES	13	34	4		1	52	92.2%	7.8%
Lisbon ES	8	27	2	1		38	92.1%	7.9%
Veterans ES	15	43	5		1	64	92.1%	7.9%
Cradlerock ES	8	14	1	1	1	25	91.7%	8.3%
Bollman Bridge ES	23	41	6		2	72	91.4%	8.6%
Atholton ES	12	30	3	1	1	47	91.3%	8.7%
Fulton ES	27	34	5	1	3	70	91.0%	9.0%
Bryant Woods ES	10	29	4			43	90.7%	9.3%
Dayton Oaks ES	26	42	6	1	2	77	90.7%	9.3%
Ilchester ES	14	44	4	2	2	66	90.6%	9.4%
Pointers Run ES	35	46	7	2	1	91	90.0%	10.0%
Hollifield Station ES	15	29	5		5	54	89.8%	10.2%
Phelps Luck ES	13	31	3	2	3	52	89.8%	10.2%
Running Brook ES	13	28	5		1	47	89.1%	10.9%
Talbott Springs ES	17	24	4	1	1	47	89.1%	10.9%
Clarksville ES	11	21	4		2	38	88.9%	11.1%
Clemens Crossing ES	9	27	4	1		41	87.8%	12.2%
Manor Woods ES	13	29	3	3	3	51	87.5%	12.5%
Gorman Crossing ES	11	23	5		1	40	87.2%	12.8%
Bellows Spring ES	21	60	9	4	4	98	86.2%	13.8%
Forest Ridge ES	8	14	4		1	27	84.6%	15.4%
Jeffers Hill ES	5	25	4	2		36	83.3%	16.7%
Waverly ES	5	30	5	2	2	44	83.3%	16.7%
West Friendship ES	7	12	5		1	25	79.2%	20.8%
Thunder Hill ES	8	17	5	2	1	33	78.1%	21.9%

2019-2020 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	266	567	107	24	36	1000	86.4%	13.6%
Glenwood MS	12	16			2	30	100%	0.0%
Bonnie Branch MS	17	28	2		2	49	95.7%	4.3%
Mayfield Woods MS	11	42	3	2	3	61	91.4%	8.6%
Folly Quarter MS	9	29	4		2	44	90.5%	9.5%
Harper's Choice MS	15	41	6		1	63	90.3%	9.7%
Mount View MS	23	33	4	2	1	63	90.3%	9.7%
Elkridge Landing MS	13	43	5	2	2	65	88.9%	11.1%
Lake Elkhorn MS	7	29	4	1		41	87.8%	12.2%
Clarksville MS	9	26	3	2	2	42	87.5%	12.5%
Murray Hill MS	17	30	6	1	2	56	87.0%	13.0%
Burleigh Manor MS	14	18	4	1		37	86.5%	13.5%
Oakland Mills MS	5	20	4		1	30	86.2%	13.8%
Ellicott Mills MS	20	33	8	1	2	64	85.5%	14.5%
Patuxent Valley MS	26	27	7	2	3	65	85.5%	14.5%
Dunloggin MS	9	27	6	1	5	48	83.7%	16.3%
Wilde Lake MS	16	27	7	2	4	56	82.7%	17.3%
Patapsco MS	11	31	9		1	52	82.4%	17.6%
Thomas Viaduct MS	7	33	9	2	1	52	78.4%	21.6%
Lime Kiln MS	14	21	9	2	1	47	76.1%	23.9%
Hammond MS	11	13	7	3	1	35	70.6%	29.4%
High	223	577	134	26	27	987	83.3%	16.7%
Long Reach HS	16	35	3	1		55	92.7%	7.3%
Wilde Lake HS	24	40	9	1	1	75	86.5%	13.5%
Hammond HS	29	47	10	2	1	89	86.4%	13.6%
River Hill HS	9	34	7	1	3	54	84.3%	15.7%
Mt. Hebron HS	16	64	13	2	3	98	84.2%	15.8%
Atholton HS	17	55	13	1	2	88	83.7%	16.3%
Oakland Mills HS	20	46	11	3	3	83	82.5%	17.5%
Reservoir HS	16	63	14	3	2	98	82.3%	17.7%
Marriotts Ridge HS	10	40	11		2	63	82.0%	18.0%
Glenelg HS	22	41	14		2	79	81.8%	18.2%
Howard HS	29	57	13	9	3	111	79.6%	20.4%
Centennial HS	15	55	16	3	5	94	78.7%	21.3%
Special	80	140	8	3	3	234	95.2%	4.8%
Ascend One	6	11			1	18	100%	0.0%
County Diagnostic Ctr	4	5				9	100%	0.0%
Old Cedar Lane	7	17			1	25	100%	0.0%
Central Office	13	24	1			38	97.4%	2.6%
Homewood Center	14	28	2			44	95.5%	4.5%
Cedar Lane	19	39	1	3	1	63	93.5%	6.5%
ARL	12	11	2			25	92.0%	8.0%
Grand Total	1144	2510	397	82	127	4260	88.4%	11.6%

2019-2020 HCEA Job Satisfaction Survey

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

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	473	968	412	187	11	2051	70.6%	29.4%
Laurel Woods ES	15	23		1	1	40	97.4%	2.6%
Hammond ES	11	21	2			34	94.1%	5.9%
Stevens Forest ES	7	25	2			34	94.1%	5.9%
St. John's Lane ES	26	34	4			64	93.8%	6.3%
Hanover Hills ES	18	30	4			52	92.3%	7.7%
Waterloo ES	34	18	5			57	91.2%	8.8%
Centennial Lane ES	18	23	4	2		47	87.2%	12.8%
Gorman Crossing ES	12	22	3	3		40	85.0%	15.0%
Triadelphia Ridge ES	20	8	5			33	84.8%	15.2%
Longfellow ES	12	21	5	1		39	84.6%	15.4%
Deep Run ES	10	34	6	3	1	54	83.0%	17.0%
Running Brook ES	18	20	6	2		46	82.6%	17.4%
Worthington ES	3	19	4	1		27	81.5%	18.5%
Rockburn ES	8	18	3	3	1	33	81.3%	18.8%
Veterans ES	19	33	10	2		64	81.3%	18.8%
Forest Ridge ES	5	16	4	1		26	80.8%	19.2%
Guilford ES	15	18	5	3		41	80.5%	19.5%
Cradlerock ES	5	15	3	2		25	80.0%	20.0%
Bushy Park ES	12	26	8	2		48	79.2%	20.8%
Hollifield Station ES	17	24	11		1	53	78.8%	21.2%
Northfield ES	17	24	7	4	1	53	78.8%	21.2%
Phelps Luck ES	14	27	9	2		52	78.8%	21.2%
Clemens Crossing ES	9	23	7	2		41	78.0%	22.0%
Talbott Springs ES	13	24	10	1		48	77.1%	22.9%
Swansfield ES	16	26	8	5	1	56	76.4%	23.6%
West Friendship ES	7	12	6			25	76.0%	24.0%
Clarksville ES	10	18	6	4		38	73.7%	26.3%
Waverly ES	4	28	13			45	71.1%	28.9%
Bellows Spring ES	18	48	24	9		99	66.7%	33.3%
Bryant Woods ES	9	19	11	3		42	66.7%	33.3%
Ilchester ES	9	33	15	8	1	66	64.6%	35.4%
Manor Woods ES	7	27	14	5		53	64.2%	35.8%
Ducketts Lane ES	11	14	12	3		40	62.5%	37.5%
Atholton ES	5	24	11	7		47	61.7%	38.3%
Dayton Oaks ES	5	40	18	13		76	59.2%	40.8%
Thunder Hill ES		17	10	6	1	34	51.5%	48.5%
Bollman Bridge ES	15	23	27	9		74	51.4%	48.6%
Elkridge ES	4	29	23	11		67	49.3%	50.7%
Fulton ES	7	21	29	14		71	39.4%	60.6%
Pointers Run ES	5	30	30	25	2	92	38.9%	61.1%
Lisbon ES	2	8	14	13	1	38	27.0%	73.0%
Jeffers Hill ES	1	5	14	17		37	16.2%	83.8%

2019-2020 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	188	485	206	115	7	1001	67.7%	32.3%
Patapsco MS	15	33	3			51	94.1%	5.9%
Mayfield Woods MS	22	34	5	1		62	90.3%	9.7%
Lake Elkhorn MS	5	30	4			39	89.7%	10.3%
Wilde Lake MS	14	34	5	1	1	55	88.9%	11.1%
Mount View MS	17	39	6	2		64	87.5%	12.5%
Glenwood MS	11	15	1	3		30	86.7%	13.3%
Burleigh Manor MS	17	13	5	2		37	81.1%	18.9%
Oakland Mills MS	2	23	5	1		31	80.6%	19.4%
Clarksville MS	8	20	9	5		42	66.7%	33.3%
Harper's Choice MS	9	33	13	8	1	64	66.7%	33.3%
Patuxent Valley MS	15	27	12	12		66	63.6%	36.4%
Ellicott Mills MS	11	29	18	5	1	64	63.5%	36.5%
Murray Hill MS	10	24	9	12	1	56	61.8%	38.2%
Folly Quarter MS	7	20	13	4		44	61.4%	38.6%
Hammond MS	5	14	9	6		34	55.9%	44.1%
Bonnie Branch MS	9	16	19	4	1	49	52.1%	47.9%
Thomas Viaduct MS	3	21	21	6	1	52	47.1%	52.9%
Lime Kiln MS	3	19	18	8		48	45.8%	54.2%
Dunloggin MS	4	16	13	14	1	48	42.6%	57.4%
Elkridge Landing MS	1	25	18	21		65	40.0%	60.0%
High	199	483	202	102	3	989	69.2%	30.8%
Wilde Lake HS	28	39	7	1		75	89.3%	10.7%
Hammond HS	34	39	9	4	1	87	84.9%	15.1%
Oakland Mills HS	27	40	14	3		84	79.8%	20.2%
Glenelg HS	10	49	15	4		78	75.6%	24.4%
Long Reach HS	17	24	10	5		56	73.2%	26.8%
Marriotts Ridge HS	12	28	15	7		62	64.5%	35.5%
Centennial HS	8	51	19	14	2	94	64.1%	35.9%
Atholton HS	12	45	25	7		89	64.0%	36.0%
Reservoir HS	12	49	19	19		99	61.6%	38.4%
Howard HS	13	54	28	14		109	61.5%	38.5%
Mt. Hebron HS	16	43	28	14		101	58.4%	41.6%
River Hill HS	10	22	13	10		55	58.2%	41.8%
Special	54	107	43	30	1	235	68.8%	31.2%
County Diagnostic Ctr	4	5				9	100%	0.0%
Ascend One	6	10	2			18	88.9%	11.1%
ARL	7	14	3	1	1	26	84.0%	16.0%
Old Cedar Lane	12	8	4	1		25	80.0%	20.0%
Homewood Center	7	23	9	5		44	68.2%	31.8%
Central Office	4	19	7	8		38	60.5%	39.5%
Cedar Lane	11	21	16	15		63	50.8%	49.2%
Grand Total	914	2043	863	434	22	4276	69.5%	30.5%

2019-2020 HCEA Job Satisfaction Survey

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

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	703	1042	194	108	1	2048	85.2%	14.8%
West Friendship ES	14	12				26	100%	0.0%
Waterloo ES	40	16	1			57	98.2%	1.8%
Bushy Park ES	21	26	1			48	97.9%	2.1%
Bryant Woods ES	15	27		1		43	97.7%	2.3%
Laurel Woods ES	23	16		1		40	97.5%	2.5%
Hammond ES	16	17		1		34	97.1%	2.9%
Stevens Forest ES	9	23	1			33	97.0%	3.0%
Triadelphia Ridge ES	16	16	1			33	97.0%	3.0%
Veterans ES	29	32	1	1		63	96.8%	3.2%
Worthington ES	11	15	1			27	96.3%	3.7%
Running Brook ES	23	22	2			47	95.7%	4.3%
Longfellow ES	21	16	1	1		39	94.9%	5.1%
Phelps Luck ES	20	29	2	1		52	94.2%	5.8%
Hanover Hills ES	30	18	3			51	94.1%	5.9%
St. John's Lane ES	33	27	4			64	93.8%	6.3%
Talbott Springs ES	21	23	3			47	93.6%	6.4%
Centennial Lane ES	21	22	2	1		46	93.5%	6.5%
Clarksville ES	13	22	3			38	92.1%	7.9%
Bellows Spring ES	34	57	6	2		99	91.9%	8.1%
Waverly ES	13	28	2	2		45	91.1%	8.9%
Deep Run ES	20	29	4	1		54	90.7%	9.3%
Hollifield Station ES	27	21	4	1		53	90.6%	9.4%
Guilford ES	20	17	2	2		41	90.2%	9.8%
Northfield ES	20	28	5	1		54	88.9%	11.1%
Rockburn ES	11	19	3	1		34	88.2%	11.8%
Gorman Crossing ES	16	19	4	1		40	87.5%	12.5%
Clemens Crossing ES	14	21	2	4		41	85.4%	14.6%
Atholton ES	9	31	4	3		47	85.1%	14.9%
Ducketts Lane ES	16	18	5	1		40	85.0%	15.0%
Forest Ridge ES	6	16	4			26	84.6%	15.4%
Cradlerock ES	7	14	3	1		25	84.0%	16.0%
Bollman Bridge ES	20	41	10	3		74	82.4%	17.6%
Swansfield ES	20	25	8	2	1	56	81.8%	18.2%
Ilchester ES	11	40	11	4		66	77.3%	22.7%
Manor Woods ES	12	28	7	6		53	75.5%	24.5%
Dayton Oaks ES	14	42	12	7		75	74.7%	25.3%
Elkridge ES	6	44	12	5		67	74.6%	25.4%
Thunder Hill ES	2	22	8	1		33	72.7%	27.3%
Fulton ES	10	36	15	10		71	64.8%	35.2%
Pointers Run ES	15	37	22	18		92	56.5%	43.5%
Jeffers Hill ES	2	17	8	9		36	52.8%	47.2%
Lisbon ES	2	13	7	16		38	39.5%	60.5%

2019-2020 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	297	529	134	41		1001	82.5%	17.5%
Lake Elkhorn MS	12	27	2			41	95.1%	4.9%
Patapsco MS	18	31	3			52	94.2%	5.8%
Wilde Lake MS	27	25	4			56	92.9%	7.1%
Mayfield Woods MS	22	35	3	2		62	91.9%	8.1%
Oakland Mills MS	6	22	3			31	90.3%	9.7%
Glenwood MS	17	10	2	1		30	90.0%	10.0%
Lime Kiln MS	12	31	4	1		48	89.6%	10.4%
Burleigh Manor MS	14	19	2	2		37	89.2%	10.8%
Mount View MS	28	28	5	3		64	87.5%	12.5%
Thomas Viaduct MS	15	30	5	2		52	86.5%	13.5%
Folly Quarter MS	14	23	6			43	86.0%	14.0%
Patuxent Valley MS	23	32	9	3		67	82.1%	17.9%
Clarksville MS	17	17	8			42	81.0%	19.0%
Harper's Choice MS	12	39	10	2		63	81.0%	19.0%
Ellicott Mills MS	14	34	11	3		62	77.4%	22.6%
Hammond MS	8	17	7	2		34	73.5%	26.5%
Bonnie Branch MS	15	21	9	4		49	73.5%	26.5%
Murray Hill MS	9	31	13	3		56	71.4%	28.6%
Dunloggin MS	8	24	9	6		47	68.1%	31.9%
Elkridge Landing MS	6	33	19	7		65	60.0%	40.0%
High	296	535	107	52	2	992	83.9%	16.1%
Wilde Lake HS	36	35	2	1		74	95.9%	4.1%
Oakland Mills HS	34	44	4	2		84	92.9%	7.1%
Glenelg HS	17	55	6	2		80	90.0%	10.0%
Marriotts Ridge HS	26	30	5	2		63	88.9%	11.1%
Hammond HS	35	42	10		1	88	88.5%	11.5%
Long Reach HS	24	24	5	3		56	85.7%	14.3%
Atholton HS	23	52	8	5		88	85.2%	14.8%
Centennial HS	22	54	11	6		93	81.7%	18.3%
River Hill HS	16	29	8	3		56	80.4%	19.6%
Mt. Hebron HS	27	53	13	7	1	101	80.0%	20.0%
Reservoir HS	19	58	14	8		99	77.8%	22.2%
Howard HS	17	59	21	13		110	69.1%	30.9%
Special	84	113	20	14	2	233	85.3%	14.7%
Ascend One	10	7			1	18	100%	0.0%
County Diagnostic Ctr	7	2				9	100%	0.0%
ARL	15	9	1			25	96.0%	4.0%
Old Cedar Lane	12	12	1			25	96.0%	4.0%
Homewood Center	12	24	2	6		44	81.8%	18.2%
Central Office	10	19	5	3		37	78.4%	21.6%
Cedar Lane	13	34	11	4	1	63	75.8%	24.2%
Grand Total	1380	2219	455	215	5	4274	84.3%	15.7%

2019-2020 HCEA Job Satisfaction Survey

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

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	605	1095	271	74	2	2047	83.1%	16.9%
Hammond ES	15	19				34	100%	0.0%
West Friendship ES	13	13				26	100%	0.0%
St. John's Lane ES	28	33	2			63	96.8%	3.2%
Waterloo ES	38	16	1	2		57	94.7%	5.3%
Hanover Hills ES	21	28	3			52	94.2%	5.8%
Deep Run ES	25	25	3	1		54	92.6%	7.4%
Gorman Crossing ES	17	20	2	1		40	92.5%	7.5%
Hollifield Station ES	27	22	3	1		53	92.5%	7.5%
Running Brook ES	26	17	4			47	91.5%	8.5%
Jeffers Hill ES	11	22	3	1		37	89.2%	10.8%
Forest Ridge ES	5	19	3			27	88.9%	11.1%
Worthington ES	8	16	3			27	88.9%	11.1%
Phelps Luck ES	18	28	6			52	88.5%	11.5%
Triadelphia Ridge ES	14	15	4			33	87.9%	12.1%
Ducketts Lane ES	20	15	4	1		40	87.5%	12.5%
Bryant Woods ES	16	20	5	1		42	85.7%	14.3%
Talbott Springs ES	14	27	7			48	85.4%	14.6%
Rockburn ES	13	16	4	1		34	85.3%	14.7%
Stevens Forest ES	8	21	3	2		34	85.3%	14.7%
Laurel Woods ES	17	17	5	1		40	85.0%	15.0%
Centennial Lane ES	16	23	5	2		46	84.8%	15.2%
Longfellow ES	6	27	5	1		39	84.6%	15.4%
Veterans ES	22	31	10			63	84.1%	15.9%
Bellows Spring ES	23	60	12	4		99	83.8%	16.2%
Clemens Crossing ES	8	26	5	2		41	82.9%	17.1%
Swansfield ES	23	23	8	2		56	82.1%	17.9%
Elkridge ES	11	44	9	3		67	82.1%	17.9%
Northfield ES	12	32	10			54	81.5%	18.5%
Bushy Park ES	12	27	9			48	81.3%	18.8%
Waverly ES	7	27	10			44	77.3%	22.7%
Bollman Bridge ES	14	43	12	5		74	77.0%	23.0%
Lisbon ES	4	25	7	2		38	76.3%	23.7%
Clarksville ES	10	18	8	1		37	75.7%	24.3%
Ilchester ES	5	44	7	9		65	75.4%	24.6%
Atholton ES	6	29	9	3		47	74.5%	25.5%
Fulton ES	9	43	15	3		70	74.3%	25.7%
Manor Woods ES	14	25	9	5		53	73.6%	26.4%
Guilford ES	7	23	8	3		41	73.2%	26.8%
Dayton Oaks ES	15	41	18	3		77	72.7%	27.3%
Cradlerock ES	6	12	4	3		25	72.0%	28.0%
Pointers Run ES	15	47	18	8	1	89	70.5%	29.5%
Thunder Hill ES	6	16	8	3	1	34	66.7%	33.3%

2019-2020 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	270	531	146	52	3	1002	80.2%	19.8%
Patapsco MS	14	35	2			51	96.1%	3.9%
Mount View MS	24	37	3			64	95.3%	4.7%
Mayfield Woods MS	24	35	2	1		62	95.2%	4.8%
Lime Kiln MS	19	26	2	1		48	93.8%	6.3%
Thomas Viaduct MS	31	17	3	1		52	92.3%	7.7%
Glenwood MS	8	19	2	1		30	90.0%	10.0%
Clarksville MS	15	21	3	2	1	42	87.8%	12.2%
Wilde Lake MS	22	27	7			56	87.5%	12.5%
Ellicott Mills MS	20	32	6	3	1	62	85.2%	14.8%
Burleigh Manor MS	7	24	5	1		37	83.8%	16.2%
Oakland Mills MS	5	20	5			30	83.3%	16.7%
Folly Quarter MS	6	29	5	3		43	81.4%	18.6%
Lake Elkhorn MS	6	28	7	1		42	81.0%	19.0%
Patuxent Valley MS	12	37	17	1		67	73.1%	26.9%
Hammond MS	8	17	6	4		35	71.4%	28.6%
Bonnie Branch MS	12	22	6	8	1	49	70.8%	29.2%
Dunloggin MS	11	21	8	8		48	66.7%	33.3%
Murray Hill MS	10	25	15	5		55	63.6%	36.4%
Elkridge Landing MS	7	31	17	10		65	58.5%	41.5%
Harper's Choice MS	9	28	25	2		64	57.8%	42.2%
High	224	519	174	68	3	988	75.4%	24.6%
Wilde Lake HS	17	49	5	2		73	90.4%	9.6%
Oakland Mills HS	31	44	6	4		85	88.2%	11.8%
Hammond HS	36	39	10	1	2	88	87.2%	12.8%
Mt. Hebron HS	21	57	17	4		99	78.8%	21.2%
Atholton HS	15	52	18	1		86	77.9%	22.1%
Glenelg HS	20	38	17	5		80	72.5%	27.5%
Long Reach HS	13	27	11	5		56	71.4%	28.6%
Marriotts Ridge HS	14	31	12	6		63	71.4%	28.6%
Centennial HS	18	49	18	10		95	70.5%	29.5%
River Hill HS	12	25	13	4		54	68.5%	31.5%
Howard HS	17	59	25	10		111	68.5%	31.5%
Reservoir HS	10	49	22	16	1	98	60.8%	39.2%
Special	72	106	35	19	2	234	76.7%	23.3%
County Diagnostic Ctr	7	2				9	100%	0.0%
Ascend One	8	8	1		1	18	94.1%	5.9%
Old Cedar Lane	8	15	1	1		25	92.0%	8.0%
ARL	11	11	3	1		26	84.6%	15.4%
Homewood Center	12	24	5	3		44	81.8%	18.2%
Central Office	12	14	7	5		38	68.4%	31.6%
Cedar Lane	11	25	17	8	1	62	59.0%	41.0%
Grand Total	1171	2251	626	213	10	4271	80.3%	19.7%

2019-2020 HCEA Job Satisfaction Survey

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

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	329	1006	376	166	163	2040	71.1%	28.9%
West Friendship ES	6	18	2			26	92.3%	7.7%
Northfield ES	12	31	6		4	53	87.8%	12.2%
Stevens Forest ES	6	21	3	1	2	33	87.1%	12.9%
Longfellow ES	14	16	3	2	4	39	85.7%	14.3%
Swansfield ES	14	30	3	5	2	54	84.6%	15.4%
Waterloo ES	18	26	6	2	5	57	84.6%	15.4%
Veterans ES	10	38	6	4	5	63	82.8%	17.2%
Bushy Park ES	5	32	7	1	2	47	82.2%	17.8%
Ducketts Lane ES	11	19	5	2	3	40	81.1%	18.9%
Worthington ES	3	18	5		1	27	80.8%	19.2%
Hollifield Station ES	12	27	9	1	5	54	79.6%	20.4%
Centennial Lane ES	11	24	6	3	1	45	79.5%	20.5%
Hanover Hills ES	8	30	8	2	4	52	79.2%	20.8%
Manor Woods ES	11	26	5	5	6	53	78.7%	21.3%
Deep Run ES	14	26	9	2	3	54	78.4%	21.6%
Talbott Springs ES	10	25	8	2	2	47	77.8%	22.2%
Clarksville ES	11	16	5	3	3	38	77.1%	22.9%
Bellows Spring ES	19	52	17	5	6	99	76.3%	23.7%
St. John's Lane ES	11	34	11	3	4	63	76.3%	23.7%
Laurel Woods ES	7	21	8	1	3	40	75.7%	24.3%
Gorman Crossing ES	3	24	8	1	4	40	75.0%	25.0%
Running Brook ES	6	27	8	3	2	46	75.0%	25.0%
Triadelphia Ridge ES	11	12	8		2	33	74.2%	25.8%
Waverly ES	2	25	8	2	6	43	73.0%	27.0%
Cradlerock ES	5	10	3	3	3	24	71.4%	28.6%
Bryant Woods ES	5	22	9	2	5	43	71.1%	28.9%
Hammond ES	7	15	4	5	3	34	71.0%	29.0%
Atholton ES	8	22	11	4	2	47	66.7%	33.3%
Forest Ridge ES	2	16	5	4		27	66.7%	33.3%
Phelps Luck ES	10	22	10	6	4	52	66.7%	33.3%
Rockburn ES	3	18	7	4	2	34	65.6%	34.4%
Guilford ES	3	21	7	7	3	41	63.2%	36.8%
Thunder Hill ES	1	19	7	5	1	33	62.5%	37.5%
Elkridge ES	5	33	16	7	6	67	62.3%	37.7%
Ilchester ES	8	29	20	5	4	66	59.7%	40.3%
Fulton ES	2	30	17	5	17	71	59.3%	40.7%
Clemens Crossing ES	2	18	12	2	5	39	58.8%	41.2%
Jeffers Hill ES	6	13	11	4	2	36	55.9%	44.1%
Dayton Oaks ES	5	34	22	10	5	76	54.9%	45.1%
Pointers Run ES	10	30	19	19	14	92	51.3%	48.7%
Bollman Bridge ES	10	25	24	12	3	74	49.3%	50.7%
Lisbon ES	2	11	8	12	5	38	39.4%	60.6%

2019-2020 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	193	506	156	78	66	999	74.9%	25.1%
Wilde Lake MS	19	28	4	2	3	56	88.7%	11.3%
Mount View MS	15	33	6	1	7	62	87.3%	12.7%
Folly Quarter MS	17	20	6		1	44	86.0%	14.0%
Burleigh Manor MS	11	16	5		5	37	84.4%	15.6%
Lake Elkhorn MS	6	26	5	1	3	41	84.2%	15.8%
Glenwood MS	11	12	3	2	2	30	82.1%	17.9%
Clarksville MS	12	20	6	2	2	42	80.0%	20.0%
Oakland Mills MS	6	18	5	1	1	31	80.0%	20.0%
Thomas Viaduct MS	12	28	7	4	1	52	78.4%	21.6%
Bonnie Branch MS	13	23	6	4	3	49	78.3%	21.7%
Lime Kiln MS	9	27	8	2	1	47	78.3%	21.7%
Harper's Choice MS	10	33	11	3	7	64	75.4%	24.6%
Patapsco MS	9	24	9	2	5	49	75.0%	25.0%
Mayfield Woods MS	10	34	7	9	2	62	73.3%	26.7%
Patuxent Valley MS	12	33	13	5	3	66	71.4%	28.6%
Murray Hill MS	5	29	12	6	4	56	65.4%	34.6%
Ellicott Mills MS	5	34	16	6	2	63	63.9%	36.1%
Dunloggin MS	4	24	9	7	4	48	63.6%	36.4%
Hammond MS	2	17	6	7	3	35	59.4%	40.6%
Elkridge Landing MS	5	27	12	14	7	65	55.2%	44.8%
High	179	494	163	73	84	993	74.0%	26.0%
River Hill HS	13	29	4	4	3	53	84.0%	16.0%
Marriotts Ridge HS	14	36	7	5	1	63	80.6%	19.4%
Oakland Mills HS	17	42	14	1	11	85	79.7%	20.3%
Wilde Lake HS	16	38	11	3	7	75	79.4%	20.6%
Atholton HS	14	52	16	3	3	88	77.6%	22.4%
Hammond HS	24	35	11	7	11	88	76.6%	23.4%
Centennial HS	16	49	18	2	10	95	76.5%	23.5%
Reservoir HS	17	47	21	2	12	99	73.6%	26.4%
Long Reach HS	9	28	7	8	4	56	71.2%	28.8%
Mt. Hebron HS	10	52	19	10	10	101	68.1%	31.9%
Howard HS	16	51	19	17	7	110	65.0%	35.0%
Glenelg HS	13	35	16	11	5	80	64.0%	36.0%
Special	41	93	28	16	53	231	75.3%	24.7%
County Diagnostic Ctr	3	1			5	9	100%	0.0%
Ascend One	4	8	1		5	18	92.3%	7.7%
ARL	5	9	4		7	25	77.8%	22.2%
Cedar Lane	12	29	6	8	6	61	74.5%	25.5%
Homewood Center	7	25	7	4		43	74.4%	25.6%
Old Cedar Lane	3	6	4		12	25	69.2%	30.8%
Central Office	5	8	4	3	18	38	65.0%	35.0%
Grand Total	742	2099	723	333	366	4263	72.9%	27.1%

2019-2020 HCEA Job Satisfaction Survey

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

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	494	987	353	212	8	2054	72.4%	27.6%
Hanover Hills ES	30	22				52	100%	0.0%
Bushy Park ES	23	23	1			47	97.9%	2.1%
Hammond ES	11	21	1	1		34	94.1%	5.9%
Waverly ES	16	26	3			45	93.3%	6.7%
Forest Ridge ES	8	17	1	1		27	92.6%	7.4%
Worthington ES	10	15	1	1		27	92.6%	7.4%
Longfellow ES	11	24	3	1		39	89.7%	10.3%
West Friendship ES	7	16	3			26	88.5%	11.5%
Laurel Woods ES	18	17	5			40	87.5%	12.5%
Northfield ES	18	28	5	3		54	85.2%	14.8%
Ilchester ES	35	20	6	5		66	83.3%	16.7%
Dayton Oaks ES	17	46	3	11		77	81.8%	18.2%
Waterloo ES	21	24	8	3	1	57	80.4%	19.6%
Cradlerock ES	8	12	3	2		25	80.0%	20.0%
Gorman Crossing ES	10	22	4	4		40	80.0%	20.0%
Swansfield ES	20	24	9	2		55	80.0%	20.0%
Bollman Bridge ES	16	43	9	6		74	79.7%	20.3%
Hollifield Station ES	20	22	10	1		53	79.2%	20.8%
Centennial Lane ES	10	27	4	6		47	78.7%	21.3%
Bellows Spring ES	16	61	16	6		99	77.8%	22.2%
Fulton ES	12	43	11	5		71	77.5%	22.5%
Clemens Crossing ES	10	21	6	4		41	75.6%	24.4%
Ducketts Lane ES	16	14	8	2		40	75.0%	25.0%
Bryant Woods ES	8	23	8	3	1	43	73.8%	26.2%
Clarksville ES	8	20	8	2		38	73.7%	26.3%
Lisbon ES	3	25	5	5		38	73.7%	26.3%
Triadelphia Ridge ES	7	17	6	3		33	72.7%	27.3%
Guilford ES	12	17	10	3		42	69.0%	31.0%
Atholton ES	6	26	11	4		47	68.1%	31.9%
Veterans ES	17	26	14	7		64	67.2%	32.8%
Running Brook ES	12	19	13	3		47	66.0%	34.0%
Pointers Run ES	16	42	19	13	1	91	64.4%	35.6%
Phelps Luck ES	8	21	14	6	2	51	59.2%	40.8%
Deep Run ES	5	26	15	8		54	57.4%	42.6%
Rockburn ES	2	17	8	7		34	55.9%	44.1%
Thunder Hill ES	4	14	11	5		34	52.9%	47.1%
St. John's Lane ES	2	28	17	15	2	64	48.4%	51.6%
Stevens Forest ES	2	14	11	7		34	47.1%	52.9%
Jeffers Hill ES	5	12	12	8		37	45.9%	54.1%
Elkridge ES	5	25	23	14		67	44.8%	55.2%
Manor Woods ES	3	16	13	19	1	52	37.3%	62.7%
Talbott Springs ES	6	11	15	16		48	35.4%	64.6%

2019-2020 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	207	468	211	115	4	1005	67.4%	32.6%
Wilde Lake MS	19	32	3	2		56	91.1%	8.9%
Patuxent Valley MS	24	35	5	3		67	88.1%	11.9%
Patapsco MS	13	32	7			52	86.5%	13.5%
Clarksville MS	9	27	5	1		42	85.7%	14.3%
Thomas Viaduct MS	16	27	9			52	82.7%	17.3%
Ellicott Mills MS	18	32	8	4	1	63	80.6%	19.4%
Oakland Mills MS	6	19	6			31	80.6%	19.4%
Mount View MS	19	32	10	3		64	79.7%	20.3%
Folly Quarter MS	8	26	8	3		45	75.6%	24.4%
Burleigh Manor MS	10	17	7	3		37	73.0%	27.0%
Dunloggin MS	9	25	9	5		48	70.8%	29.2%
Hammond MS	8	14	7	3	2	34	68.8%	31.3%
Murray Hill MS	18	20	13	5		56	67.9%	32.1%
Glenwood MS	10	10	9	1		30	66.7%	33.3%
Lake Elkhorn MS	1	24	10	6		41	61.0%	39.0%
Lime Kiln MS	6	17	17	8		48	47.9%	52.1%
Bonnie Branch MS	4	18	14	13		49	44.9%	55.1%
Elkridge Landing MS	2	25	22	16		65	41.5%	58.5%
Harper's Choice MS	2	20	21	19	1	63	35.5%	64.5%
Mayfield Woods MS	5	16	21	20		62	33.9%	66.1%
High	231	528	152	82	4	997	76.4%	23.6%
Atholton HS	25	55	6	3		89	89.9%	10.1%
Reservoir HS	36	52	7	4		99	88.9%	11.1%
River Hill HS	31	16	3	5	1	56	85.5%	14.5%
Glenelg HS	20	46	12	1	1	80	83.5%	16.5%
Marriotts Ridge HS	21	31	7	4		63	82.5%	17.5%
Oakland Mills HS	20	48	10	6	1	85	81.0%	19.0%
Wilde Lake HS	18	41	12	3		74	79.7%	20.3%
Centennial HS	12	61	15	6		94	77.7%	22.3%
Mt. Hebron HS	18	55	19	9		101	72.3%	27.7%
Howard HS	11	64	23	13		111	67.6%	32.4%
Long Reach HS	11	23	12	10		56	60.7%	39.3%
Hammond HS	8	36	26	18	1	89	50.0%	50.0%
Special	64	117	28	21	3	233	78.7%	21.3%
Cedar Lane	22	38	2	1		63	95.2%	4.8%
Ascend One	6	7	2		2	17	86.7%	13.3%
Homewood Center	12	22	3	7		44	77.3%	22.7%
Old Cedar Lane	8	10	2	5		25	72.0%	28.0%
ARL	6	11	8		1	26	68.0%	32.0%
Central Office	3	21	8	6		38	63.2%	36.8%
County Diagnostic Ctr	2	3	2	2		9	55.6%	44.4%
Grand Total	996	2100	744	430	19	4289	72.5%	27.5%

2019-2020 HCEA Job Satisfaction Survey

11) My work performance is evaluated fairly.

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	693	1135	140	48	29	2045	90.7%	9.3%
Hammond ES	10	24				34	100%	0.0%
Laurel Woods ES	19	20			1	40	100%	0.0%
Talbott Springs ES	24	24				48	100%	0.0%
Phelps Luck ES	16	34	1			51	98.0%	2.0%
Bushy Park ES	15	29	1		2	47	97.8%	2.2%
Clemens Crossing ES	17	23	1			41	97.6%	2.4%
Longfellow ES	16	22		1		39	97.4%	2.6%
Ducketts Lane ES	22	15	1		1	39	97.4%	2.6%
Triadelphia Ridge ES	20	13	1			34	97.1%	2.9%
Rockburn ES	14	16		1	2	33	96.8%	3.2%
Veterans ES	29	31	2		1	63	96.8%	3.2%
Forest Ridge ES	8	18	1			27	96.3%	3.7%
Worthington ES	13	13	1			27	96.3%	3.7%
Hanover Hills ES	22	28	2			52	96.2%	3.8%
West Friendship ES	10	12	1		2	25	95.7%	4.3%
St. John's Lane ES	24	36	3		1	64	95.2%	4.8%
Gorman Crossing ES	14	23	2		1	40	94.9%	5.1%
Bellows Spring ES	42	49	4	1	1	97	94.8%	5.2%
Waterloo ES	33	21	2	1		57	94.7%	5.3%
Swansfield ES	20	32	2	1	1	56	94.5%	5.5%
Centennial Lane ES	25	19	2	1		47	93.6%	6.4%
Atholton ES	15	26	3		2	46	93.2%	6.8%
Northfield ES	16	34	4			54	92.6%	7.4%
Clarksville ES	10	24	2	1	1	38	91.9%	8.1%
Running Brook ES	18	24	4		1	47	91.3%	8.7%
Stevens Forest ES	7	23	1	2	1	34	90.9%	9.1%
Deep Run ES	18	31	5			54	90.7%	9.3%
Bryant Woods ES	16	22	3	1		42	90.5%	9.5%
Bollman Bridge ES	25	40	6	1	2	74	90.3%	9.7%
Guilford ES	18	19	2	2		41	90.2%	9.8%
Waverly ES	14	26	4	1		45	88.9%	11.1%
Manor Woods ES	12	33	4	2	2	53	88.2%	11.8%
Thunder Hill ES	9	20	3	1		33	87.9%	12.1%
Hollifield Station ES	16	29	7	1		53	84.9%	15.1%
Ilchester ES	14	41	4	6		65	84.6%	15.4%
Dayton Oaks ES	19	45	11	1	1	77	84.2%	15.8%
Elkridge ES	9	47	10	1		67	83.6%	16.4%
Cradlerock ES	5	14	2	2	1	24	82.6%	17.4%
Pointers Run ES	18	58	10	6	1	93	82.6%	17.4%
Lisbon ES	6	22	6	2	1	37	77.8%	22.2%
Jeffers Hill ES	4	21	9	2		36	69.4%	30.6%
Fulton ES	11	34	13	10	3	71	66.2%	33.8%

2019-2020 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	250	592	116	37	8	1003	84.6%	15.4%
Folly Quarter MS	8	34	1	1	1	45	95.5%	4.5%
Bonnie Branch MS	13	33	3			49	93.9%	6.1%
Oakland Mills MS	7	22	2			31	93.5%	6.5%
Harper's Choice MS	14	45	3	2		64	92.2%	7.8%
Wilde Lake MS	24	25	4	1	1	55	90.7%	9.3%
Lake Elkhorn MS	6	31	5			42	88.1%	11.9%
Mayfield Woods MS	20	33	6	2		61	86.9%	13.1%
Burleigh Manor MS	9	23	5			37	86.5%	13.5%
Patuxent Valley MS	21	36	7	2		66	86.4%	13.6%
Mount View MS	21	33	8	1	1	64	85.7%	14.3%
Lime Kiln MS	10	29	6	2		47	83.0%	17.0%
Patapsco MS	14	29	4	5		52	82.7%	17.3%
Dunloggin MS	11	28	6	3		48	81.3%	18.8%
Clarksville MS	10	24	3	5		42	81.0%	19.0%
Elkridge Landing MS	9	43	9	4		65	80.0%	20.0%
Hammond MS	5	21	4	3	2	35	78.8%	21.2%
Ellicott Mills MS	18	29	12	2	1	62	77.0%	23.0%
Thomas Viaduct MS	13	27	10	2		52	76.9%	23.1%
Glenwood MS	12	11	7			30	76.7%	23.3%
Murray Hill MS	5	36	11	2	2	56	75.9%	24.1%
High	267	564	110	43	5	989	84.5%	15.5%
Wilde Lake HS	25	43	3	1	1	73	94.4%	5.6%
Glenelg HS	18	53	6	3		80	88.8%	11.3%
Marriotts Ridge HS	19	36	6	1		62	88.7%	11.3%
Oakland Mills HS	30	44	8	2		84	88.1%	11.9%
Hammond HS	31	47	7	4		89	87.6%	12.4%
River Hill HS	13	36	6	1		56	87.5%	12.5%
Reservoir HS	26	57	10	3	2	98	86.5%	13.5%
Centennial HS	24	52	10	6	1	93	82.6%	17.4%
Long Reach HS	16	30	8	2		56	82.1%	17.9%
Atholton HS	21	50	10	7		88	80.7%	19.3%
Howard HS	21	64	16	8	1	110	78.0%	22.0%
Mt. Hebron HS	23	52	20	5		100	75.0%	25.0%
Special	72	116	26	11	7	232	83.6%	16.4%
Old Cedar Lane	8	15	1	1		25	92.0%	8.0%
ARL	11	11	2		1	25	91.7%	8.3%
County Diagnostic Ctr	4	4		1		9	88.9%	11.1%
Ascend One	8	6	2		1	17	87.5%	12.5%
Homewood Center	15	21	5	2	1	44	83.7%	16.3%
Central Office	11	18	4	3	1	37	80.6%	19.4%
Cedar Lane	10	34	12	4	3	63	73.3%	26.7%
Grand Total	1282	2407	392	139	49	4269	87.4%	12.6%

2019-2020 HCEA Job Satisfaction Survey

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

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	219	819	559	401	56	2054	52.0%	48.0%
Veterans ES	16	31	9	7	1	64	74.6%	25.4%
Hanover Hills ES	7	28	8	8		51	68.6%	31.4%
Laurel Woods ES	10	17	9	4		40	67.5%	32.5%
Deep Run ES	9	27	14	4		54	66.7%	33.3%
Running Brook ES	7	23	12	3	2	47	66.7%	33.3%
Swansfield ES	7	29	13	5	1	55	66.7%	33.3%
Bellows Spring ES	21	42	20	12	3	98	66.3%	33.7%
Worthington ES	6	11	7	2	1	27	65.4%	34.6%
Longfellow ES	4	20	10	4	1	39	63.2%	36.8%
Forest Ridge ES	4	13	9	1		27	63.0%	37.0%
Triadelphia Ridge ES	6	15	7	6		34	61.8%	38.2%
Guilford ES	6	18	9	7	2	42	60.0%	40.0%
Gorman Crossing ES	4	19	12	5		40	57.5%	42.5%
Talbott Springs ES	6	21	12	8	1	48	57.4%	42.6%
Stevens Forest ES	4	15	7	8		34	55.9%	44.1%
Clarksville ES	3	18	9	8		38	55.3%	44.7%
Ilchester ES	2	32	19	9	4	66	54.8%	45.2%
West Friendship ES	2	12	8	4		26	53.8%	46.2%
Bollman Bridge ES	6	33	14	20	1	74	53.4%	46.6%
St. John's Lane ES	5	28	19	10	2	64	53.2%	46.8%
Northfield ES	3	23	16	9	3	54	51.0%	49.0%
Bushy Park ES	7	16	16	8	1	48	48.9%	51.1%
Ducketts Lane ES	8	11	11	9	1	40	48.7%	51.3%
Pointers Run ES	6	36	21	24	5	92	48.3%	51.7%
Waterloo ES	9	16	15	12	5	57	48.1%	51.9%
Cradlerock ES	3	9	8	5		25	48.0%	52.0%
Phelps Luck ES	3	21	16	11	1	52	47.1%	52.9%
Bryant Woods ES	7	13	16	7		43	46.5%	53.5%
Waverly ES	2	18	14	9	1	44	46.5%	53.5%
Atholton ES	2	18	10	14	3	47	45.5%	54.5%
Hollifield Station ES	7	16	17	11	2	53	45.1%	54.9%
Clemens Crossing ES	4	14	12	10	1	41	45.0%	55.0%
Centennial Lane ES	2	18	17	9	1	47	43.5%	56.5%
Jeffers Hill ES	3	12	17	4		36	41.7%	58.3%
Hammond ES	2	12	13	7		34	41.2%	58.8%
Lisbon ES	1	13	10	11	3	38	40.0%	60.0%
Elkridge ES	2	24	21	19	1	67	39.4%	60.6%
Rockburn ES	3	10	8	12	1	34	39.4%	60.6%
Thunder Hill ES	3	10	10	10	1	34	39.4%	60.6%
Dayton Oaks ES	4	22	24	22	4	76	36.1%	63.9%
Manor Woods ES	1	17	18	17		53	34.0%	66.0%
Fulton ES	2	18	22	26	3	71	29.4%	70.6%

2019-2020 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	116	339	302	222	26	1005	46.5%	53.5%
Harper's Choice MS	10	35	14	3	2	64	72.6%	27.4%
Oakland Mills MS	7	13	8	3		31	64.5%	35.5%
Mount View MS	11	24	16	9	4	64	58.3%	41.7%
Patuxent Valley MS	12	26	18	10	1	67	57.6%	42.4%
Folly Quarter MS	8	17	14	5	1	45	56.8%	43.2%
Clarksville MS	6	16	12	5	3	42	56.4%	43.6%
Bonnie Branch MS	9	17	13	9		48	54.2%	45.8%
Dunloggin MS	9	15	10	12	2	48	52.2%	47.8%
Glenwood MS	7	8	9	6		30	50.0%	50.0%
Wilde Lake MS	8	20	18	10		56	50.0%	50.0%
Mayfield Woods MS	6	24	22	9	1	62	49.2%	50.8%
Patapsco MS	4	18	15	12	3	52	44.9%	55.1%
Burleigh Manor MS	3	13	7	13	1	37	44.4%	55.6%
Lime Kiln MS	2	18	17	10		47	42.6%	57.4%
Murray Hill MS	4	17	17	16	2	56	38.9%	61.1%
Lake Elkhorn MS	2	13	15	9	3	42	38.5%	61.5%
Thomas Viaduct MS	5	13	20	13	1	52	35.3%	64.7%
Ellicott Mills MS	1	17	19	24	2	63	29.5%	70.5%
Hammond MS	1	8	12	14		35	25.7%	74.3%
Elkridge Landing MS	1	7	26	30		64	12.5%	87.5%
High	136	358	237	239	22	992	50.9%	49.1%
Oakland Mills HS	14	34	17	14	6	85	60.8%	39.2%
Atholton HS	13	40	18	18		89	59.6%	40.4%
River Hill HS	10	22	10	12		54	59.3%	40.7%
Glenelg HS	11	35	21	12	1	80	58.2%	41.8%
Wilde Lake HS	14	27	16	15	3	75	56.9%	43.1%
Centennial HS	16	34	23	20	2	95	53.8%	46.2%
Reservoir HS	12	39	28	17	3	99	53.1%	46.9%
Marriotts Ridge HS	10	19	14	20		63	46.0%	54.0%
Long Reach HS	10	14	16	15	1	56	43.6%	56.4%
Hammond HS	11	25	27	21	2	86	42.9%	57.1%
Mt. Hebron HS	7	34	21	35	3	100	42.3%	57.7%
Howard HS	8	35	26	40	1	110	39.4%	60.6%
Special	54	103	34	27	16	234	72.0%	28.0%
County Diagnostic Ctr	6	2			1	9	100%	0.0%
Central Office	11	19	3	1	3	37	88.2%	11.8%
Old Cedar Lane	7	10	5	1	2	25	73.9%	26.1%
Cedar Lane	11	32	7	9	4	63	72.9%	27.1%
ARL	8	9	2	5	2	26	70.8%	29.2%
Homewood Center	5	23	8	6	2	44	66.7%	33.3%
Ascend One	3	6	5	2	2	18	56.3%	43.8%
Grand Total	525	1619	1132	889	120	4285	51.5%	48.5%

2019-2020 HCEA Job Satisfaction Survey

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

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Elementary	539	1138	252	116	10	2055	82.0%	18.0%
Hanover Hills ES	27	23		1		51	98.0%	2.0%
Bushy Park ES	22	24	1		1	48	97.9%	2.1%
Forest Ridge ES	6	20	1			27	96.3%	3.7%
Veterans ES	26	35	3			64	95.3%	4.7%
Swansfield ES	21	32	2	1		56	94.6%	5.4%
Deep Run ES	18	33	2	1		54	94.4%	5.6%
Triadelphia Ridge ES	13	19		2		34	94.1%	5.9%
Waverly ES	15	26	3	1		45	91.1%	8.9%
Clemens Crossing ES	14	23	3	1		41	90.2%	9.8%
Clarksville ES	3	31	3	1		38	89.5%	10.5%
Waterloo ES	17	34	2	4		57	89.5%	10.5%
Northfield ES	14	34	5	1		54	88.9%	11.1%
Ilchester ES	18	40	6	2		66	87.9%	12.1%
Centennial Lane ES	15	26	5	1		47	87.2%	12.8%
Longfellow ES	13	21	3	2		39	87.2%	12.8%
Running Brook ES	12	28	6		1	47	87.0%	13.0%
Bellows Spring ES	27	59	13			99	86.9%	13.1%
Dayton Oaks ES	15	51	7	3	1	77	86.8%	13.2%
Worthington ES	7	16	3	1		27	85.2%	14.8%
Bollman Bridge ES	20	42	7	4	1	74	84.9%	15.1%
Thunder Hill ES	7	21	4	1	1	34	84.8%	15.2%
Lisbon ES	5	27	3	3		38	84.2%	15.8%
Ducketts Lane ES	19	14	5	2		40	82.5%	17.5%
Gorman Crossing ES	10	23	5	2		40	82.5%	17.5%
Guilford ES	14	20	4	4		42	81.0%	19.0%
Elkridge ES	9	45	9	4		67	80.6%	19.4%
Hammond ES	10	17	7			34	79.4%	20.6%
West Friendship ES	6	14	3	3		26	76.9%	23.1%
Stevens Forest ES	6	20	6	2		34	76.5%	23.5%
Manor Woods ES	8	32	8	5		53	75.5%	24.5%
Hollifield Station ES	18	21	7	6	2	54	75.0%	25.0%
Phelps Luck ES	9	28	10	3	1	51	74.0%	26.0%
Fulton ES	16	36	8	11		71	73.2%	26.8%
Cradlerock ES	5	12	4	3		24	70.8%	29.2%
Atholton ES	9	24	12	2		47	70.2%	29.8%
St. John's Lane ES	12	32	16	4		64	68.8%	31.3%
Pointers Run ES	17	45	20	9		91	68.1%	31.9%
Laurel Woods ES	13	13	11	2		39	66.7%	33.3%
Rockburn ES	5	17	6	5	1	34	66.7%	33.3%
Bryant Woods ES	6	21	9	6	1	43	64.3%	35.7%
Jeffers Hill ES	5	17	8	6		36	61.1%	38.9%
Talbott Springs ES	7	22	12	7		48	60.4%	39.6%

2019-2020 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	276	560	116	47	6	1005	83.7%	16.3%
Clarksville MS	16	22	3		1	42	92.7%	7.3%
Patapsco MS	13	35	2	2		52	92.3%	7.7%
Folly Quarter MS	12	29	4			45	91.1%	8.9%
Patuxent Valley MS	33	27	5	1		66	90.9%	9.1%
Oakland Mills MS	6	21	3	1		31	87.1%	12.9%
Mayfield Woods MS	18	35	5	4		62	85.5%	14.5%
Bonnie Branch MS	17	24	6	1	1	49	85.4%	14.6%
Lime Kiln MS	13	28	4	3		48	85.4%	14.6%
Hammond MS	11	18	2	3		34	85.3%	14.7%
Harper's Choice MS	20	34	8	2		64	84.4%	15.6%
Mount View MS	21	32	9	1	1	64	84.1%	15.9%
Wilde Lake MS	13	34	8	1		56	83.9%	16.1%
Murray Hill MS	13	33	5	4		55	83.6%	16.4%
Thomas Viaduct MS	16	27	6	3		52	82.7%	17.3%
Ellicott Mills MS	11	41	9	3		64	81.3%	18.8%
Burleigh Manor MS	10	20	4	3		37	81.1%	18.9%
Dunloggin MS	8	30	5	4	1	48	80.9%	19.1%
Glenwood MS	13	11	5	1		30	80.0%	20.0%
Elkridge Landing MS	9	40	10	6		65	75.4%	24.6%
Lake Elkhorn MS	3	19	13	4	2	41	56.4%	43.6%
High	262	542	125	62	4	995	81.1%	18.9%
Glenelg HS	26	49	4	1		80	93.8%	6.3%
Atholton HS	27	53	6	2		88	90.9%	9.1%
Reservoir HS	23	63	8	4	1	99	87.8%	12.2%
Mt. Hebron HS	23	64	7	7		101	86.1%	13.9%
River Hill HS	23	24	5	3		55	85.5%	14.5%
Oakland Mills HS	21	50	6	7	1	85	84.5%	15.5%
Marriotts Ridge HS	26	26	7	3		62	83.9%	16.1%
Wilde Lake HS	19	41	13	2		75	80.0%	20.0%
Howard HS	22	63	15	9	1	110	78.0%	22.0%
Centennial HS	23	49	18	4	1	95	76.6%	23.4%
Long Reach HS	16	24	10	6		56	71.4%	28.6%
Hammond HS	13	36	26	14		89	55.1%	44.9%
Special	77	131	14	7	6	235	90.8%	9.2%
Central Office	14	22		2		38	94.7%	5.3%
Homewood Center	14	27	3			44	93.2%	6.8%
ARL	9	14	1	1	1	26	92.0%	8.0%
Cedar Lane	16	39	3	2	3	63	91.7%	8.3%
Old Cedar Lane	7	15	2		1	25	91.7%	8.3%
County Diagnostic Ctr	6	2		1		9	88.9%	11.1%
Ascend One	7	6	4		1	18	76.5%	23.5%
Grand Total	1154	2371	507	232	26	4290	82.7%	17.3%

2019-2020 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	780	1080	124	51	15	2050	91.4%	8.6%
Cradlerock ES	9	14				23	100%	0.0%
Hollifield Station ES	25	29				54	100%	0.0%
Stevens Forest ES	17	17				34	100%	0.0%
Talbott Springs ES	30	18				48	100%	0.0%
Triadelphia Ridge ES	20	12			1	33	100%	0.0%
West Friendship ES	13	13				26	100%	0.0%
Worthington ES	14	12				26	100%	0.0%
Waterloo ES	34	21	1		1	57	98.2%	1.8%
Hanover Hills ES	25	25	1		1	52	98.0%	2.0%
Atholton ES	14	32	1			47	97.9%	2.1%
Laurel Woods ES	27	12	1			40	97.5%	2.5%
Gorman Crossing ES	17	21		1		39	97.4%	2.6%
Longfellow ES	22	16	1			39	97.4%	2.6%
Hammond ES	19	14	1			34	97.1%	2.9%
Veterans ES	36	26	2			64	96.9%	3.1%
St. John's Lane ES	28	32	1	1	2	64	96.8%	3.2%
Swansfield ES	25	28	2			55	96.4%	3.6%
Forest Ridge ES	9	16	1		1	27	96.2%	3.8%
Phelps Luck ES	16	33	2		1	52	96.1%	3.9%
Bellows Spring ES	53	41	3	1		98	95.9%	4.1%
Clemens Crossing ES	18	21	2			41	95.1%	4.9%
Bollman Bridge ES	16	53	3	1	1	74	94.5%	5.5%
Deep Run ES	22	29	2	1		54	94.4%	5.6%
Northfield ES	22	29	2	1		54	94.4%	5.6%
Bushy Park ES	19	25	2	1		47	93.6%	6.4%
Running Brook ES	24	19	3		1	47	93.5%	6.5%
Bryant Woods ES	14	24	3		2	43	92.7%	7.3%
Manor Woods ES	15	33	3	1	1	53	92.3%	7.7%
Clarksville ES	15	19	2	1	1	38	91.9%	8.1%
Centennial Lane ES	21	22	2	2		47	91.5%	8.5%
Rockburn ES	11	20	3			34	91.2%	8.8%
Thunder Hill ES	3	26	3		1	33	90.6%	9.4%
Guilford ES	21	17		4		42	90.5%	9.5%
Ducketts Lane ES	18	18	3	1		40	90.0%	10.0%
Waverly ES	13	26	6			45	86.7%	13.3%
Ilchester ES	20	36	7	2		65	86.2%	13.8%
Dayton Oaks ES	16	48	7	6		77	83.1%	16.9%
Fulton ES	13	44	11	3		71	80.3%	19.7%
Pointers Run ES	10	60	14	8		92	76.1%	23.9%
Elkridge ES	9	41	10	6		66	75.8%	24.2%
Lisbon ES	4	23	6	4	1	38	73.0%	27.0%
Jeffers Hill ES	3	15	13	6		37	48.6%	51.4%

2019-2020 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	349	540	82	21	10	1002	89.6%	10.4%
Folly Quarter MS	19	26				45	100%	0.0%
Oakland Mills MS	12	18				30	100%	0.0%
Wilde Lake MS	27	27	1		1	56	98.2%	1.8%
Patapsco MS	17	34	1			52	98.1%	1.9%
Bonnie Branch MS	18	29	1		1	49	97.9%	2.1%
Lake Elkhorn MS	16	23	1		1	41	97.5%	2.5%
Lime Kiln MS	17	28	1	2		48	93.8%	6.3%
Glenwood MS	17	11	2			30	93.3%	6.7%
Clarksville MS	16	23	3			42	92.9%	7.1%
Thomas Viaduct MS	24	24	2	2		52	92.3%	7.7%
Mount View MS	39	19	3	2		63	92.1%	7.9%
Harper's Choice MS	19	38	5		1	63	91.9%	8.1%
Burleigh Manor MS	19	15	2	1		37	91.9%	8.1%
Patuxent Valley MS	24	34	6	1	2	67	89.2%	10.8%
Mayfield Woods MS	21	33	7	1		62	87.1%	12.9%
Ellicott Mills MS	13	40	6	3		62	85.5%	14.5%
Dunloggin MS	13	27	7	1		48	83.3%	16.7%
Murray Hill MS	11	31	12		2	56	77.8%	22.2%
Elkridge Landing MS	4	43	12	4	2	65	74.6%	25.4%
Hammond MS	3	17	10	4		34	58.8%	41.2%
High	328	584	54	20	6	992	92.5%	7.5%
Wilde Lake HS	37	36	1			74	98.6%	1.4%
Marriotts Ridge HS	33	29	1			63	98.4%	1.6%
Oakland Mills HS	32	45	4		3	84	95.1%	4.9%
Glenelg HS	27	48	4	1		80	93.8%	6.3%
Hammond HS	39	44	3	3		89	93.3%	6.7%
River Hill HS	19	32	1	3		55	92.7%	7.3%
Atholton HS	23	58	5	2		88	92.0%	8.0%
Mt. Hebron HS	25	67	5	3		100	92.0%	8.0%
Centennial HS	26	59	6	2	1	94	91.4%	8.6%
Long Reach HS	23	28	3	2		56	91.1%	8.9%
Howard HS	27	70	11	1	1	110	89.0%	11.0%
Reservoir HS	17	68	10	3	1	99	86.7%	13.3%
Special	94	105	21	7	6	233	87.7%	12.3%
County Diagnostic Ctr	6	3				9	100%	0.0%
Ascend One	10	5	1		1	17	93.8%	6.3%
ARL	13	11	1	1		26	92.3%	7.7%
Old Cedar Lane	11	11	1	1	1	25	91.7%	8.3%
Homewood Center	17	21	3	1	1	43	90.5%	9.5%
Central Office	18	16	4			38	89.5%	10.5%
Cedar Lane	16	32	9	4	2	63	78.7%	21.3%
Grand Total	1551	2309	281	99	37	4277	91.0%	9.0%

2019-2020 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	538	931	230	81	273	2053	82.5%	17.5%
Triadelphia Ridge ES	18	11			5	34	100%	0.0%
Veterans ES	30	27	2		3	62	96.6%	3.4%
St. John's Lane ES	15	35	2		12	64	96.2%	3.8%
Waterloo ES	24	21	2		10	57	95.7%	4.3%
Worthington ES	10	10	1		6	27	95.2%	4.8%
Laurel Woods ES	14	21	2		3	40	94.6%	5.4%
Longfellow ES	16	15	2		6	39	93.9%	6.1%
Talbott Springs ES	22	15	2	1	8	48	92.5%	7.5%
West Friendship ES	13	8	2		3	26	91.3%	8.7%
Bellows Spring ES	40	39	7	1	11	98	90.8%	9.2%
Bushy Park ES	11	25	3	1	7	47	90.0%	10.0%
Stevens Forest ES	9	18	3		3	33	90.0%	10.0%
Swansfield ES	17	27	4	1	7	56	89.8%	10.2%
Clarksville ES	9	17	2	1	9	38	89.7%	10.3%
Guilford ES	14	19	1	3	4	41	89.2%	10.8%
Hanover Hills ES	18	22	2	3	7	52	88.9%	11.1%
Hammond ES	11	17	1	3	1	33	87.5%	12.5%
Deep Run ES	17	24	5	1	7	54	87.2%	12.8%
Hollifield Station ES	19	22	6		7	54	87.2%	12.8%
Ilchester ES	14	33	3	4	11	65	87.0%	13.0%
Northfield ES	19	21	5	1	8	54	87.0%	13.0%
Gorman Crossing ES	11	22	3	2	2	40	86.8%	13.2%
Centennial Lane ES	13	22	4	2	6	47	85.4%	14.6%
Running Brook ES	19	16	6		6	47	85.4%	14.6%
Atholton ES	12	22	7		6	47	82.9%	17.1%
Forest Ridge ES	7	11	4		5	27	81.8%	18.2%
Rockburn ES	8	18	4	2	2	34	81.3%	18.8%
Manor Woods ES	7	29	8	1	8	53	80.0%	20.0%
Clemens Crossing ES	8	20	7		6	41	80.0%	20.0%
Cradlerock ES	6	13	4	1	1	25	79.2%	20.8%
Bryant Woods ES	8	22	8		5	43	78.9%	21.1%
Waverly ES	6	22	7	1	9	45	77.8%	22.2%
Ducketts Lane ES	14	12	7	1	6	40	76.5%	23.5%
Elkridge ES	4	42	13	3	5	67	74.2%	25.8%
Dayton Oaks ES	11	35	10	8	12	76	71.9%	28.1%
Phelps Luck ES	12	20	11	2	7	52	71.1%	28.9%
Thunder Hill ES	3	18	8	1	4	34	70.0%	30.0%
Lisbon ES	3	19	4	6	6	38	68.8%	31.3%
Bollman Bridge ES	10	33	17	5	9	74	66.2%	33.8%
Pointers Run ES	7	42	17	9	18	93	65.3%	34.7%
Jeffers Hill ES	5	17	8	4	3	37	64.7%	35.3%
Fulton ES	4	29	16	13	9	71	53.2%	46.8%

2019-2020 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	233	466	149	39	115	1002	78.8%	21.2%
Oakland Mills MS	11	17	1		2	31	96.6%	3.4%
Folly Quarter MS	18	21	2		4	45	95.1%	4.9%
Mount View MS	25	28	3		7	63	94.6%	5.4%
Glenwood MS	8	14	2		6	30	91.7%	8.3%
Lime Kiln MS	10	29	3	2	3	47	88.6%	11.4%
Bonnie Branch MS	14	24	5		6	49	88.4%	11.6%
Patuxent Valley MS	16	36	4	3	8	67	88.1%	11.9%
Harper's Choice MS	16	34	7		7	64	87.7%	12.3%
Wilde Lake MS	17	27	7		5	56	86.3%	13.7%
Lake Elkhorn MS	9	22	4	1	5	41	86.1%	13.9%
Burleigh Manor MS	12	17	5		3	37	85.3%	14.7%
Clarksville MS	10	20	6		5	41	83.3%	16.7%
Patapsco MS	11	24	5	3	7	50	81.4%	18.6%
Thomas Viaduct MS	14	21	7	1	8	51	81.4%	18.6%
Mayfield Woods MS	13	31	11	1	6	62	78.6%	21.4%
Dunloggin MS	8	19	10	3	8	48	67.5%	32.5%
Ellicott Mills MS	6	29	15	6	8	64	62.5%	37.5%
Murray Hill MS	8	19	20	3	6	56	54.0%	46.0%
Elkridge Landing MS	4	25	19	8	9	65	51.8%	48.2%
Hammond MS	3	9	13	8	2	35	36.4%	63.6%
High	223	460	135	50	121	989	78.7%	21.3%
Wilde Lake HS	20	34	7		12	73	88.5%	11.5%
Atholton HS	23	46	7	4	8	88	86.3%	13.8%
Hammond HS	25	39	9	2	14	89	85.3%	14.7%
River Hill HS	15	25	4	3	7	54	85.1%	14.9%
Oakland Mills HS	17	41	10	1	15	84	84.1%	15.9%
Long Reach HS	18	21	3	5	9	56	83.0%	17.0%
Centennial HS	14	52	14	4	11	95	78.6%	21.4%
Marriotts Ridge HS	24	23	9	4	3	63	78.3%	21.7%
Mt. Hebron HS	14	53	17	6	10	100	74.4%	25.6%
Glenelg HS	21	33	16	3	6	79	74.0%	26.0%
Reservoir HS	16	45	18	4	15	98	73.5%	26.5%
Howard HS	16	48	21	14	11	110	64.6%	35.4%
Special	49	74	15	9	88	235	83.7%	16.3%
Central Office	3	3			32	38	100%	0.0%
County Diagnostic Ctr	2	3			4	9	100%	0.0%
Old Cedar Lane	8	3			14	25	100%	0.0%
ARL	7	7	1	1	10	26	87.5%	12.5%
Homewood Center	11	22	5	2	4	44	82.5%	17.5%
Cedar Lane	13	27	4	5	14	63	81.6%	18.4%
Ascend One	4	5	4		5	18	69.2%	30.8%
Grand Total	1043	1931	529	179	597	4279	80.8%	19.2%

2019-2020 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	482	948	284	183	151	2048	75.4%	24.6%
West Friendship ES	9	16			1	26	100%	0.0%
Centennial Lane ES	26	18		1	2	47	97.8%	2.2%
St. John's Lane ES	28	31	1	1	3	64	96.7%	3.3%
Laurel Woods ES	17	18	2		2	39	94.6%	5.4%
Hanover Hills ES	20	26	2	1	3	52	93.9%	6.1%
Triadelphia Ridge ES	15	14	2		3	34	93.5%	6.5%
Bellows Spring ES	36	46	4	2	10	98	93.2%	6.8%
Waterloo ES	21	27	4		4	56	92.3%	7.7%
Longfellow ES	18	17	3		1	39	92.1%	7.9%
Talbott Springs ES	23	19	3	1	2	48	91.3%	8.7%
Stevens Forest ES	9	20	3		2	34	90.6%	9.4%
Hollifield Station ES	21	25	5		2	53	90.2%	9.8%
Deep Run ES	13	28	2	3	8	54	89.1%	10.9%
Worthington ES	5	17	2	1	1	26	88.0%	12.0%
Hammond ES	9	20	4	1		34	85.3%	14.7%
Atholton ES	13	21	5	2	5	46	82.9%	17.1%
Bryant Woods ES	12	21	2	5	3	43	82.5%	17.5%
Clemens Crossing ES	8	24	5	2	1	40	82.1%	17.9%
Clarksville ES	9	18	4	2	5	38	81.8%	18.2%
Bushy Park ES	8	27	6	2	5	48	81.4%	18.6%
Running Brook ES	12	24	9		2	47	80.0%	20.0%
Veterans ES	16	31	6	6	5	64	79.7%	20.3%
Gorman Crossing ES	8	23	4	4	1	40	79.5%	20.5%
Cradlerock ES	8	11	3	2	1	25	79.2%	20.8%
Northfield ES	14	26	3	8	2	53	78.4%	21.6%
Rockburn ES	6	18	6	1	3	34	77.4%	22.6%
Guilford ES	10	19	5	4	4	42	76.3%	23.7%
Ducketts Lane ES	9	17	9		4	39	74.3%	25.7%
Waverly ES	9	20	8	3	4	44	72.5%	27.5%
Forest Ridge ES	4	13	6	2	2	27	68.0%	32.0%
Ilchester ES	7	31	16	5	7	66	64.4%	35.6%
Bollman Bridge ES	8	35	18	8	4	73	62.3%	37.7%
Swansfield ES	12	21	9	11	3	56	62.3%	37.7%
Fulton ES	6	32	12	12	8	70	61.3%	38.7%
Manor Woods ES	5	23	9	9	6	52	60.9%	39.1%
Pointers Run ES	10	37	15	16	14	92	60.3%	39.7%
Phelps Luck ES	3	26	16	5	2	52	58.0%	42.0%
Dayton Oaks ES	6	34	19	12	6	77	56.3%	43.7%
Lisbon ES	1	17	11	5	4	38	52.9%	47.1%
Elkridge ES	6	21	18	21	1	67	40.9%	59.1%
Thunder Hill ES	2	9	13	8	2	34	34.4%	65.6%
Jeffers Hill ES		7	10	17	3	37	20.6%	79.4%

2019-2020 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	157	443	204	138	63	1005	63.7%	36.3%
Patapsco MS	14	32	2		4	52	95.8%	4.2%
Glenwood MS	10	15	2		2	29	92.6%	7.4%
Thomas Viaduct MS	12	26	8	1	5	52	80.9%	19.1%
Folly Quarter MS	11	25	8	1		45	80.0%	20.0%
Lime Kiln MS	10	26	7	2	3	48	80.0%	20.0%
Wilde Lake MS	16	27	7	4	2	56	79.6%	20.4%
Bonnie Branch MS	11	24	7	3	4	49	77.8%	22.2%
Burleigh Manor MS	7	21	7	1	1	37	77.8%	22.2%
Lake Elkhorn MS	4	25	7	3	3	42	74.4%	25.6%
Oakland Mills MS	5	16	8	1	1	31	70.0%	30.0%
Mayfield Woods MS	14	27	12	6	3	62	69.5%	30.5%
Mount View MS	6	31	11	8	7	63	66.1%	33.9%
Patuxent Valley MS	9	28	13	7	9	66	64.9%	35.1%
Ellicott Mills MS	6	28	17	12	1	64	54.0%	46.0%
Clarksville MS	6	12	13	7	4	42	47.4%	52.6%
Murray Hill MS	6	16	18	12	4	56	42.3%	57.7%
Dunloggin MS	3	15	14	12	4	48	40.9%	59.1%
Elkridge Landing MS	2	22	14	22	4	64	40.0%	60.0%
Hammond MS	1	13	9	12		35	40.0%	60.0%
Harper's Choice MS	4	14	20	24	2	64	29.0%	71.0%
High	119	434	221	124	96	994	61.6%	38.4%
Wilde Lake HS	10	48	8	2	7	75	85.3%	14.7%
River Hill HS	10	27	8	3	7	55	77.1%	22.9%
Marriotts Ridge HS	14	25	12	5	7	63	69.6%	30.4%
Atholton HS	11	43	19	9	6	88	65.9%	34.1%
Hammond HS	13	40	18	10	8	89	65.4%	34.6%
Glenelg HS	15	31	16	9	9	80	64.8%	35.2%
Centennial HS	8	43	23	8	12	94	62.2%	37.8%
Mt. Hebron HS	7	49	21	14	10	101	61.5%	38.5%
Long Reach HS	9	21	14	8	3	55	57.7%	42.3%
Reservoir HS	8	41	30	10	10	99	55.1%	44.9%
Oakland Mills HS	12	28	24	14	6	84	51.3%	48.7%
Howard HS	2	38	28	32	11	111	40.0%	60.0%
Special	26	59	19	15	115	234	71.4%	28.6%
Ascend One	2	5			11	18	100%	0.0%
Central Office	2	1			35	38	100%	0.0%
County Diagnostic Ctr		2			7	9	100%	0.0%
Old Cedar Lane	2				23	25	100%	0.0%
ARL	3	7	2		14	26	83.3%	16.7%
Cedar Lane	10	22	10	5	15	62	68.1%	31.9%
Homewood Center	5	20	6	10	3	44	61.0%	39.0%
Grand Total	784	1884	728	460	425	4281	69.2%	30.8%

2019-2020 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	660	754	425	142	71	2052	71.4%	28.6%
Running Brook ES	24	20	2		1	47	95.7%	4.3%
Guilford ES	24	16	1	1		42	95.2%	4.8%
Swansfield ES	36	17	2	1		56	94.6%	5.4%
Stevens Forest ES	17	13	2		1	33	93.8%	6.3%
Phelps Luck ES	32	15	1	3	1	52	92.2%	7.8%
Jeffers Hill ES	31	3		3		37	91.9%	8.1%
Bollman Bridge ES	47	19	5	1	1	73	91.7%	8.3%
Ducketts Lane ES	27	9	1	3		40	90.0%	10.0%
Elkridge ES	43	16	2	5		66	89.4%	10.6%
Thunder Hill ES	16	14	3	1		34	88.2%	11.8%
Cradlerock ES	16	6	1	2		25	88.0%	12.0%
Waterloo ES	25	25	6	1		57	87.7%	12.3%
Rockburn ES	10	17	5		2	34	84.4%	15.6%
Bryant Woods ES	17	18	6	1	1	43	83.3%	16.7%
Deep Run ES	13	26	10		5	54	79.6%	20.4%
Hammond ES	12	15	6	1		34	79.4%	20.6%
Atholton ES	14	22	9	1	1	47	78.3%	21.7%
Forest Ridge ES	8	11	6			25	76.0%	24.0%
Fulton ES	22	27	13	3	6	71	75.4%	24.6%
Talbott Springs ES	13	21	8	4	1	47	73.9%	26.1%
Longfellow ES	13	14	9	1	2	39	73.0%	27.0%
Pointers Run ES	25	39	19	6	3	92	71.9%	28.1%
Ilchester ES	15	32	13	6		66	71.2%	28.8%
Bellows Spring ES	20	44	21	6	8	99	70.3%	29.7%
Hollifield Station ES	20	17	12	4	1	54	69.8%	30.2%
Laurel Woods ES	4	23	11	1	1	40	69.2%	30.8%
Veterans ES	14	27	16	3	4	64	68.3%	31.7%
Dayton Oaks ES	23	26	20	4	3	76	67.1%	32.9%
Gorman Crossing ES	11	14	13		2	40	65.8%	34.2%
Northfield ES	10	23	14	5	2	54	63.5%	36.5%
Hanover Hills ES	6	25	16	3	2	52	62.0%	38.0%
Worthington ES	3	12	8	3	1	27	57.7%	42.3%
Clarksville ES	4	16	8	8	2	38	55.6%	44.4%
Clemens Crossing ES	5	17	16	2	1	41	55.0%	45.0%
Manor Woods ES	9	16	18	6	4	53	51.0%	49.0%
Triadelphia Ridge ES	1	13	9	8	3	34	45.2%	54.8%
Bushy Park ES	9	11	21	4	3	48	44.4%	55.6%
Centennial Lane ES	6	13	15	13		47	40.4%	59.6%
Lisbon ES	5	9	15	6	3	38	40.0%	60.0%
St. John's Lane ES	6	16	27	11	2	62	36.7%	63.3%
West Friendship ES	1	8	13	4		26	34.6%	65.4%
Waverly ES	3	9	22	7	4	45	29.3%	70.7%

2019-2020 HCEA Job Satisfaction Survey

Worksite	Strongly Agree	Agree	Strongly Disagree	Disagree	Does Not Apply	Grand Total	% Agree	% Disagree
Middle	315	379	198	77	28	997	71.6%	28.4%
Wilde Lake MS	42	13	1			56	98.2%	1.8%
Lake Elkhorn MS	22	17		2		41	95.1%	4.9%
Oakland Mills MS	12	16	2			30	93.3%	6.7%
Harper's Choice MS	48	11		5		64	92.2%	7.8%
Murray Hill MS	27	23	4	1	1	56	90.9%	9.1%
Patuxent Valley MS	25	33	5	1	3	67	90.6%	9.4%
Elkridge Landing MS	29	28	5	2	1	65	89.1%	10.9%
Hammond MS	11	17	4	1		33	84.8%	15.2%
Ellicott Mills MS	22	31	7	3		63	84.1%	15.9%
Thomas Viaduct MS	23	18	7	1	2	51	83.7%	16.3%
Mayfield Woods MS	18	28	10	4	1	61	76.7%	23.3%
Bonnie Branch MS	13	22	10	2	2	49	74.5%	25.5%
Dunloggin MS	7	24	9	3	3	46	72.1%	27.9%
Patapsco MS	5	23	19	2	2	51	57.1%	42.9%
Folly Quarter MS	1	20	19	4	1	45	47.7%	52.3%
Burleigh Manor MS	2	13	16	4	2	37	42.9%	57.1%
Lime Kiln MS	3	17	23	4	1	48	42.6%	57.4%
Clarksville MS	1	10	18	8	4	41	29.7%	70.3%
Glenwood MS	2	4	11	10	2	29	22.2%	77.8%
Mount View MS	2	11	28	20	3	64	21.3%	78.7%
High	189	377	251	117	57	991	60.6%	39.4%
Hammond HS	42	32	8	4	3	89	86.0%	14.0%
Oakland Mills HS	31	38	9	4	1	83	84.1%	15.9%
Long Reach HS	28	15	7	3	3	56	81.1%	18.9%
Reservoir HS	20	52	16	4	6	98	78.3%	21.7%
Wilde Lake HS	15	35	15	3	5	73	73.5%	26.5%
Mt. Hebron HS	18	49	21	5	7	100	72.0%	28.0%
Howard HS	12	53	31	5	9	110	64.4%	35.6%
Atholton HS	16	33	28	10	2	89	56.3%	43.7%
Centennial HS	3	31	36	14	11	95	40.5%	59.5%
Glenelg HS	3	20	31	22	4	80	30.3%	69.7%
Marriotts Ridge HS		12	30	17	4	63	20.3%	79.7%
River Hill HS	1	7	19	26	2	55	15.1%	84.9%
Special	53	42	20	13	106	234	74.2%	25.8%
Ascend One	1	4			13	18	100.0%	0.0%
Homewood Center	34	7	1	1	1	44	95.3%	4.7%
Cedar Lane	16	23	9	5	10	63	73.6%	26.4%
ARL	1	5	6	4	10	26	37.5%	62.5%
Central Office			1		37	38	0.0%	100%
County Diagnostic Ctr				1	7	8	0.0%	100%
Old Cedar Lane				1	24	25	0.0%	100%
Grand Total	1217	1552	894	349	262	4274	69.0%	31.0%