

2024-2025 HCEA Job Satisfaction Survey

Question 1) Overall, morale at my worksite is good

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Elementary	1191	409	477	154	3	2234	71.7%	28.3%
Gorman Crossing ES	20	40				60	100.0%	0.0%
Talbott Springs ES	37	17	2			56	96.4%	3.6%
Swansfield ES	36	35	3			74	95.9%	4.1%
Triadelphia Ridge ES	31	9	2			42	95.2%	4.8%
Bryant Woods ES	12	25	2			39	94.9%	5.1%
Waverly ES	39	9	3			51	94.1%	5.9%
Stevens Forest ES	30	12	3			45	93.3%	6.7%
Ducketts Lane ES	35	25	5	1		66	90.9%	9.1%
Thunder Hill ES	19	10	3			32	90.6%	9.4%
Northfield ES	20	18	5			43	88.4%	11.6%
Centennial Lane ES	33	16	7			56	87.5%	12.5%
Worthington ES	20	13	6			39	84.6%	15.4%
Running Brook ES	42	11	10	2		65	81.5%	18.5%
Hollifield Station ES	23	10	7	1		41	80.5%	19.5%
St John's Lane ES	28	8	8	1		45	80.0%	20.0%
Fulton ES	38	12	11	2		63	79.4%	20.6%
Phelps Luck ES	45	6	13	1		65	78.5%	21.5%
Ilchester ES	27	4	7	2		40	77.5%	22.5%
Lisbon ES	25	6	9			40	77.5%	22.5%
Waterloo ES	36	14	13	2		65	76.9%	23.1%
Laurel Woods ES	29	7	13	1		50	72.0%	28.0%
Pointers Run ES	32	4	8	7		51	70.6%	29.4%
Forest Ridge ES	23	10	11	4		48	68.8%	31.3%
Rockburn ES	32	10	15	5		62	67.7%	32.3%
Dayton Oaks ES	43	5	22	1		71	67.6%	32.4%
West Friendship ES	17	7	12	2		38	63.2%	36.8%
Hammond ES	24	4	12	5		45	62.2%	37.8%
Manor Woods ES	31	5	17	5	1	59	62.1%	37.9%
Elkridge ES	37	2	22	2		63	61.9%	38.1%
Cradlerock ES	23	3	14	3	1	44	60.5%	39.5%
Hanover Hills ES	31	3	18	5		57	59.6%	40.4%
Longfellow ES	23	3	11	7		44	59.1%	40.9%
Bellows Spring ES	37	6	23	10		76	56.6%	43.4%
Clemens Crossing ES	20	6	13	7		46	56.5%	43.5%
Veterans ES	32	9	24	9	1	75	55.4%	44.6%
Bushy Park ES	29	3	22	4		58	55.2%	44.8%
Bollman Bridge ES	27	7	23	10		67	50.7%	49.3%
Atholton ES	16	6	14	8		44	50.0%	50.0%
Deep Run ES	30	3	22	11		66	50.0%	50.0%
Clarksville ES	21	1	16	8		46	47.8%	52.2%
Jeffers Hill ES	18	4	14	10		46	47.8%	52.2%
Guilford ES	20	1	12	18		51	41.2%	58.8%

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Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Middle	531	184	190	62	1	968	73.9%	26.1%
Lime Kiln MS	21	24				45	100.0%	0.0%
Mount View MS	19	33	1			53	98.1%	1.9%
Glenwood MS	25	10	1			36	97.2%	2.8%
Folly Quarter MS	39	8	2			49	95.9%	4.1%
Burleigh Manor MS	37	14	3			54	94.4%	5.6%
Clarksville MS	22	16	3	1		42	90.5%	9.5%
Harper's Choice MS	18	8	3			29	89.7%	10.3%
Dunloggin MS	30	4	5			39	87.2%	12.8%
Hammond MS	22	16	6			44	86.4%	13.6%
Wilde Lake MS	39	8	6	4		57	82.5%	17.5%
Mayfield Woods MS	41	5	11	3		60	76.7%	23.3%
Ellicott Mills MS	26	5	9	2		42	73.8%	26.2%
Elkridge Landing MS	22	9	10	2		43	72.1%	27.9%
Oakland Mills MS	20	8	11	2		41	68.3%	31.7%
Patapsco MS	29	2	14	6		51	60.8%	39.2%
Thomas Viaduct MS	22	5	14	5		46	58.7%	41.3%
Murray Hill MS	28	2	18	5		53	56.6%	43.4%
Patuxent Valley MS	31	3	24	5		63	54.0%	46.0%
Bonnie Branch MS	26	3	25	6		60	48.3%	51.7%
Lake Elkhorn MS	14	1	24	21	1	61	25.0%	75.0%
High	579	128	228	104	1	1040	68.0%	32.0%
Glenelg HS	41	12	5			58	91.4%	8.6%
Centennial HS	44	24	6	1		75	90.7%	9.3%
River Hill HS	46	20	5	3		74	89.2%	10.8%
Guilford Park HS	34	18	8	1		61	85.2%	14.8%
Mt. Hebron HS	68	9	13	2		92	83.7%	16.3%
Long Reach HS	49	15	11	4		79	81.0%	19.0%
Reservoir HS	67	4	19	2		92	77.2%	22.8%
Marriotts Ridge HS	53	6	18	2		79	74.7%	25.3%
Wilde Lake HS	38	5	28	3	1	75	58.1%	41.9%
Oakland Mills HS	47	5	30	11		93	55.9%	44.1%
Atholton HS	38	2	24	19		83	48.2%	51.8%
Howard HS	38	2	38	13		91	44.0%	56.0%
Hammond HS	16	6	23	43		88	25.0%	75.0%
Special	66	15	46	26		153	52.9%	47.1%
ARL	26	8	11	3		48	70.8%	29.2%
Cedar Lane - Fulton	23	4	21	12		60	45.0%	55.0%
Homewood School	17	3	14	11		45	44.4%	55.6%
Non-School Based	104	28	42	8	2	184	72.5%	27.5%
Warehouse	1	2				3	100.0%	0.0%
Central Office	46	15	11	4	1	77	80.3%	19.7%
Berger Road Building	2	1		1		4	75.0%	25.0%
Ascend One Center	20	7	10	2		39	69.2%	30.8%
Old Cedar Lane	35	3	16	1		55	69.1%	30.9%
Mendenhall Building			4		1	5	0.0%	100.0%
Ridge Road Building			1			1	0.0%	100.0%
Grand Total	2471	764	983	354	7	4579	70.8%	29.2%

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

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Elementary	1176	483	436	134	2	2231	74.4%	25.6%
Bryant Woods ES	18	21				39	100.0%	0.0%
Centennial Lane ES	33	22	1			56	98.2%	1.8%
Stevens Forest ES	24	19	2			45	95.6%	4.4%
Gorman Crossing ES	26	31	3			60	95.0%	5.0%
Manor Woods ES	42	14	2	1	1	60	94.9%	5.1%
Worthington ES	22	15	2			39	94.9%	5.1%
Laurel Woods ES	34	13	2	1		50	94.0%	6.0%
Talbott Springs ES	31	21	4			56	92.9%	7.1%
Ducketts Lane ES	32	28	4	1		65	92.3%	7.7%
Running Brook ES	34	25	5	1		65	90.8%	9.2%
Northfield ES	18	21	3	1		43	90.7%	9.3%
Triadelphia Ridge ES	27	11	4			42	90.5%	9.5%
Ilchester ES	29	7	2	2		40	90.0%	10.0%
Waverly ES	35	10	5	1		51	88.2%	11.8%
Swansfield ES	33	32	6	3		74	87.8%	12.2%
Thunder Hill ES	17	11	4			32	87.5%	12.5%
Waterloo ES	34	20	9	2		65	83.1%	16.9%
Hollifield Station ES	22	11	6	2		41	80.5%	19.5%
Lisbon ES	24	7	9			40	77.5%	22.5%
Cradlerock ES	26	8	8	2		44	77.3%	22.7%
St John's Lane ES	26	8	10	1		45	75.6%	24.4%
Hammond ES	24	9	10	2		45	73.3%	26.7%
Pointers Run ES	30	7	10	4		51	72.5%	27.5%
Fulton ES	38	6	15	4		63	69.8%	30.2%
Bellows Spring ES	44	9	16	7		76	69.7%	30.3%
Dayton Oaks ES	43	5	22	1		71	67.6%	32.4%
Clemens Crossing ES	22	9	8	7		46	67.4%	32.6%
Phelps Luck ES	36	7	19	3		65	66.2%	33.8%
Forest Ridge ES	24	7	12	5		48	64.6%	35.4%
Bollman Bridge ES	37	6	21	3		67	64.2%	35.8%
Rockburn ES	29	11	18	5		63	63.5%	36.5%
Hanover Hills ES	30	6	18	3		57	63.2%	36.8%
Veterans ES	38	8	23	6		75	61.3%	38.7%
Atholton ES	18	8	11	6		43	60.5%	39.5%
Bushy Park ES	31	3	18	6		58	58.6%	41.4%
Longfellow ES	23	2	13	5		43	58.1%	41.9%
Elkridge ES	32	4	24	2		62	58.1%	41.9%
Deep Run ES	29	7	23	6		65	55.4%	44.6%
West Friendship ES	13	6	14	5		38	50.0%	50.0%
Clarksville ES	15	5	19	6	1	46	44.4%	55.6%
Guilford ES	19	2	16	14		51	41.2%	58.8%
Jeffers Hill ES	14	1	15	16		46	32.6%	67.4%

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Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Middle	534	171	214	43	2	964	73.3%	26.7%
Mount View MS	23	30				53	100.0%	0.0%
Lime Kiln MS	21	20	3			44	93.2%	6.8%
Clarksville MS	33	5	4	1		43	88.4%	11.6%
Dunloggin MS	29	4	5			38	86.8%	13.2%
Glenwood MS	19	12	4	1		36	86.1%	13.9%
Wilde Lake MS	39	9	7	2		57	84.2%	15.8%
Folly Quarter MS	32	9	8			49	83.7%	16.3%
Elkridge Landing MS	23	12	3	5		43	81.4%	18.6%
Burleigh Manor MS	30	12	10	1		53	79.2%	20.8%
Oakland Mills MS	23	8	7	2		40	77.5%	22.5%
Patapsco MS	35	3	11	2		51	74.5%	25.5%
Hammond MS	15	16	10	1	2	44	73.8%	26.2%
Thomas Viaduct MS	27	5	9	4		45	71.1%	28.9%
Harper's Choice MS	15	5	10			30	66.7%	33.3%
Bonnie Branch MS	34	5	20	1		60	65.0%	35.0%
Murray Hill MS	31	3	15	4		53	64.2%	35.8%
Patuxent Valley MS	36	2	23	2		63	60.3%	39.7%
Ellicott Mills MS	21	3	17	1		42	57.1%	42.9%
Mayfield Woods MS	29	5	22	4		60	56.7%	43.3%
Lake Elkhorn MS	19	3	26	12		60	36.7%	63.3%
High	531	182	243	80	2	1038	68.8%	31.2%
Glenelg HS	37	17	3			57	94.7%	5.3%
Centennial HS	43	27	4	1		75	93.3%	6.7%
Guilford Park HS	23	33	5			61	91.8%	8.2%
River Hill HS	41	25	7	1		74	89.2%	10.8%
Long Reach HS	48	18	7	4		77	85.7%	14.3%
Mt. Hebron HS	63	12	16	2		93	80.6%	19.4%
Oakland Mills HS	55	9	18	10		92	69.6%	30.4%
Marriotts Ridge HS	43	11	21	3		78	69.2%	30.8%
Reservoir HS	57	6	29	1	1	94	67.7%	32.3%
Wilde Lake HS	36	9	27	3		75	60.0%	40.0%
Howard HS	35	6	37	13	1	92	45.1%	54.9%
Atholton HS	31	5	35	12		83	43.4%	56.6%
Hammond HS	19	4	34	30		87	26.4%	73.6%
Special	64	12	59	18		153	49.7%	50.3%
ARL	27	6	14	1		48	68.8%	31.3%
Homewood School	17	3	16	9		45	44.4%	55.6%
Cedar Lane - Fulton	20	3	29	8		60	38.3%	61.7%
Non-School Based	93	43	41	7	1	185	73.9%	26.1%
Warehouse		3				3	100.0%	0.0%
Ascend One Center	18	14	6	2		40	80.0%	20.0%
Central Office	39	19	16	3		77	75.3%	24.7%
Berger Road Building	1	2		1		4	75.0%	25.0%
Old Cedar Lane School	32	5	17	1		55	67.3%	32.7%
Mendenhall Building	2		2		1	5	50.0%	50.0%
Grand Total	2398	891	993	282	7	4571	72.1%	27.9%

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Question 3) I personally feel successful in my work.

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Elementary	1311	603	246	60	7	2227	86.2%	13.8%
West Friendship ES	27	9	1		1	38	97.3%	2.7%
Talbott Springs ES	25	26	1	1	1	54	96.2%	3.8%
Waverly ES	33	16	2			51	96.1%	3.9%
Swansfield ES	36	34	4			74	94.6%	5.4%
Laurel Woods ES	36	11	2	1		50	94.0%	6.0%
Ducketts Lane ES	35	26	4			65	93.8%	6.2%
Atholton ES	30	11	3			44	93.2%	6.8%
Gorman Crossing ES	24	30	4		1	59	93.1%	6.9%
Hollifield Station ES	18	20	3			41	92.7%	7.3%
Bryant Woods ES	19	17	3			39	92.3%	7.7%
Forest Ridge ES	32	12	3	1		48	91.7%	8.3%
Phelps Luck ES	44	15	5	1		65	90.8%	9.2%
Northfield ES	19	20	3	1		43	90.7%	9.3%
Fulton ES	42	15	5	1		63	90.5%	9.5%
Elkridge ES	48	8	7			63	88.9%	11.1%
St John's Lane ES	26	14	5			45	88.9%	11.1%
Hammond ES	30	9	2	3	1	45	88.6%	11.4%
Lisbon ES	26	9	4	1		40	87.5%	12.5%
Thunder Hill ES	14	14	3	1		32	87.5%	12.5%
Worthington ES	23	10	4	1	1	39	86.8%	13.2%
Stevens Forest ES	28	11	6			45	86.7%	13.3%
Running Brook ES	39	17	7	2		65	86.2%	13.8%
Dayton Oaks ES	44	17	10			71	85.9%	14.1%
Hanover Hills ES	41	7	7	1		56	85.7%	14.3%
Rockburn ES	37	16	9		1	63	85.5%	14.5%
Ilchester ES	24	10	3	3		40	85.0%	15.0%
Jeffers Hill ES	32	7	7			46	84.8%	15.2%
Longfellow ES	28	9	5	2		44	84.1%	15.9%
Centennial Lane ES	31	16	8	1		56	83.9%	16.1%
Triadelphia Ridge ES	21	14	5	2		42	83.3%	16.7%
Manor Woods ES	36	13	9	1	1	60	83.1%	16.9%
Bollman Bridge ES	40	15	9	3		67	82.1%	17.9%
Pointers Run ES	30	11	8	1		50	82.0%	18.0%
Deep Run ES	44	10	11	1		66	81.8%	18.2%
Veterans ES	38	22	10	4		74	81.1%	18.9%
Waterloo ES	35	16	11	2		64	79.7%	20.3%
Bushy Park ES	30	16	8	4		58	79.3%	20.7%
Bellows Spring ES	47	11	12	6		76	76.3%	23.7%
Clemens Crossing ES	26	9	7	4		46	76.1%	23.9%
Guilford ES	29	9	8	5		51	74.5%	25.5%
Cradlerock ES	23	9	9	2		43	74.4%	25.6%
Clarksville ES	21	12	9	4		46	71.7%	28.3%

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Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Middle	578	254	114	20	1	967	86.1%	13.9%
Harper's Choice MS	16	13	1			30	96.7%	3.3%
Burleigh Manor MS	33	18	3			54	94.4%	5.6%
Folly Quarter MS	33	13	3			49	93.9%	6.1%
Lime Kiln MS	23	19	3			45	93.3%	6.7%
Clarksville MS	26	14	2	1		43	93.0%	7.0%
Wilde Lake MS	40	13	3	1		57	93.0%	7.0%
Dunloggin MS	25	11	3			39	92.3%	7.7%
Mount View MS	19	29	4	1		53	90.6%	9.4%
Glenwood MS	21	11	4			36	88.9%	11.1%
Murray Hill MS	38	8	5	2		53	86.8%	13.2%
Mayfield Woods MS	39	13	8			60	86.7%	13.3%
Hammond MS	25	13	5	1		44	86.4%	13.6%
Patapsco MS	34	10	5	2		51	86.3%	13.7%
Elkridge Landing MS	28	9	5	1		43	86.0%	14.0%
Ellicott Mills MS	24	12	5	1		42	85.7%	14.3%
Oakland Mills MS	22	11	6	1		40	82.5%	17.5%
Bonnie Branch MS	37	11	11	1		60	80.0%	20.0%
Thomas Viaduct MS	26	10	6	4		46	78.3%	21.7%
Patuxent Valley MS	36	12	13	1		62	77.4%	22.6%
Lake Elkhorn MS	33	4	19	3	1	60	62.7%	37.3%
High	652	269	99	19	1	1040	88.6%	11.4%
Glenelg HS	42	15	1			58	98.3%	1.7%
River Hill HS	41	26	5			72	93.1%	6.9%
Marriotts Ridge HS	51	21	6	1		79	91.1%	8.9%
Centennial HS	46	22	7			75	90.7%	9.3%
Wilde Lake HS	50	17	6	1		74	90.5%	9.5%
Guilford Park HS	31	24	6			61	90.2%	9.8%
Howard HS	60	22	9	1		92	89.1%	10.9%
Long Reach HS	41	29	9			79	88.6%	11.4%
Reservoir HS	62	20	11		1	94	88.2%	11.8%
Oakland Mills HS	59	21	9	4		93	86.0%	14.0%
Atholton HS	55	16	5	7		83	85.5%	14.5%
Mt. Hebron HS	60	17	13	2		92	83.7%	16.3%
Hammond HS	54	19	12	3		88	83.0%	17.0%
Special	91	32	24	4	1	152	81.5%	18.5%
ARL	29	17	2			48	95.8%	4.2%
Cedar Lane - Fulton	39	9	9	2	1	60	81.4%	18.6%
Homewood School	23	6	13	2		44	65.9%	34.1%
Non-School Based	103	58	21	2	1	185	87.5%	12.5%
Berger Road Building	3	1				4	100.0%	0.0%
Warehouse		3				3	100.0%	0.0%
Central Office	43	27	7			77	90.9%	9.1%
Old Cedar Lane School	39	9	8			56	85.7%	14.3%
Ascend One Center	16	16	5	2		39	82.1%	17.9%
Mendenhall Building	1	2	1		1	5	75.0%	25.0%
Grand Total	2735	1216	504	105	11	4571	86.6%	13.4%

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

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Elementary	1054	353	594	137	87	2225	65.8%	34.2%
Bryant Woods ES	25	12	2			39	94.9%	5.1%
Worthington ES	26	7	2	1	3	39	91.7%	8.3%
Gorman Crossing ES	32	15	6	2	5	60	85.5%	14.5%
Northfield ES	24	11	3	3	2	43	85.4%	14.6%
Thunder Hill ES	20	6	4	1	1	32	83.9%	16.1%
Cradlerock ES	25	11	7		1	44	83.7%	16.3%
Centennial Lane ES	36	10	9		1	56	83.6%	16.4%
Running Brook ES	40	11	10	1	3	65	82.3%	17.7%
Laurel Woods ES	29	12	7	2		50	82.0%	18.0%
Talbott Springs ES	33	12	10		1	56	81.8%	18.2%
Manor Woods ES	34	10	10	1	5	60	80.0%	20.0%
Stevens Forest ES	23	10	7	2	3	45	78.6%	21.4%
Hollifield Station ES	18	13	9		1	41	77.5%	22.5%
Waterloo ES	35	14	13	2	1	65	76.6%	23.4%
Swansfield ES	35	18	15	2	4	74	75.7%	24.3%
Ducketts Lane ES	29	20	14	2		65	75.4%	24.6%
Waverly ES	28	7	11	1	4	51	74.5%	25.5%
Ilchester ES	24	4	9	2	1	40	71.8%	28.2%
Lisbon ES	20	8	12			40	70.0%	30.0%
Fulton ES	35	7	17	3	1	63	67.7%	32.3%
Veterans ES	37	11	18	6	3	75	66.7%	33.3%
Phelps Luck ES	34	6	18	3	4	65	65.6%	34.4%
Hanover Hills ES	27	7	17	1	4	56	65.4%	34.6%
Hammond ES	20	8	14	1	2	45	65.1%	34.9%
Triadelphia Ridge ES	18	8	13	1	1	41	65.0%	35.0%
St John's Lane ES	19	7	16	1	2	45	60.5%	39.5%
West Friendship ES	14	7	10	5	2	38	58.3%	41.7%
Atholton ES	17	6	14	3	2	42	57.5%	42.5%
Bellows Spring ES	35	5	23	8	4	75	56.3%	43.7%
Dayton Oaks ES	33	6	25	6	1	71	55.7%	44.3%
Forest Ridge ES	18	8	17	4	1	48	55.3%	44.7%
Longfellow ES	18	4	15	6		43	51.2%	48.8%
Clemens Crossing ES	16	7	14	9		46	50.0%	50.0%
Pointers Run ES	16	7	16	7	5	51	50.0%	50.0%
Bushy Park ES	23	5	22	7	1	58	49.1%	50.9%
Guilford ES	16	7	16	9	2	50	47.9%	52.1%
Deep Run ES	25	5	25	8	1	64	47.6%	52.4%
Rockburn ES	22	6	26	5	4	63	47.5%	52.5%
Elkridge ES	27	2	30	3	1	63	46.8%	53.2%
Bollman Bridge ES	21	7	27	6	5	66	45.9%	54.1%
Clarksville ES	13	5	22	4	2	46	40.9%	59.1%
Jeffers Hill ES	14	1	19	9	3	46	34.9%	65.1%

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Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Middle	459	129	255	71	52	966	64.3%	35.7%
Glenwood MS	21	10	3	1	1	36	88.6%	11.4%
Mount View MS	27	16	7		3	53	86.0%	14.0%
Lime Kiln MS	21	13	7	1	3	45	81.0%	19.0%
Folly Quarter MS	28	7	8	2	3	48	77.8%	22.2%
Harper's Choice MS	17	5	7		1	30	75.9%	24.1%
Clarksville MS	24	7	7	3	2	43	75.6%	24.4%
Dunloggin MS	19	5	9	1	5	39	70.6%	29.4%
Ellicott Mills MS	21	7	8	5	1	42	68.3%	31.7%
Hammond MS	17	10	9	4	4	44	67.5%	32.5%
Burleigh Manor MS	27	7	13	5	2	54	65.4%	34.6%
Thomas Viaduct MS	23	6	11	5	1	46	64.4%	35.6%
Oakland Mills MS	17	6	11	2	5	41	63.9%	36.1%
Elkridge Landing MS	19	7	10	5	2	43	63.4%	36.6%
Patapsco MS	26	5	16	2	2	51	63.3%	36.7%
Patuxent Valley MS	30	4	20	4	3	61	58.6%	41.4%
Mayfield Woods MS	31	2	18	6	3	60	57.9%	42.1%
Wilde Lake MS	25	5	19	5	3	57	55.6%	44.4%
Murray Hill MS	26	2	18	6	1	53	53.8%	46.2%
Bonnie Branch MS	24	3	22	7	4	60	48.2%	51.8%
Lake Elkhorn MS	16	2	32	7	3	60	31.6%	68.4%
High	455	110	333	100	40	1038	56.6%	43.4%
Guilford Park HS	31	17	6	4	3	61	82.8%	17.2%
Centennial HS	43	10	17		5	75	75.7%	24.3%
River Hill HS	31	17	17	3	4	72	70.6%	29.4%
Glenelg HS	26	8	15	3	6	58	65.4%	34.6%
Long Reach HS	41	10	23	5		79	64.6%	35.4%
Mt. Hebron HS	44	13	28	4	3	92	64.0%	36.0%
Oakland Mills HS	43	7	31	11	1	93	54.3%	45.7%
Marriotts Ridge HS	36	5	31	5	2	79	53.2%	46.8%
Reservoir HS	41	6	37	5	4	93	52.8%	47.2%
Howard HS	37	6	34	11	4	92	48.9%	51.1%
Atholton HS	30	6	31	13	2	82	45.0%	55.0%
Wilde Lake HS	29	3	30	10	3	75	44.4%	55.6%
Hammond HS	23	2	33	26	3	87	29.8%	70.2%
Special	53	15	56	17	11	152	48.2%	51.8%
ARL	21	7	15	2	3	48	62.2%	37.8%
Cedar Lane - Fulton	18	5	26	4	6	59	43.4%	56.6%
Homewood School	14	3	15	11	2	45	39.5%	60.5%
Non-School Based	77	35	53	14	7	186	62.6%	37.4%
Berger Road Building	3	1				4	100.0%	0.0%
Warehouse	1	2				3	100.0%	0.0%
Ascend One Center	15	12	12		1	40	69.2%	30.8%
Central Office	32	15	17	10	3	77	63.5%	36.5%
Old Cedar Lane School	24	4	23	3	2	56	51.9%	48.1%
Mendenhall Building	1	1	1	1	1	5	50.0%	50.0%
Grand Total	2098	642	1291	339	197	4567	62.7%	37.3%

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

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Elementary	1345	574	178	22	105	2224	90.6%	9.4%
Laurel Woods ES	31	17	1		1	50	98.0%	2.0%
Cradlerock ES	26	15	1		2	44	97.6%	2.4%
Centennial Lane ES	40	9	2		4	55	96.1%	3.9%
Ducketts Lane ES	33	28	3		1	65	95.3%	4.7%
Fulton ES	46	11	3		2	62	95.0%	5.0%
Bryant Woods ES	17	18	2		2	39	94.6%	5.4%
Ilchester ES	29	6	1	1	3	40	94.6%	5.4%
West Friendship ES	21	13	2		2	38	94.4%	5.6%
Worthington ES	21	12	1	1	4	39	94.3%	5.7%
Pointers Run ES	27	16	1	2	5	51	93.5%	6.5%
Atholton ES	24	16	3		1	44	93.0%	7.0%
Northfield ES	25	15	3			43	93.0%	7.0%
Dayton Oaks ES	51	14	5		1	71	92.9%	7.1%
St John's Lane ES	22	17	2	1	3	45	92.9%	7.1%
Gorman Crossing ES	39	12	4		5	60	92.7%	7.3%
Jeffers Hill ES	27	11	2	1	5	46	92.7%	7.3%
Hollifield Station ES	25	12	3		1	41	92.5%	7.5%
Hanover Hills ES	34	15	2	2	4	57	92.5%	7.5%
Triadelphia Ridge ES	23	13	2	1	3	42	92.3%	7.7%
Waterloo ES	41	15	5		3	64	91.8%	8.2%
Talbott Springs ES	34	17	5			56	91.1%	8.9%
Hammond ES	28	12	4		1	45	90.9%	9.1%
Longfellow ES	26	12	4		2	44	90.5%	9.5%
Running Brook ES	40	17	5	1	2	65	90.5%	9.5%
Stevens Forest ES	23	14	4		4	45	90.2%	9.8%
Guilford ES	32	12	4	1	1	50	89.8%	10.2%
Bushy Park ES	34	15	4	2	2	57	89.1%	10.9%
Rockburn ES	38	11	6		7	62	89.1%	10.9%
Deep Run ES	48	9	6	1	1	65	89.1%	10.9%
Clarksville ES	24	16	5		1	46	88.9%	11.1%
Clemens Crossing ES	29	11	4	1	1	46	88.9%	11.1%
Manor Woods ES	40	10	7		3	60	87.7%	12.3%
Bellows Spring ES	43	18	8	1	5	75	87.1%	12.9%
Thunder Hill ES	20	7	4		1	32	87.1%	12.9%
Swansfield ES	37	23	8	1	5	74	87.0%	13.0%
Elkridge ES	44	9	8		2	63	86.9%	13.1%
Phelps Luck ES	40	13	6	2	4	65	86.9%	13.1%
Lisbon ES	22	10	5		2	39	86.5%	13.5%
Bollman Bridge ES	39	18	7	2	1	67	86.4%	13.6%
Forest Ridge ES	32	9	7			48	85.4%	14.6%
Veterans ES	43	16	11	1	4	75	83.1%	16.9%
Waverly ES	27	10	8		4	49	82.2%	17.8%

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Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Middle	608	187	102	18	50	965	86.9%	13.1%
Clarksville MS	28	11		2	2	43	95.1%	4.9%
Oakland Mills MS	26	9	2		4	41	94.6%	5.4%
Elkridge Landing MS	27	12	1	2		42	92.9%	7.1%
Ellicott Mills MS	33	5	2	1	1	42	92.7%	7.3%
Lake Elkhorn MS	33	20	5		3	61	91.4%	8.6%
Lime Kiln MS	27	12	4		2	45	90.7%	9.3%
Harper's Choice MS	22	5	2	1		30	90.0%	10.0%
Folly Quarter MS	36	4	5		4	49	88.9%	11.1%
Glenwood MS	21	9	4		2	36	88.2%	11.8%
Hammond MS	28	8	4	1	3	44	87.8%	12.2%
Mayfield Woods MS	41	8	6	1	4	60	87.5%	12.5%
Burleigh Manor MS	34	9	7		4	54	86.0%	14.0%
Mount View MS	30	13	7		3	53	86.0%	14.0%
Murray Hill MS	33	9	6	1	3	52	85.7%	14.3%
Wilde Lake MS	31	14	8	1	2	56	83.3%	16.7%
Bonnie Branch MS	36	11	10		3	60	82.5%	17.5%
Thomas Viaduct MS	31	6	5	3		45	82.2%	17.8%
Patuxent Valley MS	38	9	9	2	4	62	81.0%	19.0%
Dunloggin MS	23	6	6	1	3	39	80.6%	19.4%
Patapsco MS	30	7	9	2	3	51	77.1%	22.9%
High	671	178	118	16	53	1036	86.4%	13.6%
Guilford Park HS	37	17	4		3	61	93.1%	6.9%
Hammond HS	54	24	6	1	3	88	91.8%	8.2%
Long Reach HS	60	9	7		3	79	90.8%	9.2%
Glenelg HS	33	15	5		4	57	90.6%	9.4%
Reservoir HS	61	15	8		9	93	90.5%	9.5%
Wilde Lake HS	50	15	7		3	75	90.3%	9.7%
Centennial HS	52	8	9	1	3	73	85.7%	14.3%
Oakland Mills HS	60	15	12	1	4	92	85.2%	14.8%
Mt. Hebron HS	64	8	13	2	5	92	82.8%	17.2%
River Hill HS	44	13	11	1	4	73	82.6%	17.4%
Atholton HS	51	12	9	5	5	82	81.8%	18.2%
Marriotts Ridge HS	48	14	13	1	3	79	81.6%	18.4%
Howard HS	57	13	14	4	4	92	79.5%	20.5%
Special	93	37	10	2	10	152	91.5%	8.5%
Cedar Lane - Fulton	38	14	3	1	4	60	92.9%	7.1%
Homewood School	31	8	2	1	3	45	92.9%	7.1%
ARL	24	15	5		3	47	88.6%	11.4%
Non-School Based	109	57	9		10	185	94.9%	5.1%
Berger Road Building	1	2			1	4	100.0%	0.0%
Mendenhall Building	2	2			1	5	100.0%	0.0%
Warehouse	1	2				3	100.0%	0.0%
Ascend One Center	22	14	2		2	40	94.7%	5.3%
Central Office	46	23	4		4	77	94.5%	5.5%
Old Cedar Lane School	36	14	3		2	55	94.3%	5.7%
Grand Total	2826	1033	417	58	228	4562	89.0%	11.0%

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

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Elementary	1114	559	386	145	20	2224	75.9%	24.1%
Bryant Woods ES	16	21	2			39	94.9%	5.1%
Worthington ES	28	8	3			39	92.3%	7.7%
Waverly ES	37	10	3	1		51	92.2%	7.8%
Manor Woods ES	36	18	5		1	60	91.5%	8.5%
Stevens Forest ES	24	17	3	1		45	91.1%	8.9%
Northfield ES	17	22	4			43	90.7%	9.3%
Laurel Woods ES	26	19	4	1		50	90.0%	10.0%
Waterloo ES	39	19	6	1		65	89.2%	10.8%
Running Brook ES	32	25	6	1		64	89.1%	10.9%
Triadelphia Ridge ES	25	11	3	2		41	87.8%	12.2%
Ducketts Lane ES	26	31	7	1	1	66	87.7%	12.3%
Centennial Lane ES	29	19	7		1	56	87.3%	12.7%
Talbott Springs ES	24	24	7		1	56	87.3%	12.7%
Gorman Crossing ES	22	28	7	1	2	60	86.2%	13.8%
Ilchester ES	25	9	4	2		40	85.0%	15.0%
Bellows Spring ES	47	17	9	3		76	84.2%	15.8%
Thunder Hill ES	11	15	3	2	1	32	83.9%	16.1%
Hollifield Station ES	20	14	5	2		41	82.9%	17.1%
Phelps Luck ES	42	10	11	1	1	65	81.3%	18.8%
Hanover Hills ES	30	16	8	3		57	80.7%	19.3%
Swansfield ES	31	27	13	1	2	74	80.6%	19.4%
Veterans ES	47	11	13	2		73	79.5%	20.5%
Hammond ES	23	12	10			45	77.8%	22.2%
St John's Lane ES	24	10	8	3		45	75.6%	24.4%
Bollman Bridge ES	39	10	12	4		65	75.4%	24.6%
Deep Run ES	35	14	12	4	1	66	75.4%	24.6%
Cradlerock ES	20	13	7	4		44	75.0%	25.0%
Lisbon ES	23	7	10			40	75.0%	25.0%
Clemens Crossing ES	20	12	6	8		46	69.6%	30.4%
Atholton ES	21	9	10	4		44	68.2%	31.8%
Fulton ES	36	6	15	5		62	67.7%	32.3%
Dayton Oaks ES	35	12	18	6		71	66.2%	33.8%
Elkridge ES	35	6	14	7		62	66.1%	33.9%
Rockburn ES	25	14	13	8	2	62	65.0%	35.0%
Pointers Run ES	21	9	15	6		51	58.8%	41.2%
Bushy Park ES	29	4	20	4	1	58	57.9%	42.1%
Forest Ridge ES	20	7	18	3		48	56.3%	43.8%
Longfellow ES	19	4	12	7	1	43	54.8%	45.2%
Clarksville ES	15	7	10	10	3	45	52.4%	47.6%
West Friendship ES	14	5	13	6		38	50.0%	50.0%
Guilford ES	15	5	17	12	1	50	40.8%	59.2%
Jeffers Hill ES	11	2	13	19	1	46	28.9%	71.1%

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Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Middle	512	225	166	46	12	961	77.7%	22.3%
Mount View MS	25	28				53	100.0%	0.0%
Lime Kiln MS	26	16	3			45	93.3%	6.7%
Clarksville MS	32	7	3	1		43	90.7%	9.3%
Elkridge Landing MS	18	21	2	2		43	90.7%	9.3%
Harper's Choice MS	16	10	4			30	86.7%	13.3%
Thomas Viaduct MS	29	7	4	2	2	44	85.7%	14.3%
Folly Quarter MS	34	7	7	1		49	83.7%	16.3%
Wilde Lake MS	29	17	7	2	1	56	83.6%	16.4%
Glenwood MS	20	10	3	3		36	83.3%	16.7%
Dunloggin MS	20	10	7	1	1	39	78.9%	21.1%
Burleigh Manor MS	26	15	10	1	2	54	78.8%	21.2%
Patapsco MS	30	10	9	2		51	78.4%	21.6%
Patuxent Valley MS	35	11	10	4	2	62	76.7%	23.3%
Hammond MS	15	16	9	2	2	44	73.8%	26.2%
Oakland Mills MS	20	9	10	1	1	41	72.5%	27.5%
Bonnie Branch MS	36	6	14	4		60	70.0%	30.0%
Ellicott Mills MS	19	8	12	3		42	64.3%	35.7%
Murray Hill MS	29	3	15	4		51	62.7%	37.3%
Lake Elkhorn MS	25	9	17	8	1	60	57.6%	42.4%
Mayfield Woods MS	28	5	20	5		58	56.9%	43.1%
High	550	213	206	65	4	1038	73.8%	26.2%
River Hill HS	44	22	6			72	91.7%	8.3%
Guilford Park HS	27	27	5	2		61	88.5%	11.5%
Centennial HS	47	18	8	2		75	86.7%	13.3%
Long Reach HS	50	16	9	4		79	83.5%	16.5%
Glenelg HS	32	15	8	2		57	82.5%	17.5%
Mt. Hebron HS	54	19	17	3		93	78.5%	21.5%
Marriotts Ridge HS	42	17	17	3		79	74.7%	25.3%
Oakland Mills HS	50	19	18	6		93	74.2%	25.8%
Wilde Lake HS	38	15	15	6		74	71.6%	28.4%
Reservoir HS	53	12	25	2	1	93	70.7%	29.3%
Howard HS	43	14	27	6	1	91	63.3%	36.7%
Atholton HS	36	12	26	9		83	57.8%	42.2%
Hammond HS	34	7	25	20	2	88	47.7%	52.3%
Special	74	25	41	11	2	153	65.6%	34.4%
ARL	21	11	13	3		48	66.7%	33.3%
Cedar Lane - Fulton	27	11	15	5	2	60	65.5%	34.5%
Homewood School	26	3	13	3		45	64.4%	35.6%
Non-School Based	99	44	31	10	1	185	77.7%	22.3%
Warehouse		3				3	100.0%	0.0%
Ascend One Center	24	8	5	3		40	80.0%	20.0%
Central Office	40	20	13	4		77	77.9%	22.1%
Berger Road Building	2	1	1			4	75.0%	25.0%
Mendenhall Building	2	1	1		1	5	75.0%	25.0%
Old Cedar Lane School	31	10	11	3		55	74.5%	25.5%
Grand Total	2349	1066	830	277	39	4561	75.5%	24.5%

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

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Elementary	1174	803	179	61	5	2222	89.2%	10.8%
Bryant Woods ES	10	29				39	100.0%	0.0%
Worthington ES	25	14				39	100.0%	0.0%
Waverly ES	28	22	1			51	98.0%	2.0%
Stevens Forest ES	20	24	1			45	97.8%	2.2%
Thunder Hill ES	13	18	1			32	96.9%	3.1%
Gorman Crossing ES	19	38	2			59	96.6%	3.4%
Talbott Springs ES	20	34	1	1		56	96.4%	3.6%
Swansfield ES	30	41	3			74	95.9%	4.1%
Running Brook ES	26	35	2	1		64	95.3%	4.7%
Centennial Lane ES	29	24	3			56	94.6%	5.4%
Ducketts Lane ES	25	37	4			66	93.9%	6.1%
Waterloo ES	35	26	4			65	93.8%	6.2%
Laurel Woods ES	25	20	3			48	93.8%	6.3%
Hammond ES	23	18	2	1		44	93.2%	6.8%
Northfield ES	13	26	2	1		42	92.9%	7.1%
Triadelphia Ridge ES	20	19	2	1		42	92.9%	7.1%
Ilchester ES	25	12	2	1		40	92.5%	7.5%
Phelps Luck ES	42	18	5			65	92.3%	7.7%
Manor Woods ES	28	25	4	1	1	59	91.4%	8.6%
Hanover Hills ES	36	16	4	1		57	91.2%	8.8%
Bollman Bridge ES	44	16	2	4		66	90.9%	9.1%
Hollifield Station ES	17	20	4			41	90.2%	9.8%
Rockburn ES	32	23	6		1	62	90.2%	9.8%
Lisbon ES	26	9	4			39	89.7%	10.3%
Bellows Spring ES	42	26	5	3		76	89.5%	10.5%
Veterans ES	48	18	5	3	1	75	89.2%	10.8%
Dayton Oaks ES	48	15	7	1		71	88.7%	11.3%
Cradlerock ES	24	15	3	2		44	88.6%	11.4%
Longfellow ES	29	10	4	1		44	88.6%	11.4%
Fulton ES	39	16	5	3		63	87.3%	12.7%
Deep Run ES	41	15	8	1	1	66	86.2%	13.8%
Forest Ridge ES	29	11	5	2		47	85.1%	14.9%
St John's Lane ES	21	17	7			45	84.4%	15.6%
Atholton ES	26	11	5	2		44	84.1%	15.9%
Bushy Park ES	40	7	7	4		58	81.0%	19.0%
Elkridge ES	43	8	10	2		63	81.0%	19.0%
West Friendship ES	19	10	6	1	1	37	80.6%	19.4%
Pointers Run ES	25	15	7	4		51	78.4%	21.6%
Clemens Crossing ES	20	16	6	4		46	78.3%	21.7%
Guilford ES	26	11	7	6		50	74.0%	26.0%
Clarksville ES	22	11	10	2		45	73.3%	26.7%
Jeffers Hill ES	21	7	10	8		46	60.9%	39.1%

2024-2025 HCEA Job Satisfaction Survey

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Middle	553	314	83	17	1	968	89.7%	10.3%
Lime Kiln MS	16	29				45	100.0%	0.0%
Dunloggin MS	25	13	1			39	97.4%	2.6%
Harper's Choice MS	13	16	1			30	96.7%	3.3%
Mount View MS	17	34	2			53	96.2%	3.8%
Folly Quarter MS	32	14	2			48	95.8%	4.2%
Clarksville MS	28	13	1	1		43	95.3%	4.7%
Glenwood MS	17	17	2			36	94.4%	5.6%
Patuxent Valley MS	45	14	4			63	93.7%	6.3%
Wilde Lake MS	34	19	4			57	93.0%	7.0%
Burleigh Manor MS	30	20	3	1		54	92.6%	7.4%
Patapsco MS	32	14	3	2		51	90.2%	9.8%
Elkridge Landing MS	18	20	2	3		43	88.4%	11.6%
Hammond MS	18	20	4	1	1	44	88.4%	11.6%
Oakland Mills MS	25	11	5			41	87.8%	12.2%
Murray Hill MS	37	10	5	2		54	87.0%	13.0%
Bonnie Branch MS	39	12	8	1		60	85.0%	15.0%
Ellicott Mills MS	22	13	6	1		42	83.3%	16.7%
Thomas Viaduct MS	26	11	4	4		45	82.2%	17.8%
Lake Elkhorn MS	38	9	13			60	78.3%	21.7%
Mayfield Woods MS	41	5	13	1		60	76.7%	23.3%
High	570	316	114	31	4	1035	85.9%	14.1%
River Hill HS	33	36	1	2		72	95.8%	4.2%
Guilford Park HS	21	37	2	1		61	95.1%	4.9%
Long Reach HS	45	29	4	1		79	93.7%	6.3%
Centennial HS	32	35	6			73	91.8%	8.2%
Glenelg HS	30	23	5			58	91.4%	8.6%
Mt. Hebron HS	62	22	7	1		92	91.3%	8.7%
Howard HS	63	16	9	2	1	91	87.8%	12.2%
Marriotts Ridge HS	45	24	9	1		79	87.3%	12.7%
Reservoir HS	59	19	13	1	1	93	84.8%	15.2%
Oakland Mills HS	47	28	11	6	1	93	81.5%	18.5%
Atholton HS	51	16	11	5		83	80.7%	19.3%
Wilde Lake HS	41	17	11	4	1	74	79.5%	20.5%
Hammond HS	41	14	25	7		87	63.2%	36.8%
Special	92	38	18	4	1	153	85.5%	14.5%
ARL	27	17	3	1		48	91.7%	8.3%
Cedar Lane - Fulton	35	14	9	1	1	60	83.1%	16.9%
Homewood School	30	7	6	2		45	82.2%	17.8%
Non-School Based	97	68	17	3	1	186	89.2%	10.8%
Berger Road Building	2	2				4	100.0%	0.0%
Warehouse		3				3	100.0%	0.0%
Old Cedar Lane School	33	19	4			56	92.9%	7.1%
Ascend One Center	20	15	4	1		40	87.5%	12.5%
Central Office	38	29	8	2		77	87.0%	13.0%
Mendenhall Building	3		1		1	5	75.0%	25.0%
Grand Total	2486	1539	411	116	12	4564	88.4%	11.6%

2024-2025 HCEA Job Satisfaction Survey

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

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Elementary	1182	668	313	62	4	2229	83.1%	16.9%
Bryant Woods ES	15	24				39	100.0%	0.0%
Lisbon ES	29	10	1			40	97.5%	2.5%
Gorman Crossing ES	17	39	2		1	59	96.6%	3.4%
Running Brook ES	28	34	3			65	95.4%	4.6%
Worthington ES	21	16	2			39	94.9%	5.1%
Thunder Hill ES	17	13	1	1		32	93.8%	6.3%
Talbott Springs ES	27	25	3	1		56	92.9%	7.1%
Triadelphia Ridge ES	23	15	3			41	92.7%	7.3%
Ducketts Lane ES	23	38	4	1		66	92.4%	7.6%
Fulton ES	41	16	5	1		63	90.5%	9.5%
Swansfield ES	33	33	6	1	1	74	90.4%	9.6%
Waterloo ES	39	19	6	1		65	89.2%	10.8%
St John's Lane ES	21	19	5			45	88.9%	11.1%
Stevens Forest ES	27	12	5		1	45	88.6%	11.4%
Waverly ES	31	14	4	2		51	88.2%	11.8%
Laurel Woods ES	29	15	3	3		50	88.0%	12.0%
Centennial Lane ES	34	15	7			56	87.5%	12.5%
Hollifield Station ES	14	21	4	1		40	87.5%	12.5%
Pointers Run ES	33	11	5	2		51	86.3%	13.7%
Phelps Luck ES	37	19	8	1		65	86.2%	13.8%
Northfield ES	20	17	4	2		43	86.0%	14.0%
Bellows Spring ES	47	18	9	2		76	85.5%	14.5%
West Friendship ES	18	14	4	2		38	84.2%	15.8%
Atholton ES	26	11	5	2		44	84.1%	15.9%
Bollman Bridge ES	39	17	10	1		67	83.6%	16.4%
Manor Woods ES	24	25	9	1	1	60	83.1%	16.9%
Dayton Oaks ES	45	13	10	2		70	82.9%	17.1%
Cradlerock ES	28	8	7	1		44	81.8%	18.2%
Jeffers Hill ES	25	12	8	1		46	80.4%	19.6%
Ilchester ES	26	6	5	3		40	80.0%	20.0%
Longfellow ES	26	9	8	1		44	79.5%	20.5%
Forest Ridge ES	28	10	10			48	79.2%	20.8%
Veterans ES	39	16	18	1		74	74.3%	25.7%
Deep Run ES	38	10	14	4		66	72.7%	27.3%
Guilford ES	31	4	12	3		50	70.0%	30.0%
Bushy Park ES	32	8	13	5		58	69.0%	31.0%
Hammond ES	21	10	11	3		45	68.9%	31.1%
Hanover Hills ES	26	13	15	3		57	68.4%	31.6%
Clemens Crossing ES	21	10	12	3		46	67.4%	32.6%
Rockburn ES	27	15	21			63	66.7%	33.3%
Elkridge ES	33	8	19	2		62	66.1%	33.9%
Clarksville ES	23	6	12	5		46	63.0%	37.0%

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Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Middle	548	267	114	34	3	966	84.6%	15.4%
Mount View MS	21	31	1			53	98.1%	1.9%
Burleigh Manor MS	35	16	2	1		54	94.4%	5.6%
Lime Kiln MS	26	16	3			45	93.3%	6.7%
Mayfield Woods MS	32	23	3	1	1	60	93.2%	6.8%
Clarksville MS	18	22	3			43	93.0%	7.0%
Dunloggin MS	27	8	2	1		38	92.1%	7.9%
Wilde Lake MS	37	15	4	1		57	91.2%	8.8%
Murray Hill MS	35	13	2	3		53	90.6%	9.4%
Ellicott Mills MS	26	11	4			41	90.2%	9.8%
Oakland Mills MS	24	12	4		1	41	90.0%	10.0%
Folly Quarter MS	38	6	5			49	89.8%	10.2%
Harper's Choice MS	12	14	4			30	86.7%	13.3%
Glenwood MS	21	10	5			36	86.1%	13.9%
Hammond MS	19	17	7	1		44	81.8%	18.2%
Elkridge Landing MS	23	11	5	4		43	79.1%	20.9%
Thomas Viaduct MS	29	6	6	4		45	77.8%	22.2%
Bonnie Branch MS	36	10	13	1		60	76.7%	23.3%
Patuxent Valley MS	33	12	15	2		62	72.6%	27.4%
Patapsco MS	25	11	9	6		51	70.6%	29.4%
Lake Elkhorn MS	31	3	17	9	1	61	56.7%	43.3%
High	576	253	157	48	5	1039	80.2%	19.8%
Guilford Park HS	27	28	5		1	61	91.7%	8.3%
Centennial HS	40	28	7			75	90.7%	9.3%
Long Reach HS	49	21	8			78	89.7%	10.3%
Mt. Hebron HS	58	25	9	1		93	89.2%	10.8%
River Hill HS	37	27	7	2		73	87.7%	12.3%
Glenelg HS	30	20	6	2		58	86.2%	13.8%
Wilde Lake HS	37	23	10	4	1	75	81.1%	18.9%
Reservoir HS	68	7	14	5		94	79.8%	20.2%
Atholton HS	49	14	12	7		82	76.8%	23.2%
Oakland Mills HS	49	18	19	5	2	93	73.6%	26.4%
Marriotts Ridge HS	42	16	16	5		79	73.4%	26.6%
Howard HS	52	10	21	6	1	90	69.7%	30.3%
Hammond HS	38	16	23	11		88	61.4%	38.6%
Special	88	17	33	9	1	148	71.4%	28.6%
ARL	32	8	5		1	46	88.9%	11.1%
Homewood School	23	6	12	3		44	65.9%	34.1%
Cedar Lane - Fulton	33	3	16	6		58	62.1%	37.9%
Non-School Based	91	70	14	6	3	184	89.0%	11.0%
Mendenhall Building	3				2	5	100.0%	0.0%
Warehouse		3				3	100.0%	0.0%
Ascend One Center	21	16	2	1		40	92.5%	7.5%
Central Office	35	33	5	2	1	76	90.7%	9.3%
Old Cedar Lane School	30	16	6	3		55	83.6%	16.4%
Berger Road Building	1	2	1			4	75.0%	25.0%
Grand Total	2485	1275	631	159	16	4566	82.6%	17.4%

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

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Elementary	1202	357	344	104	208	2215	77.7%	22.3%
Gorman Crossing ES	29	16	2		12	59	95.7%	4.3%
Ducketts Lane ES	36	25	1	2	2	66	95.3%	4.7%
Northfield ES	23	14	1	1	4	43	94.9%	5.1%
Lisbon ES	29	6	1	1	3	40	94.6%	5.4%
Talbott Springs ES	33	17	3		3	56	94.3%	5.7%
Centennial Lane ES	34	11	3	1	6	55	91.8%	8.2%
Waverly ES	32	7	3	2	6	50	88.6%	11.4%
Running Brook ES	33	18	7		7	65	87.9%	12.1%
Stevens Forest ES	29	6	4	1	5	45	87.5%	12.5%
Swansfield ES	40	21	8	1	3	73	87.1%	12.9%
Fulton ES	38	8	6	1	10	63	86.8%	13.2%
Bryant Woods ES	16	16	5		2	39	86.5%	13.5%
Manor Woods ES	32	9	6	1	10	58	85.4%	14.6%
Bollman Bridge ES	47	3	8	1	8	67	84.7%	15.3%
Triadelphia Ridge ES	21	11	6		4	42	84.2%	15.8%
Clemens Crossing ES	28	7	4	3	4	46	83.3%	16.7%
Ilchester ES	29	1	6		4	40	83.3%	16.7%
Thunder Hill ES	17	6	4	1	4	32	82.1%	17.9%
Clarksville ES	29	6	5	3	2	45	81.4%	18.6%
Worthington ES	22	7	7		3	39	80.6%	19.4%
West Friendship ES	24	4	6	1	2	37	80.0%	20.0%
Waterloo ES	31	15	10	3	6	65	78.0%	22.0%
Rockburn ES	28	13	9	4	9	63	75.9%	24.1%
Atholton ES	23	8	9	1	3	44	75.6%	24.4%
Longfellow ES	27	3	6	4	3	43	75.0%	25.0%
Pointers Run ES	23	8	7	4	9	51	73.8%	26.2%
Hammond ES	25	5	3	8	2	43	73.2%	26.8%
Bushy Park ES	34	3	10	4	6	57	72.5%	27.5%
Hollifield Station ES	19	10	9	2	1	41	72.5%	27.5%
Laurel Woods ES	24	9	9	4	3	49	71.7%	28.3%
Hanover Hills ES	30	8	12	3	3	56	71.7%	28.3%
Deep Run ES	32	8	12	5	8	65	70.2%	29.8%
St John's Lane ES	23	5	10	2	5	45	70.0%	30.0%
Veterans ES	35	11	15	6	7	74	68.7%	31.3%
Cradlerock ES	22	6	9	4	2	43	68.3%	31.7%
Jeffers Hill ES	26	2	8	5	5	46	68.3%	31.7%
Bellows Spring ES	41	6	17	5	7	76	68.1%	31.9%
Forest Ridge ES	27	3	14	2	2	48	65.2%	34.8%
Dayton Oaks ES	36	5	18	6	5	70	63.1%	36.9%
Guilford ES	23	5	13	4	4	49	62.2%	37.8%
Elkridge ES	30	1	25	4	3	63	51.7%	48.3%
Phelps Luck ES	22	4	23	4	11	64	49.1%	50.9%

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Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Middle	532	145	176	52	60	965	74.8%	25.2%
Ellicott Mills MS	27	9	4	1	1	42	87.8%	12.2%
Mount View MS	28	16	7		2	53	86.3%	13.7%
Thomas Viaduct MS	28	7	4	2	3	44	85.4%	14.6%
Harper's Choice MS	16	9	4	1		30	83.3%	16.7%
Hammond MS	16	17	5	2	3	43	82.5%	17.5%
Folly Quarter MS	32	4	7	2	4	49	80.0%	20.0%
Bonnie Branch MS	38	5	8	3	6	60	79.6%	20.4%
Oakland Mills MS	20	10	7	1	2	40	78.9%	21.1%
Glenwood MS	17	9	4	4	2	36	76.5%	23.5%
Elkridge Landing MS	27	5	7	3	1	43	76.2%	23.8%
Lime Kiln MS	26	7	10	1	1	45	75.0%	25.0%
Patapsco MS	29	6	9	3	4	51	74.5%	25.5%
Lake Elkhorn MS	38	4	11	5	3	61	72.4%	27.6%
Patuxent Valley MS	34	5	13	3	8	63	70.9%	29.1%
Clarksville MS	24	5	11	1	1	42	70.7%	29.3%
Burleigh Manor MS	24	12	12	3	3	54	70.6%	29.4%
Wilde Lake MS	24	10	10	6	6	56	68.0%	32.0%
Mayfield Woods MS	33	3	14	5	5	60	65.5%	34.5%
Murray Hill MS	33		15	4	2	54	63.5%	36.5%
Dunloggin MS	18	2	14	2	3	39	55.6%	44.4%
High	584	165	129	47	116	1041	81.0%	19.0%
Guilford Park HS	30	25		1	5	61	98.2%	1.8%
Centennial HS	36	26	4		9	75	93.9%	6.1%
River Hill HS	41	20	4	1	7	73	92.4%	7.6%
Glenelg HS	26	19	1	3	9	58	91.8%	8.2%
Howard HS	65	8	3	4	12	92	91.3%	8.8%
Mt. Hebron HS	52	15	12	2	12	93	82.7%	17.3%
Reservoir HS	57	5	14	2	16	94	79.5%	20.5%
Long Reach HS	37	17	8	6	11	79	79.4%	20.6%
Marriotts Ridge HS	51	8	13	3	3	78	78.7%	21.3%
Atholton HS	49	8	14	5	7	83	75.0%	25.0%
Wilde Lake HS	44	5	16	4	6	75	71.0%	29.0%
Oakland Mills HS	51	5	18	9	10	93	67.5%	32.5%
Hammond HS	45	4	22	7	9	87	62.8%	37.2%
Special	69	18	29	11	22	149	68.5%	31.5%
Cedar Lane - Fulton	30	5	10	5	9	59	70.0%	30.0%
Homewood School	23	6	11	2	1	43	69.0%	31.0%
ARL	16	7	8	4	12	47	65.7%	34.3%
Non-School Based	57	19	16	7	87	186	76.8%	23.2%
Warehouse		1			2	3	100.0%	0.0%
Ascend One Center	18	4	2	2	14	40	84.6%	15.4%
Old Cedar Lane School	16	5	4	1	30	56	80.8%	19.2%
Central Office	21	9	10	2	35	77	71.4%	28.6%
Berger Road Building	1			1	2	4	50.0%	50.0%
Mendenhall Building				1	4	5	0.0%	100.0%
Grand Total	2444	704	694	221	493	4556	77.5%	22.5%

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

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Elementary	1148	493	415	160	4	2220	74.1%	25.9%
Northfield ES	23	20				43	100.0%	0.0%
Waverly ES	32	17	2			51	96.1%	3.9%
Ducketts Lane ES	21	42	3			66	95.5%	4.5%
West Friendship ES	19	17	2			38	94.7%	5.3%
Longfellow ES	32	8	3	1		44	90.9%	9.1%
Swansfield ES	35	32	4	3		74	90.5%	9.5%
Pointers Run ES	36	9	3	2		50	90.0%	10.0%
Bryant Woods ES	20	15	3	1		39	89.7%	10.3%
Forest Ridge ES	31	11	3	3		48	87.5%	12.5%
Ilchester ES	23	12	3	2		40	87.5%	12.5%
Lisbon ES	27	7	4	1	1	40	87.2%	12.8%
Worthington ES	24	10	5			39	87.2%	12.8%
Hollifield Station ES	25	10	6			41	85.4%	14.6%
Hammond ES	28	10	6	1		45	84.4%	15.6%
Laurel Woods ES	30	11	7	1		49	83.7%	16.3%
Rockburn ES	39	13	9	2		63	82.5%	17.5%
Centennial Lane ES	33	13	8	2		56	82.1%	17.9%
Waterloo ES	34	19	10	2		65	81.5%	18.5%
Thunder Hill ES	14	12	3	3		32	81.3%	18.8%
Talbott Springs ES	29	15	8	3	1	56	80.0%	20.0%
Running Brook ES	33	16	13	1		63	77.8%	22.2%
Bushy Park ES	34	11	9	4		58	77.6%	22.4%
Hanover Hills ES	32	11	11	2		56	76.8%	23.2%
Gorman Crossing ES	25	18	13	3		59	72.9%	27.1%
Fulton ES	36	9	14	3		62	72.6%	27.4%
Dayton Oaks ES	39	12	16	4		71	71.8%	28.2%
Bollman Bridge ES	42	6	13	6		67	71.6%	28.4%
Phelps Luck ES	35	10	15	4		64	70.3%	29.7%
Jeffers Hill ES	26	6	9	5		46	69.6%	30.4%
Stevens Forest ES	26	5	8	6		45	68.9%	31.1%
Guilford ES	27	8	12	4		51	68.6%	31.4%
Elkridge ES	30	13	12	8		63	68.3%	31.7%
Bellows Spring ES	41	9	19	6		75	66.7%	33.3%
Clemens Crossing ES	19	11	11	4		45	66.7%	33.3%
Triadelphia Ridge ES	20	6	13	1		40	65.0%	35.0%
Clarksville ES	18	9	14	5		46	58.7%	41.3%
Atholton ES	22	3	10	9		44	56.8%	43.2%
Veterans ES	25	15	27	8		75	53.3%	46.7%
Deep Run ES	23	7	24	11		65	46.2%	53.8%
Manor Woods ES	19	3	28	9	1	60	37.3%	62.7%
St John's Lane ES	14	1	15	14		44	34.1%	65.9%
Cradlerock ES	7	1	17	16	1	42	19.5%	80.5%

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Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Middle	477	218	191	79	1	966	72.0%	28.0%
Murray Hill MS	31	20	1	2		54	94.4%	5.6%
Folly Quarter MS	25	20	4			49	91.8%	8.2%
Clarksville MS	30	8	5			43	88.4%	11.6%
Hammond MS	19	19	5	1		44	86.4%	13.6%
Oakland Mills MS	21	13	3	3		40	85.0%	15.0%
Wilde Lake MS	33	15	8	1		57	84.2%	15.8%
Ellicott Mills MS	23	12	7			42	83.3%	16.7%
Mount View MS	16	27	9	1		53	81.1%	18.9%
Glenwood MS	22	6	5	2		35	80.0%	20.0%
Lime Kiln MS	21	15	8	1		45	80.0%	20.0%
Burleigh Manor MS	33	10	10	1		54	79.6%	20.4%
Patuxent Valley MS	44	4	14	1		63	76.2%	23.8%
Patapsco MS	26	12	8	4		50	76.0%	24.0%
Elkridge Landing MS	24	7	9	3		43	72.1%	27.9%
Mayfield Woods MS	35	6	17	2		60	68.3%	31.7%
Thomas Viaduct MS	23	7	13	2		45	66.7%	33.3%
Harper's Choice MS	11	8	7	3		29	65.5%	34.5%
Dunloggin MS	18	5	9	7		39	59.0%	41.0%
Bonnie Branch MS	16	3	27	13	1	60	32.2%	67.8%
Lake Elkhorn MS	6	1	22	32		61	11.5%	88.5%
High	473	223	243	98	4	1041	67.1%	32.9%
River Hill HS	31	42				73	100.0%	0.0%
Reservoir HS	51	35	8			94	91.5%	8.5%
Guilford Park HS	28	26	7			61	88.5%	11.5%
Mt. Hebron HS	58	19	15	1		93	82.8%	17.2%
Long Reach HS	41	12	22	4		79	67.1%	32.9%
Centennial HS	29	19	20	5	2	75	65.8%	34.2%
Atholton HS	40	12	20	11		83	62.7%	37.3%
Glenelg HS	27	7	20	3		57	59.6%	40.4%
Hammond HS	37	14	27	10		88	58.0%	42.0%
Howard HS	42	10	28	10	1	91	57.8%	42.2%
Wilde Lake HS	33	7	25	9	1	75	54.1%	45.9%
Oakland Mills HS	36	11	23	23		93	50.5%	49.5%
Marriotts Ridge HS	20	9	28	22		79	36.7%	63.3%
Special	73	23	38	17	2	153	63.6%	36.4%
Homewood School	25	12	5	3		45	82.2%	17.8%
ARL	21	6	11	8	2	48	58.7%	41.3%
Cedar Lane - Fulton	27	5	22	6		60	53.3%	46.7%
Non-School Based	94	45	34	10	3	186	76.0%	24.0%
Warehouse	2	1				3	100.0%	0.0%
Ascend One Center	24	11	2	1	2	40	92.1%	7.9%
Central Office	43	17	13	4		77	77.9%	22.1%
Berger Road Building	2	1	1			4	75.0%	25.0%
Mendenhall Building	2	1	1		1	5	75.0%	25.0%
Old Cedar Lane School	20	14	17	5		56	60.7%	39.3%
Grand Total	2265	1002	921	364	14	4566	71.8%	28.2%

2024-2025 HCEA Job Satisfaction Survey

11) My work performance is evaluated fairly.

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Elementary	1215	778	157	31	35	2216	91.4%	8.6%
Ilchester ES	23	17				40	100.0%	0.0%
Thunder Hill ES	15	17				32	100.0%	0.0%
Worthington ES	24	15				39	100.0%	0.0%
Running Brook ES	28	35	1		1	65	98.4%	1.6%
Gorman Crossing ES	21	36	1	1		59	96.6%	3.4%
Manor Woods ES	31	25	1	1	1	59	96.6%	3.4%
Centennial Lane ES	32	21	2			55	96.4%	3.6%
Talbott Springs ES	22	30	2			54	96.3%	3.7%
Hammond ES	27	16	1	1		45	95.6%	4.4%
Phelps Luck ES	40	21	3		1	65	95.3%	4.7%
Northfield ES	14	26	2		1	43	95.2%	4.8%
Rockburn ES	33	24	2	1	2	62	95.0%	5.0%
Fulton ES	43	13	3		3	62	94.9%	5.1%
Hanover Hills ES	33	19	2	1		55	94.5%	5.5%
Ducketts Lane ES	29	33	3	1		66	93.9%	6.1%
Pointers Run ES	29	17	3			49	93.9%	6.1%
Laurel Woods ES	24	21	2	1	2	50	93.8%	6.3%
Waterloo ES	34	26	4		1	65	93.8%	6.3%
Clemens Crossing ES	19	23		3		45	93.3%	6.7%
Stevens Forest ES	22	20	2	1		45	93.3%	6.7%
Bushy Park ES	43	9	3	1	2	58	92.9%	7.1%
Longfellow ES	32	5	2	1	2	42	92.5%	7.5%
Bryant Woods ES	13	23	3			39	92.3%	7.7%
Deep Run ES	40	19	4	1		64	92.2%	7.8%
Swansfield ES	29	39	5	1		74	91.9%	8.1%
Waverly ES	28	15	4		3	50	91.5%	8.5%
St John's Lane ES	30	11	4			45	91.1%	8.9%
Atholton ES	28	12	4			44	90.9%	9.1%
Bollman Bridge ES	43	17	5	1	1	67	90.9%	9.1%
Cradlerock ES	28	12	4			44	90.9%	9.1%
Triadelphia Ridge ES	18	20	3	1		42	90.5%	9.5%
Veterans ES	47	19	7	1		74	89.2%	10.8%
Elkridge ES	42	12	7		2	63	88.5%	11.5%
Forest Ridge ES	29	12	5	1	1	48	87.2%	12.8%
Hollifield Station ES	19	16	5	1		41	85.4%	14.6%
Bellows Spring ES	45	19	9	2	1	76	85.3%	14.7%
Guilford ES	29	10	6	2	3	50	83.0%	17.0%
Clarksville ES	23	11	4	3	5	46	82.9%	17.1%
Lisbon ES	19	14	6	1		40	82.5%	17.5%
Dayton Oaks ES	43	14	13	1		71	80.3%	19.7%
West Friendship ES	19	9	7	1	2	38	77.8%	22.2%
Jeffers Hill ES	25	5	13	1	1	45	68.2%	31.8%

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Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Middle	556	285	83	22	18	964	88.9%	11.1%
Wilde Lake MS	37	18	1		1	57	98.2%	1.8%
Burleigh Manor MS	26	26	1		1	54	98.1%	1.9%
Dunloggin MS	25	12	1			38	97.4%	2.6%
Glenwood MS	25	10	1			36	97.2%	2.8%
Clarksville MS	26	14	2		1	43	95.2%	4.8%
Folly Quarter MS	28	17	3			48	93.8%	6.3%
Lime Kiln MS	23	17	3	1	1	45	90.9%	9.1%
Harper's Choice MS	14	13	3			30	90.0%	10.0%
Oakland Mills MS	23	13	3	1	1	41	90.0%	10.0%
Bonnie Branch MS	42	9	5	1	3	60	89.5%	10.5%
Patapsco MS	35	9	5	1	1	51	88.0%	12.0%
Patuxent Valley MS	43	11	6	2		62	87.1%	12.9%
Mount View MS	15	30	5	2	1	53	86.5%	13.5%
Thomas Viaduct MS	27	11	4	2	1	45	86.4%	13.6%
Elkridge Landing MS	24	11	4	3		42	83.3%	16.7%
Mayfield Woods MS	40	9	9	1	1	60	83.1%	16.9%
Murray Hill MS	29	15	7	2	1	54	83.0%	17.0%
Lake Elkhorn MS	37	10	7	3	3	60	82.5%	17.5%
Hammond MS	16	18	5	3	1	43	81.0%	19.0%
Ellicott Mills MS	21	12	8		1	42	80.5%	19.5%
High	627	282	94	27	10	1040	88.3%	11.7%
Guilford Park HS	25	34		1	1	61	98.3%	1.7%
Centennial HS	38	29	5		3	75	93.1%	6.9%
Marriotts Ridge HS	53	20	5	1		79	92.4%	7.6%
Glenelg HS	30	22	5		1	58	91.2%	8.8%
Long Reach HS	45	26	6	1		78	91.0%	9.0%
Reservoir HS	71	14	7	2		94	90.4%	9.6%
River Hill HS	43	22	5	2		72	90.3%	9.7%
Wilde Lake HS	40	27	4	4		75	89.3%	10.7%
Mt. Hebron HS	59	21	9	1	2	92	88.9%	11.1%
Atholton HS	59	13	7	3	1	83	87.8%	12.2%
Howard HS	62	16	11	3		92	84.8%	15.2%
Oakland Mills HS	52	25	12	3	1	93	83.7%	16.3%
Hammond HS	50	13	18	6	1	88	72.4%	27.6%
Special	78	47	14	8	5	152	85.0%	15.0%
Cedar Lane - Fulton	39	10	4	3	3	59	87.5%	12.5%
ARL	16	25	4	2	1	48	87.2%	12.8%
Homewood School	23	12	6	3	1	45	79.5%	20.5%
Non-School Based	95	67	11	2	5	180	92.6%	7.4%
Warehouse		3				3	100.0%	0.0%
Old Cedar Lane School	33	16	3		1	53	94.2%	5.8%
Central Office	39	28	5		3	75	93.1%	6.9%
Ascend One Center	18	18	2	1		39	92.3%	7.7%
Berger Road Building	2	1	1			4	75.0%	25.0%
Mendenhall Building	2	1		1	1	5	75.0%	25.0%
Grand Total	2571	1459	359	90	73	4552	90.0%	10.0%

2024-2025 HCEA Job Satisfaction Survey

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

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Elementary	910	300	591	347	79	2227	56.3%	43.7%
Gorman Crossing ES	27	21	7	4		59	81.4%	18.6%
West Friendship ES	25	3	8	2		38	73.7%	26.3%
Swansfield ES	33	20	13	7	1	74	72.6%	27.4%
Running Brook ES	27	18	13	6	1	65	70.3%	29.7%
Bollman Bridge ES	38	7	9	11	2	67	69.2%	30.8%
Lisbon ES	19	6	11	2	2	40	65.8%	34.2%
Bryant Woods ES	17	7	11	2	2	39	64.9%	35.1%
Waverly ES	20	11	12	5	2	50	64.6%	35.4%
Talbott Springs ES	24	11	16	4	1	56	63.6%	36.4%
Thunder Hill ES	12	7	5	6	2	32	63.3%	36.7%
Centennial Lane ES	29	5	14	6	2	56	63.0%	37.0%
Ducketts Lane ES	23	17	18	6	2	66	62.5%	37.5%
Veterans ES	31	13	13	14	3	74	62.0%	38.0%
Laurel Woods ES	22	7	15	3	1	48	61.7%	38.3%
Rockburn ES	25	11	12	11	3	62	61.0%	39.0%
Cradlerock ES	22	4	14	4		44	59.1%	40.9%
Worthington ES	16	5	6	9	2	38	58.3%	41.7%
Stevens Forest ES	19	7	12	7		45	57.8%	42.2%
Hollifield Station ES	18	4	10	8	1	41	55.0%	45.0%
Phelps Luck ES	29	5	20	8	3	65	54.8%	45.2%
Jeffers Hill ES	22	2	14	6	2	46	54.5%	45.5%
Waterloo ES	26	8	19	10	2	65	54.0%	46.0%
Hanover Hills ES	21	7	16	8	5	57	53.8%	46.2%
Longfellow ES	17	6	11	9	1	44	53.5%	46.5%
Fulton ES	28	3	18	9	4	62	53.4%	46.6%
Forest Ridge ES	17	7	15	6	3	48	53.3%	46.7%
St John's Lane ES	20	4	14	7		45	53.3%	46.7%
Atholton ES	19	4	14	7		44	52.3%	47.7%
Hammond ES	16	7	10	11	1	45	52.3%	47.7%
Pointers Run ES	20	5	16	8	2	51	51.0%	49.0%
Bushy Park ES	20	7	13	14	4	58	50.0%	50.0%
Clemens Crossing ES	13	9	13	11		46	47.8%	52.2%
Clarksville ES	17	3	11	11	4	46	47.6%	52.4%
Manor Woods ES	21	6	21	9	3	60	47.4%	52.6%
Bellows Spring ES	29	4	24	14	5	76	46.5%	53.5%
Deep Run ES	26	3	22	12	3	66	46.0%	54.0%
Northfield ES	14	5	16	7	1	43	45.2%	54.8%
Elkridge ES	22	5	20	14	2	63	44.3%	55.7%
Ilchester ES	15	2	17	5	1	40	43.6%	56.4%
Dayton Oaks ES	25	5	18	21	2	71	43.5%	56.5%
Guilford ES	15	4	13	15	3	50	40.4%	59.6%
Triadelphia Ridge ES	11	5	17	8	1	42	39.0%	61.0%

2024-2025 HCEA Job Satisfaction Survey

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Middle	372	110	283	166	34	965	51.8%	48.2%
Lime Kiln MS	25	7	9	3	1	45	72.7%	27.3%
Mount View MS	25	12	12	4		53	69.8%	30.2%
Harper's Choice MS	11	8	7	2	2	30	67.9%	32.1%
Clarksville MS	24	5	11	3		43	67.4%	32.6%
Oakland Mills MS	15	8	10	5	3	41	60.5%	39.5%
Patapsco MS	25	4	12	8	2	51	59.2%	40.8%
Wilde Lake MS	18	14	17	6	2	57	58.2%	41.8%
Folly Quarter MS	20	7	12	10		49	55.1%	44.9%
Burleigh Manor MS	17	11	14	11	1	54	52.8%	47.2%
Murray Hill MS	24	2	14	10	4	54	52.0%	48.0%
Bonnie Branch MS	23	4	18	12	3	60	47.4%	52.6%
Patuxent Valley MS	24	3	19	11	4	61	47.4%	52.6%
Dunloggin MS	15	3	12	9		39	46.2%	53.8%
Hammond MS	11	8	10	13		42	45.2%	54.8%
Lake Elkhorn MS	23	3	21	12	1	60	44.1%	55.9%
Thomas Viaduct MS	15	3	11	12	4	45	43.9%	56.1%
Ellicott Mills MS	14	3	14	11		42	40.5%	59.5%
Mayfield Woods MS	19	3	24	10	4	60	39.3%	60.7%
Glenwood MS	10	2	14	8	2	36	35.3%	64.7%
Elkridge Landing MS	14		22	6	1	43	33.3%	66.7%
High	384	120	292	211	34	1041	50.0%	50.0%
Glenelg HS	25	13	9	10	1	58	66.7%	33.3%
Guilford Park HS	20	15	21	5		61	57.4%	42.6%
Centennial HS	31	11	20	12	1	75	56.8%	43.2%
Oakland Mills HS	38	10	23	18	4	93	53.9%	46.1%
Atholton HS	35	8	19	18	2	82	53.8%	46.3%
Mt. Hebron HS	35	11	27	16	4	93	51.7%	48.3%
Long Reach HS	28	10	21	16	4	79	50.7%	49.3%
Howard HS	36	8	29	18	1	92	48.4%	51.6%
River Hill HS	24	9	21	15	4	73	47.8%	52.2%
Wilde Lake HS	28	6	22	16	3	75	47.2%	52.8%
Marriotts Ridge HS	27	9	20	21	1	78	46.8%	53.2%
Hammond HS	28	6	28	21	5	88	41.0%	59.0%
Reservoir HS	29	4	32	25	4	94	36.7%	63.3%
Special	68	27	31	18	9	153	66.0%	34.0%
ARL	21	15	8	2	2	48	78.3%	21.7%
Cedar Lane - Fulton	25	9	10	10	6	60	63.0%	37.0%
Homewood School	22	3	13	6	1	45	56.8%	43.2%
Non-School Based	91	46	26	9	13	185	79.7%	20.3%
Mendenhall Building	2	2			1	5	100.0%	0.0%
Warehouse		2			1	3	100.0%	0.0%
Central Office	36	23	11	4	3	77	79.7%	20.3%
Old Cedar Lane School	29	10	9	1	6	55	79.6%	20.4%
Ascend One Center	21	8	5	4	2	40	76.3%	23.7%
Berger Road Building	2	1	1			4	75.0%	25.0%
Grand Total	1825	603	1223	751	169	4571	55.2%	44.8%

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

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Elementary	1255	558	304	89	24	2230	82.2%	17.8%
Hollifield Station ES	25	15		1		41	97.6%	2.4%
Bushy Park ES	36	18	2		2	58	96.4%	3.6%
Swansfield ES	40	31	3			74	95.9%	4.1%
Waverly ES	29	18	3		1	51	94.0%	6.0%
Ducketts Lane ES	29	31	3	1	1	65	93.8%	6.3%
Veterans ES	50	19	5			74	93.2%	6.8%
Talbott Springs ES	28	23	4		1	56	92.7%	7.3%
Longfellow ES	28	12	1	3		44	90.9%	9.1%
Thunder Hill ES	16	13	1	2		32	90.6%	9.4%
Bryant Woods ES	22	13	4			39	89.7%	10.3%
Stevens Forest ES	27	13	4	1		45	88.9%	11.1%
Lisbon ES	23	12	3	2		40	87.5%	12.5%
Clemens Crossing ES	24	16	4	2		46	87.0%	13.0%
Deep Run ES	45	12	7	2		66	86.4%	13.6%
Pointers Run ES	35	8	5	2	1	51	86.0%	14.0%
Running Brook ES	31	24	9		1	65	85.9%	14.1%
Dayton Oaks ES	46	14	6	4		70	85.7%	14.3%
Forest Ridge ES	31	9	6	1	1	48	85.1%	14.9%
Ilchester ES	25	8	5	1	1	40	84.6%	15.4%
Northfield ES	21	15	5	2		43	83.7%	16.3%
Gorman Crossing ES	29	20	9	1		59	83.1%	16.9%
Fulton ES	44	6	11		2	63	82.0%	18.0%
West Friendship ES	21	10	6	1		38	81.6%	18.4%
Waterloo ES	39	14	11	1		65	81.5%	18.5%
Rockburn ES	36	14	8	4	1	63	80.6%	19.4%
Centennial Lane ES	33	12	10	1		56	80.4%	19.6%
Phelps Luck ES	40	12	10	3		65	80.0%	20.0%
Bellows Spring ES	47	12	12	3	1	75	79.7%	20.3%
Hanover Hills ES	31	12	9	2	3	57	79.6%	20.4%
Worthington ES	23	7	7	1	1	39	78.9%	21.1%
Elkridge ES	34	14	12	3		63	76.2%	23.8%
Bollman Bridge ES	38	12	10	6	1	67	75.8%	24.2%
Clarksville ES	23	11	8	3		45	75.6%	24.4%
Guilford ES	29	8	7	5	2	51	75.5%	24.5%
Triadelphia Ridge ES	20	10	6	5	1	42	73.2%	26.8%
Manor Woods ES	29	14	13	3	1	60	72.9%	27.1%
Laurel Woods ES	23	13	12	2		50	72.0%	28.0%
St John's Lane ES	21	10	12	1	1	45	70.5%	29.5%
Hammond ES	21	9	12	2	1	45	68.2%	31.8%
Atholton ES	26	3	13	2		44	65.9%	34.1%
Jeffers Hill ES	25	5	11	5		46	65.2%	34.8%
Cradlerock ES	12	6	15	11		44	40.9%	59.1%

2024-2025 HCEA Job Satisfaction Survey

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Middle	516	277	112	52	8	965	82.9%	17.1%
Hammond MS	20	20	1	3		44	90.9%	9.1%
Folly Quarter MS	27	15	5		2	49	89.4%	10.6%
Elkridge Landing MS	25	12	4	1	1	43	88.1%	11.9%
Ellicott Mills MS	25	12	3	2		42	88.1%	11.9%
Wilde Lake MS	31	19	6	1		57	87.7%	12.3%
Burleigh Manor MS	29	18	4	3		54	87.0%	13.0%
Lime Kiln MS	19	19	5	1		44	86.4%	13.6%
Harper's Choice MS	12	13	3	1		29	86.2%	13.8%
Clarksville MS	27	9	4	2		42	85.7%	14.3%
Murray Hill MS	32	13	6	2	1	54	84.9%	15.1%
Mount View MS	15	29	7	1		52	84.6%	15.4%
Mayfield Woods MS	39	10	6	4	1	60	83.1%	16.9%
Oakland Mills MS	24	10	5	2		41	82.9%	17.1%
Bonnie Branch MS	36	12	6	4	2	60	82.8%	17.2%
Patapsco MS	29	13	8	1		51	82.4%	17.6%
Patuxent Valley MS	34	16	6	6		62	80.6%	19.4%
Thomas Viaduct MS	25	11	5	4		45	80.0%	20.0%
Glenwood MS	14	14	5	3		36	77.8%	22.2%
Dunloggin MS	20	6	11	2		39	66.7%	33.3%
Lake Elkhorn MS	33	6	12	9	1	61	65.0%	35.0%
High	648	269	85	28	11	1041	89.0%	11.0%
Guilford Park HS	29	32				61	100.0%	0.0%
River Hill HS	37	31	4			72	94.4%	5.6%
Long Reach HS	55	19	4	1		79	93.7%	6.3%
Mt. Hebron HS	61	24	4	3	1	93	92.4%	7.6%
Wilde Lake HS	51	16	4	3	1	75	90.5%	9.5%
Atholton HS	58	15	3	5	2	83	90.1%	9.9%
Glenelg HS	36	16	2	4		58	89.7%	10.3%
Howard HS	61	20	6	4	1	92	89.0%	11.0%
Hammond HS	49	26	10	1	2	88	87.2%	12.8%
Centennial HS	42	22	9	2		75	85.3%	14.7%
Marriotts Ridge HS	48	19	11	1		79	84.8%	15.2%
Reservoir HS	61	17	13	1	2	94	84.8%	15.2%
Oakland Mills HS	60	12	15	3	2	92	80.0%	20.0%
Special	87	45	14	3	3	152	88.6%	11.4%
Homewood School	28	14	3			45	93.3%	6.7%
Cedar Lane - Fulton	36	13	5	2	3	59	87.5%	12.5%
ARL	23	18	6	1		48	85.4%	14.6%
Non-School Based	107	59	10	5	3	184	91.7%	8.3%
Mendenhall Building	3	1			1	5	100.0%	0.0%
Warehouse		3				3	100.0%	0.0%
Central Office	40	31	4	1	1	77	93.4%	6.6%
Old Cedar Lane School	40	9	3	2	1	55	90.7%	9.3%
Ascend One Center	22	13	3	1		39	89.7%	10.3%
Berger Road Building	2	1		1		4	75.0%	25.0%
Grand Total	2613	1208	525	177	49	4572	84.5%	15.5%

2024-2025 HCEA Job Satisfaction Survey

14) My administrators/supervisors respect the negotiated contracts.

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Elementary	1113	966	98	25	28	2230	94.4%	5.6%
Bryant Woods ES	8	31				39	100.0%	0.0%
Gorman Crossing ES	15	44				59	100.0%	0.0%
Lisbon ES	19	21				40	100.0%	0.0%
Northfield ES	9	34				43	100.0%	0.0%
Swansfield ES	22	51			1	74	100.0%	0.0%
Triadelphia Ridge ES	17	22			3	42	100.0%	0.0%
Waterloo ES	33	32				65	100.0%	0.0%
Ducketts Lane ES	21	42		1	2	66	98.4%	1.6%
Manor Woods ES	18	40		1	1	60	98.3%	1.7%
Centennial Lane ES	26	29	1			56	98.2%	1.8%
Talbott Springs ES	21	33	1		1	56	98.2%	1.8%
Waverly ES	29	21	1			51	98.0%	2.0%
Laurel Woods ES	19	30	1			50	98.0%	2.0%
St John's Lane ES	27	17	1			45	97.8%	2.2%
Stevens Forest ES	18	26	1			45	97.8%	2.2%
Atholton ES	29	14		1		44	97.7%	2.3%
Hollifield Station ES	20	18	1		2	41	97.4%	2.6%
Running Brook ES	24	39	2			65	96.9%	3.1%
Thunder Hill ES	11	20	1			32	96.9%	3.1%
Rockburn ES	36	24	2		1	63	96.8%	3.2%
Fulton ES	37	21	3		2	63	95.1%	4.9%
Ilchester ES	19	19	2			40	95.0%	5.0%
Worthington ES	19	17	1	1	1	39	94.7%	5.3%
Bollman Bridge ES	46	16	2	2	1	67	93.9%	6.1%
Hammond ES	19	23	3			45	93.3%	6.7%
Longfellow ES	27	13	3			43	93.0%	7.0%
Dayton Oaks ES	51	14	5		1	71	92.9%	7.1%
Deep Run ES	41	19	5		1	66	92.3%	7.7%
Phelps Luck ES	38	22	5			65	92.3%	7.7%
West Friendship ES	21	13	3		1	38	91.9%	8.1%
Forest Ridge ES	30	14	3	1		48	91.7%	8.3%
Veterans ES	46	20	6		1	73	91.7%	8.3%
Clemens Crossing ES	20	22	2	2		46	91.3%	8.7%
Hanover Hills ES	31	17	4	1	4	57	90.6%	9.4%
Cradlerock ES	22	16	4		1	43	90.5%	9.5%
Elkridge ES	40	17	5	1		63	90.5%	9.5%
Pointers Run ES	25	20	5		1	51	90.0%	10.0%
Bushy Park ES	37	14	3	3	1	58	89.5%	10.5%
Bellows Spring ES	41	26	9			76	88.2%	11.8%
Clarksville ES	23	15	4	3	1	46	84.4%	15.6%
Guilford ES	29	12	6	2	1	50	83.7%	16.3%
Jeffers Hill ES	29	8	3	6		46	80.4%	19.6%

2024-2025 HCEA Job Satisfaction Survey

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Middle	498	391	54	8	13	964	93.5%	6.5%
Folly Quarter MS	24	23			2	49	100.0%	0.0%
Lime Kiln MS	15	30				45	100.0%	0.0%
Bonnie Branch MS	41	17	1		1	60	98.3%	1.7%
Mount View MS	14	38	1			53	98.1%	1.9%
Elkridge Landing MS	18	24		1		43	97.7%	2.3%
Harper's Choice MS	14	15	1			30	96.7%	3.3%
Burleigh Manor MS	20	31		2		53	96.2%	3.8%
Patapsco MS	27	20	2		1	50	95.9%	4.1%
Oakland Mills MS	20	19	1	1		41	95.1%	4.9%
Ellicott Mills MS	25	13	2		2	42	95.0%	5.0%
Dunloggin MS	23	13	2		1	39	94.7%	5.3%
Glenwood MS	15	19	2			36	94.4%	5.6%
Patuxent Valley MS	37	22	4			63	93.7%	6.3%
Clarksville MS	22	18	2	1		43	93.0%	7.0%
Wilde Lake MS	25	26	4		1	56	92.7%	7.3%
Thomas Viaduct MS	28	12	2	2		44	90.9%	9.1%
Hammond MS	17	22	4	1		44	88.6%	11.4%
Mayfield Woods MS	43	7	8		1	59	86.2%	13.8%
Lake Elkhorn MS	37	10	9		4	60	83.9%	16.1%
Murray Hill MS	33	12	9			54	83.3%	16.7%
High	604	332	63	17	20	1036	92.1%	7.9%
Glenelg HS	21	36			1	58	100.0%	0.0%
Mt. Hebron HS	54	35	1		2	92	98.9%	1.1%
River Hill HS	33	39	1			73	98.6%	1.4%
Guilford Park HS	23	35	2		1	61	96.7%	3.3%
Centennial HS	37	35	3			75	96.0%	4.0%
Reservoir HS	64	19	4	1	5	93	94.3%	5.7%
Long Reach HS	43	29	5		1	78	93.5%	6.5%
Wilde Lake HS	49	17	4	1	2	73	93.0%	7.0%
Howard HS	64	17	8	1	2	92	90.0%	10.0%
Marriotts Ridge HS	44	27	6	2		79	89.9%	10.1%
Oakland Mills HS	64	18	7	3	1	93	89.1%	10.9%
Atholton HS	56	16	7	3	1	83	87.8%	12.2%
Hammond HS	52	9	15	6	4	86	74.4%	25.6%
Special	86	49	11	3	4	153	90.6%	9.4%
Homewood School	32	12		1		45	97.8%	2.2%
ARL	19	24	3		2	48	93.5%	6.5%
Cedar Lane - Fulton	35	13	8	2	2	60	82.8%	17.2%
Non-School Based	92	69	13	4	7	185	90.4%	9.6%
Mendenhall Building	2	2			1	5	100.0%	0.0%
Ridge Road Building	1					1	100.0%	0.0%
Warehouse		3				3	100.0%	0.0%
Old Cedar Lane School	31	19	3		2	55	94.3%	5.7%
Central Office	34	33	6	1	3	77	90.5%	9.5%
Ascend One Center	22	11	3	3	1	40	84.6%	15.4%
Berger Road Building	2	1	1			4	75.0%	25.0%
Grand Total	2393	1807	239	57	72	4568	93.4%	6.6%

2024-2025 HCEA Job Satisfaction Survey

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

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Elementary	996	638	188	47	352	2221	87.4%	12.6%
Lisbon ES	20	14			5	39	100.0%	0.0%
Thunder Hill ES	12	12			8	32	100.0%	0.0%
Waterloo ES	24	25			15	64	100.0%	0.0%
Swansfield ES	31	31		1	11	74	98.4%	1.6%
Manor Woods ES	19	33		1	7	60	98.1%	1.9%
Gorman Crossing ES	20	31	1		7	59	98.1%	1.9%
West Friendship ES	21	7		1	7	36	96.6%	3.4%
Talbott Springs ES	19	25	2		9	55	95.7%	4.3%
Laurel Woods ES	27	16	2		5	50	95.6%	4.4%
Waverly ES	27	13	2		9	51	95.2%	4.8%
Running Brook ES	27	29	3		5	64	94.9%	5.1%
Northfield ES	13	24	1	1	4	43	94.9%	5.1%
Bryant Woods ES	13	18	2		6	39	93.9%	6.1%
Cradlerock ES	24	12	3		4	43	92.3%	7.7%
Pointers Run ES	22	14	3		12	51	92.3%	7.7%
Centennial Lane ES	27	17	4		8	56	91.7%	8.3%
Hollifield Station ES	19	13	3		6	41	91.4%	8.6%
Ducketts Lane ES	22	31	5		8	66	91.4%	8.6%
Triadelphia Ridge ES	18	13		3	8	42	91.2%	8.8%
Ilchester ES	21	9	3		7	40	90.9%	9.1%
Stevens Forest ES	16	14	3		12	45	90.9%	9.1%
Phelps Luck ES	33	15	4	1	12	65	90.6%	9.4%
St John's Lane ES	23	14	4		4	45	90.2%	9.8%
Rockburn ES	27	18	4	1	13	63	90.0%	10.0%
Forest Ridge ES	24	11	4	1	8	48	87.5%	12.5%
Worthington ES	19	9	2	2	7	39	87.5%	12.5%
Fulton ES	34	9	7		11	61	86.0%	14.0%
Bollman Bridge ES	34	12	6	2	13	67	85.2%	14.8%
Hammond ES	22	11	5	1	5	44	84.6%	15.4%
Dayton Oaks ES	43	7	9	1	10	70	83.3%	16.7%
Hanover Hills ES	30	10	6	2	9	57	83.3%	16.7%
Atholton ES	23	9	5	2	5	44	82.1%	17.9%
Clemens Crossing ES	16	17	5	3	5	46	80.5%	19.5%
Veterans ES	35	14	10	3	12	74	79.0%	21.0%
Longfellow ES	16	13	7	1	6	43	78.4%	21.6%
Bushy Park ES	26	9	8	2	13	58	77.8%	22.2%
Bellows Spring ES	37	13	13	3	9	75	75.8%	24.2%
Clarksville ES	15	12	6	3	10	46	75.0%	25.0%
Deep Run ES	29	12	13	1	11	66	74.5%	25.5%
Elkridge ES	25	13	11	3	11	63	73.1%	26.9%
Jeffers Hill ES	23	4	10	3	6	46	67.5%	32.5%
Guilford ES	20	5	12	5	9	51	59.5%	40.5%

2024-2025 HCEA Job Satisfaction Survey

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Middle	463	273	77	18	130	961	88.6%	11.4%
Mount View MS	14	33			6	53	100.0%	0.0%
Lime Kiln MS	13	24	1		7	45	97.4%	2.6%
Wilde Lake MS	25	18	1	1	11	56	95.6%	4.4%
Clarksville MS	22	14	2		4	42	94.7%	5.3%
Folly Quarter MS	21	18	2	1	7	49	92.9%	7.1%
Harper's Choice MS	12	12	2		4	30	92.3%	7.7%
Burleigh Manor MS	19	25	1	3	6	54	91.7%	8.3%
Bonnie Branch MS	36	8	5		10	59	89.8%	10.2%
Patapsco MS	27	15	5		4	51	89.4%	10.6%
Oakland Mills MS	20	13	4		4	41	89.2%	10.8%
Murray Hill MS	30	9	3	2	10	54	88.6%	11.4%
Elkridge Landing MS	21	11	3	2	6	43	86.5%	13.5%
Glenwood MS	12	13	3	1	7	36	86.2%	13.8%
Dunloggin MS	22	6	3	2	6	39	84.8%	15.2%
Ellicott Mills MS	25	7	6		4	42	84.2%	15.8%
Mayfield Woods MS	34	7	7	1	9	58	83.7%	16.3%
Lake Elkhorn MS	36	10	9		4	59	83.6%	16.4%
Hammond MS	16	14	4	3	6	43	81.1%	18.9%
Thomas Viaduct MS	22	7	5	2	8	44	80.6%	19.4%
Patuxent Valley MS	36	9	11		7	63	80.4%	19.6%
High	522	234	89	22	168	1035	87.2%	12.8%
Glenelg HS	20	26	1		11	58	97.9%	2.1%
River Hill HS	33	26	1	1	12	73	96.7%	3.3%
Guilford Park HS	19	29	2	1	10	61	94.1%	5.9%
Centennial HS	26	33	4	1	11	75	92.2%	7.8%
Marriotts Ridge HS	45	21	3	3	7	79	91.7%	8.3%
Wilde Lake HS	38	17	5		14	74	91.7%	8.3%
Howard HS	56	13	6	2	14	91	89.6%	10.4%
Mt. Hebron HS	48	16	7	2	19	92	87.7%	12.3%
Reservoir HS	54	10	8	2	19	93	86.5%	13.5%
Long Reach HS	34	19	8	1	17	79	85.5%	14.5%
Atholton HS	52	7	11	1	10	81	83.1%	16.9%
Oakland Mills HS	53	12	12	4	10	91	80.2%	19.8%
Hammond HS	44	5	21	4	14	88	66.2%	33.8%
Special	61	40	17	4	31	153	82.8%	17.2%
ARL	11	20	4	1	12	48	86.1%	13.9%
Homewood School	22	11	5	1	6	45	84.6%	15.4%
Cedar Lane - Fulton	28	9	8	2	13	60	78.7%	21.3%
Non-School Based	35	27	4	2	118	186	91.2%	8.8%
Berger Road Building	2	1			1	4	100.0%	0.0%
Mendenhall Building	2				3	5	100.0%	0.0%
Warehouse		2			1	3	100.0%	0.0%
Central Office	10	8	1		58	77	94.7%	5.3%
Old Cedar Lane School	10	8	2		36	56	90.0%	10.0%
Ascend One Center	11	8	1	2	18	40	86.4%	13.6%
Grand Total	2077	1212	375	93	799	4556	87.5%	12.5%

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

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Elementary	1076	486	319	139	203	2223	77.3%	22.7%
Bryant Woods ES	22	16			1	39	100.0%	0.0%
Gorman Crossing ES	22	26	2		9	59	96.0%	4.0%
Northfield ES	20	19	2		2	43	95.1%	4.9%
Centennial Lane ES	26	22	2	1	5	56	94.1%	5.9%
Stevens Forest ES	21	15	2	1	6	45	92.3%	7.7%
Triadelphia Ridge ES	23	12	2	1	4	42	92.1%	7.9%
Laurel Woods ES	28	13	5		3	49	89.1%	10.9%
Worthington ES	19	12	4		4	39	88.6%	11.4%
Talbott Springs ES	25	21	6		3	55	88.5%	11.5%
Ducketts Lane ES	25	30	8		3	66	87.3%	12.7%
Hollifield Station ES	25	9	4	1	2	41	87.2%	12.8%
Swansfield ES	37	21	8	1	7	74	86.6%	13.4%
Lisbon ES	18	13	4	1	3	39	86.1%	13.9%
Cradlerock ES	25	11	4	2	2	44	85.7%	14.3%
Waverly ES	29	9	6	1	6	51	84.4%	15.6%
Bushy Park ES	33	10	5	3	7	58	84.3%	15.7%
Hanover Hills ES	37	8	5	4	3	57	83.3%	16.7%
Running Brook ES	27	18	9		11	65	83.3%	16.7%
Thunder Hill ES	15	10	5		2	32	83.3%	16.7%
Forest Ridge ES	25	10	5	3	5	48	81.4%	18.6%
Bellows Spring ES	45	11	9	6	5	76	78.9%	21.1%
Rockburn ES	28	13	10	1	11	63	78.8%	21.2%
Clemens Crossing ES	23	12	3	7	1	46	77.8%	22.2%
St John's Lane ES	20	13	6	4	2	45	76.7%	23.3%
Waterloo ES	30	16	11	3	5	65	76.7%	23.3%
Elkridge ES	34	10	13	2	3	62	74.6%	25.4%
Ilchester ES	25	3	8	2	2	40	73.7%	26.3%
Fulton ES	32	6	9	5	9	61	73.1%	26.9%
Manor Woods ES	23	14	11	3	9	60	72.5%	27.5%
West Friendship ES	17	9	6	4	2	38	72.2%	27.8%
Longfellow ES	23	5	7	4	4	43	71.8%	28.2%
Hammond ES	20	8	9	3	5	45	70.0%	30.0%
Pointers Run ES	24	7	10	4	6	51	68.9%	31.1%
Dayton Oaks ES	38	6	13	7	7	71	68.8%	31.3%
Phelps Luck ES	33	7	13	6	5	64	67.8%	32.2%
Deep Run ES	33	7	13	7	5	65	66.7%	33.3%
Clarksville ES	17	8	9	6	6	46	62.5%	37.5%
Guilford ES	23	5	11	7	5	51	60.9%	39.1%
Bollman Bridge ES	32	4	13	13	5	67	58.1%	41.9%
Veterans ES	26	7	20	10	10	73	52.4%	47.6%
Jeffers Hill ES	16	4	12	7	7	46	51.3%	48.7%
Atholton ES	12	6	15	9	1	43	42.9%	57.1%

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Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Middle	517	166	147	69	68	967	76.0%	24.0%
Lime Kiln MS	30	10			5	45	100.0%	0.0%
Mount View MS	19	29	2		3	53	96.0%	4.0%
Clarksville MS	30	6	3		4	43	92.3%	7.7%
Burleigh Manor MS	33	12	3	1	5	54	91.8%	8.2%
Folly Quarter MS	30	9	3	1	6	49	90.7%	9.3%
Harper's Choice MS	17	8	3		2	30	89.3%	10.7%
Oakland Mills MS	24	9	3	1	4	41	89.2%	10.8%
Glenwood MS	19	11	2	2	2	36	88.2%	11.8%
Hammond MS	17	18	4	1	4	44	87.5%	12.5%
Murray Hill MS	35	8	5	3	3	54	84.3%	15.7%
Wilde Lake MS	32	9	9	1	5	56	80.4%	19.6%
Dunloggin MS	27	1	7	1	2	38	77.8%	22.2%
Ellicott Mills MS	24	7	6	3	2	42	77.5%	22.5%
Elkridge Landing MS	22	4	9	4	4	43	66.7%	33.3%
Patapsco MS	26	7	12	5	1	51	66.0%	34.0%
Thomas Viaduct MS	24	3	5	9	4	45	65.9%	34.1%
Mayfield Woods MS	32	3	14	7	3	59	62.5%	37.5%
Bonnie Branch MS	25	4	20	8	3	60	50.9%	49.1%
Patuxent Valley MS	29	1	18	11	4	63	50.8%	49.2%
Lake Elkhorn MS	22	7	19	11	2	61	49.2%	50.8%
High	428	113	229	156	109	1035	58.4%	41.6%
Centennial HS	42	21	6	2	4	75	88.7%	11.3%
River Hill HS	35	18	9		11	73	85.5%	14.5%
Glenelg HS	30	9	8	2	9	58	79.6%	20.4%
Guilford Park HS	31	10	5	7	7	60	77.4%	22.6%
Long Reach HS	39	12	12	8	8	79	71.8%	28.2%
Reservoir HS	50	6	25	5	8	94	65.1%	34.9%
Mt. Hebron HS	45	6	24	5	13	93	63.8%	36.3%
Wilde Lake HS	34	5	22	4	5	70	60.0%	40.0%
Oakland Mills HS	33	6	23	21	9	92	47.0%	53.0%
Marriotts Ridge HS	28	7	28	12	4	79	46.7%	53.3%
Howard HS	26	4	23	27	11	91	37.5%	62.5%
Atholton HS	20	6	21	26	10	83	35.6%	64.4%
Hammond HS	15	3	23	37	10	88	23.1%	76.9%
Special	55	16	26	15	37	149	63.4%	36.6%
ARL	14	9	1	2	22	48	88.5%	11.5%
Cedar Lane - Fulton	25	3	10	6	12	56	63.6%	36.4%
Homewood School	16	4	15	7	3	45	47.6%	52.4%
Non-School Based	19	8	9	2	148	186	71.1%	28.9%
Berger Road Building		1			3	4	100.0%	0.0%
Warehouse		1			2	3	100.0%	0.0%
Central Office	5	3	2		67	77	80.0%	20.0%
Ascend One Center	11	2	4	1	22	40	72.2%	27.8%
Mendenhall Building	1		1		3	5	50.0%	50.0%
Old Cedar Lane School	2	1	2	1	50	56	50.0%	50.0%
Grand Total	2095	789	730	381	565	4560	72.2%	27.8%

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

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Elementary	939	634	468	76	102	2219	74.3%	25.7%
Veterans ES	23	41	4		7	75	94.1%	5.9%
Elkridge ES	28	28	4	1	2	63	91.8%	8.2%
Worthington ES	16	17	3		1	37	91.7%	8.3%
Hammond ES	23	17	4		1	45	90.9%	9.1%
Running Brook ES	16	36	6		7	65	89.7%	10.3%
Manor Woods ES	24	23	3	3	6	59	88.7%	11.3%
Cradlerock ES	21	17	5			43	88.4%	11.6%
Guilford ES	11	33	6		1	51	88.0%	12.0%
Bellows Spring ES	27	38	9	1	1	76	86.7%	13.3%
Waterloo ES	31	22	8	1	2	64	85.5%	14.5%
Longfellow ES	19	15	5	1	1	41	85.0%	15.0%
Thunder Hill ES	18	9	5			32	84.4%	15.6%
Bryant Woods ES	17	15	6		1	39	84.2%	15.8%
Phelps Luck ES	34	18	9	1	3	65	83.9%	16.1%
Atholton ES	18	16	5	2	2	43	82.9%	17.1%
Hanover Hills ES	26	20	8	2	1	57	82.1%	17.9%
Bollman Bridge ES	21	33	10	2	1	67	81.8%	18.2%
Ilchester ES	15	16	5	2		38	81.6%	18.4%
Deep Run ES	33	17	12		4	66	80.6%	19.4%
Fulton ES	29	16	11	1	5	62	78.9%	21.1%
Stevens Forest ES	26	7	8	1	3	45	78.6%	21.4%
Jeffers Hill ES	21	12	10		2	45	76.7%	23.3%
Laurel Woods ES	27	9	11	1	2	50	75.0%	25.0%
Dayton Oaks ES	32	18	13	4	4	71	74.6%	25.4%
Ducketts Lane ES	37	10	15	1	3	66	74.6%	25.4%
Talbott Springs ES	25	14	13	2	2	56	72.2%	27.8%
Clarksville ES	20	11	10	2	2	45	72.1%	27.9%
Clemens Crossing ES	17	16	12	1		46	71.7%	28.3%
Triadelphia Ridge ES	16	13	11	1	1	42	70.7%	29.3%
Forest Ridge ES	27	6	13	1	1	48	70.2%	29.8%
Pointers Run ES	26	6	12	3	4	51	68.1%	31.9%
St John's Lane ES	20	9	14	2		45	64.4%	35.6%
Swansfield ES	35	9	24	2	3	73	62.9%	37.1%
Gorman Crossing ES	26	4	18	4	7	59	57.7%	42.3%
Hollifield Station ES	15	6	16	1	2	40	55.3%	44.7%
Waverly ES	17	9	16	6	3	51	54.2%	45.8%
Centennial Lane ES	20	9	21	5	1	56	52.7%	47.3%
Bushy Park ES	26	3	26	2	1	58	50.9%	49.1%
Northfield ES	14	5	19	3	2	43	46.3%	53.7%
Rockburn ES	19	4	23	8	9	63	42.6%	57.4%
Lisbon ES	12	4	17	5	2	40	42.1%	57.9%
West Friendship ES	11	3	18	4	2	38	38.9%	61.1%

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Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Middle	350	289	242	54	32	967	68.3%	31.7%
Patuxent Valley MS	21	39		2	1	63	96.8%	3.2%
Bonnie Branch MS	19	37	2		2	60	96.6%	3.4%
Lake Elkhorn MS	9	49		3		61	95.1%	4.9%
Wilde Lake MS	20	32	3		2	57	94.5%	5.5%
Thomas Viaduct MS	7	33	1	3	1	45	90.9%	9.1%
Elkridge Landing MS	17	20	4	1	1	43	88.1%	11.9%
Harper's Choice MS	21	4	4			29	86.2%	13.8%
Oakland Mills MS	22	9	6		4	41	83.8%	16.2%
Patapsco MS	24	17	9		1	51	82.0%	18.0%
Dunloggin MS	17	12	7		2	38	80.6%	19.4%
Mayfield Woods MS	37	10	11	1	1	60	79.7%	20.3%
Murray Hill MS	31	12	11			54	79.6%	20.4%
Ellicott Mills MS	22	5	12	1	1	41	67.5%	32.5%
Hammond MS	20	4	14	4	2	44	57.1%	42.9%
Clarksville MS	16	1	23	2	1	43	40.5%	59.5%
Lime Kiln MS	14	1	21	8	1	45	34.1%	65.9%
Glenwood MS	7	3	21	3	2	36	29.4%	70.6%
Folly Quarter MS	11	1	29	3	5	49	27.3%	72.7%
Mount View MS	8		32	12	1	53	15.4%	84.6%
Burleigh Manor MS	7		32	11	4	54	14.0%	86.0%
High	406	255	254	68	58	1041	67.2%	32.8%
Wilde Lake HS	39	30	4	1	1	75	93.2%	6.8%
Atholton HS	35	38	6		4	83	92.4%	7.6%
Howard HS	40	34	11	2	5	92	85.1%	14.9%
Hammond HS	33	37	8	7	3	88	82.4%	17.6%
Oakland Mills HS	39	33	13	4	4	93	80.9%	19.1%
Long Reach HS	32	24	15	2	6	79	76.7%	23.3%
Guilford Park HS	23	19	14	2	3	61	72.4%	27.6%
Reservoir HS	42	18	22	3	9	94	70.6%	29.4%
Mt. Hebron HS	36	13	30	5	6	90	58.3%	41.7%
Marriotts Ridge HS	40	4	26	8	1	79	56.4%	43.6%
Centennial HS	29	3	33	7	3	75	44.4%	55.6%
Glenelg HS	10	2	31	10	6	59	22.6%	77.4%
River Hill HS	8		41	17	7	73	12.1%	87.9%
Special	41	59	20	11	21	152	76.3%	23.7%
Cedar Lane - Fulton	22	29	2	2	5	60	92.7%	7.3%
Homewood School	10	28	3	3	1	45	86.4%	13.6%
ARL	9	2	15	6	15	47	34.4%	65.6%
Non-School Based	9	4	5		167	185	72.2%	27.8%
Central Office	1	1			74	76	100.0%	0.0%
Ascend One Center	7	3	3		27	40	76.9%	23.1%
Old Cedar Lane School	1		2		53	56	33.3%	66.7%
Berger Road Building					4	4	N/A	N/A
Mendenhall Building					5	5	N/A	N/A
Warehouse					3	3	N/A	N/A
Grand Total	1745	1241	989	209	380	4564	71.4%	28.6%

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18) Too much instructional time is spent administering assessments.

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Elementary	800	441	486	34	456	2217	70.5%	29.5%
Guilford ES	26	10	6		7	49	85.7%	14.3%
Worthington ES	15	7	4		12	38	84.6%	15.4%
Northfield ES	17	15	4	2	5	43	84.2%	15.8%
Hammond ES	19	11	6		9	45	83.3%	16.7%
Hollifield Station ES	16	14	6		5	41	83.3%	16.7%
Laurel Woods ES	20	15	6	1	8	50	83.3%	16.7%
Ilchester ES	20	8	6		6	40	82.4%	17.6%
Hanover Hills ES	23	14	8		12	57	82.2%	17.8%
Stevens Forest ES	18	8	6	1	12	45	78.8%	21.2%
Bollman Bridge ES	23	19	13		12	67	76.4%	23.6%
Triadelphia Ridge ES	15	10	8		9	42	75.8%	24.2%
Cradlerock ES	14	14	8	1	5	42	75.7%	24.3%
Pointers Run ES	21	7	9		14	51	75.7%	24.3%
West Friendship ES	18	5	7	1	7	38	74.2%	25.8%
Bryant Woods ES	17	8	9		5	39	73.5%	26.5%
Lisbon ES	17	8	9		5	39	73.5%	26.5%
Elkridge ES	21	12	11	1	18	63	73.3%	26.7%
Deep Run ES	23	15	14		14	66	73.1%	26.9%
Jeffers Hill ES	21	6	10		9	46	73.0%	27.0%
Clarksville ES	19	7	10		10	46	72.2%	27.8%
Bellows Spring ES	28	16	17		14	75	72.1%	27.9%
Phelps Luck ES	27	13	15	1	9	65	71.4%	28.6%
Waterloo ES	21	16	15		13	65	71.2%	28.8%
Forest Ridge ES	13	16	11	1	6	47	70.7%	29.3%
Rockburn ES	27	7	13	2	14	63	69.4%	30.6%
Waverly ES	15	9	9	2	15	50	68.6%	31.4%
Fulton ES	26	8	15	1	13	63	68.0%	32.0%
Ducketts Lane ES	28	10	18		10	66	67.9%	32.1%
Talbott Springs ES	20	9	13	2	12	56	65.9%	34.1%
Atholton ES	15	6	8	3	12	44	65.6%	34.4%
Longfellow ES	11	10	10	1	12	44	65.6%	34.4%
Veterans ES	28	10	19	1	16	74	65.5%	34.5%
Bushy Park ES	16	14	15	1	12	58	65.2%	34.8%
Gorman Crossing ES	16	10	13	3	16	58	61.9%	38.1%
Thunder Hill ES	11	5	9	1	6	32	61.5%	38.5%
St John's Lane ES	15	10	15	1	3	44	61.0%	39.0%
Dayton Oaks ES	20	13	22		15	70	60.0%	40.0%
Centennial Lane ES	13	12	17		14	56	59.5%	40.5%
Swansfield ES	22	10	19	3	18	72	59.3%	40.7%
Clemens Crossing ES	9	12	14	2	6	43	56.8%	43.2%
Manor Woods ES	21	4	20		15	60	55.6%	44.4%
Running Brook ES	15	8	19	2	21	65	52.3%	47.7%

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Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Middle	348	173	275	20	146	962	63.8%	36.2%
Folly Quarter MS	19	17	7		6	49	83.7%	16.3%
Dunloggin MS	19	7	8		5	39	76.5%	23.5%
Mayfield Woods MS	20	19	10	2	8	59	76.5%	23.5%
Mount View MS	23	11	10	3	6	53	72.3%	27.7%
Hammond MS	16	9	10		7	42	71.4%	28.6%
Murray Hill MS	22	11	14		7	54	70.2%	29.8%
Oakland Mills MS	13	10	10	1	7	41	67.6%	32.4%
Lime Kiln MS	13	14	13	2	3	45	64.3%	35.7%
Glenwood MS	12	7	11		6	36	63.3%	36.7%
Clarksville MS	16	8	14		4	42	63.2%	36.8%
Burleigh Manor MS	19	10	16	1	8	54	63.0%	37.0%
Patuxent Valley MS	25	7	17	2	12	63	62.7%	37.3%
Elkridge Landing MS	18	4	13	1	7	43	61.1%	38.9%
Patapsco MS	17	8	16		10	51	61.0%	39.0%
Bonnie Branch MS	26	5	20		9	60	60.8%	39.2%
Thomas Viaduct MS	17	3	11	2	11	44	60.6%	39.4%
Harper's Choice MS	14	1	11	2	1	29	53.6%	46.4%
Wilde Lake MS	15	8	20	1	13	57	52.3%	47.7%
Ellicott Mills MS	11	7	16	1	7	42	51.4%	48.6%
Lake Elkhorn MS	13	7	28	2	9	59	40.0%	60.0%
High	362	146	359	29	143	1039	56.7%	43.3%
Glenelg HS	31	7	10	3	8	59	74.5%	25.5%
Long Reach HS	26	22	16	2	11	77	72.7%	27.3%
Centennial HS	33	12	21	1	8	75	67.2%	32.8%
River Hill HS	29	10	21	2	11	73	62.9%	37.1%
Mt. Hebron HS	29	20	29		14	92	62.8%	37.2%
Wilde Lake HS	28	10	22	3	11	74	60.3%	39.7%
Reservoir HS	36	11	33		14	94	58.8%	41.3%
Marriotts Ridge HS	29	12	27	5	6	79	56.2%	43.8%
Atholton HS	30	10	33		10	83	54.8%	45.2%
Howard HS	26	11	39	3	12	91	46.8%	53.2%
Hammond HS	24	8	37	2	17	88	45.1%	54.9%
Oakland Mills HS	24	10	42	1	16	93	44.2%	55.8%
Guilford Park HS	17	3	29	7	5	61	35.7%	64.3%
Special	26	7	57	11	50	151	32.7%	67.3%
Cedar Lane - Fulton	13	2	20	4	20	59	38.5%	61.5%
ARL	6	1	12	5	23	47	29.2%	70.8%
Homewood School	7	4	25	2	7	45	28.9%	71.1%
Non-School Based	8	6	5		166	185	73.7%	26.3%
Central Office	2	1			73	76	100.0%	0.0%
Old Cedar Lane School	3		1		52	56	75.0%	25.0%
Ascend One Center	3	5	4		28	40	66.7%	33.3%
Berger Road Building					4	4	N/A	N/A
Mendenhall Building					5	5	N/A	N/A
Warehouse					3	3	N/A	N/A
Grand Total	1544	773	1182	94	961	4554	64.5%	35.5%

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19) HCPSS professional development experiences are meaningful and worthwhile.

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Elementary	831	119	786	438	39	2213	43.7%	56.3%
Bryant Woods ES	22	3	10	4		39	64.1%	35.9%
Laurel Woods ES	26	5	12	6		49	63.3%	36.7%
Longfellow ES	20	4	11	7	1	43	57.1%	42.9%
Worthington ES	16	6	13	4		39	56.4%	43.6%
Thunder Hill ES	14	4	12	2		32	56.3%	43.8%
Stevens Forest ES	22	2	14	5	2	45	55.8%	44.2%
Talbott Springs ES	26	4	21	4	1	56	54.5%	45.5%
Running Brook ES	30	3	27	2	2	64	53.2%	46.8%
Ducketts Lane ES	31	2	16	14	2	65	52.4%	47.6%
Swansfield ES	28	10	32	4		74	51.4%	48.6%
Hammond ES	20	3	10	12		45	51.1%	48.9%
Gorman Crossing ES	23	7	22	7		59	50.8%	49.2%
Clarksville ES	21	1	15	8	1	46	48.9%	51.1%
Jeffers Hill ES	19	2	15	7	2	45	48.8%	51.2%
Bollman Bridge ES	29	3	23	11		66	48.5%	51.5%
Waterloo ES	28	3	19	14	1	65	48.4%	51.6%
Hollifield Station ES	16	3	11	11		41	46.3%	53.7%
Atholton ES	17	3	15	9		44	45.5%	54.5%
Dayton Oaks ES	29	1	21	15	4	70	45.5%	54.5%
Veterans ES	26	7	25	15	1	74	45.2%	54.8%
Phelps Luck ES	26	2	24	10	2	64	45.2%	54.8%
Forest Ridge ES	19	2	18	8		47	44.7%	55.3%
Hanover Hills ES	21	4	25	7		57	43.9%	56.1%
Cradlerock ES	17	1	17	7		42	42.9%	57.1%
Centennial Lane ES	20	3	20	11	1	55	42.6%	57.4%
Ilchester ES	16		16	8		40	40.0%	60.0%
Lisbon ES	14	2	16	8		40	40.0%	60.0%
Rockburn ES	22	2	21	16	1	62	39.3%	60.7%
Fulton ES	21	2	25	11	3	62	39.0%	61.0%
Northfield ES	15		13	12	2	42	37.5%	62.5%
Pointers Run ES	16	2	22	10	1	51	36.0%	64.0%
Triadelphia Ridge ES	13	1	16	10		40	35.0%	65.0%
Waverly ES	16	1	19	13	1	50	34.7%	65.3%
Bushy Park ES	17	2	23	14	2	58	33.9%	66.1%
Elkridge ES	18	3	27	14	1	63	33.9%	66.1%
Guilford ES	14	2	22	10	1	49	33.3%	66.7%
Bellows Spring ES	21	3	25	27		76	31.6%	68.4%
St John's Lane ES	12	2	14	17		45	31.1%	68.9%
Deep Run ES	16	3	27	16	4	66	30.6%	69.4%
West Friendship ES	11		13	13	1	38	29.7%	70.3%
Clemens Crossing ES	10	3	17	15	1	46	28.9%	71.1%
Manor Woods ES	13	3	22	20	1	59	27.6%	72.4%

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Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Middle	384	49	331	175	22	961	46.1%	53.9%
Oakland Mills MS	23	3	9	2	2	39	70.3%	29.7%
Thomas Viaduct MS	24	3	12	4	1	44	62.8%	37.2%
Wilde Lake MS	30	5	18	3	1	57	62.5%	37.5%
Murray Hill MS	26	1	20	6	1	54	50.9%	49.1%
Clarksville MS	21		16	5		42	50.0%	50.0%
Dunloggin MS	15	3	14	4	3	39	50.0%	50.0%
Lake Elkhorn MS	23	6	24	5	1	59	50.0%	50.0%
Bonnie Branch MS	23	5	19	12	1	60	47.5%	52.5%
Hammond MS	15	4	17	6	1	43	45.2%	54.8%
Harper's Choice MS	10	3	13	4		30	43.3%	56.7%
Lime Kiln MS	18	1	12	13	1	45	43.2%	56.8%
Glenwood MS	14	1	10	10	1	36	42.9%	57.1%
Patapsco MS	20	1	17	12	1	51	42.0%	58.0%
Ellicott Mills MS	15	2	9	15	1	42	41.5%	58.5%
Patuxent Valley MS	24	1	29	7	1	62	41.0%	59.0%
Folly Quarter MS	18	1	17	11	2	49	40.4%	59.6%
Burleigh Manor MS	17	3	18	13	2	53	39.2%	60.8%
Mayfield Woods MS	18	4	22	14	2	60	37.9%	62.1%
Elkridge Landing MS	16		17	10		43	37.2%	62.8%
Mount View MS	14	2	18	19		53	30.2%	69.8%
High	279	26	396	297	39	1037	30.6%	69.4%
Guilford Park HS	27	4	15	12	3	61	53.4%	46.6%
Atholton HS	28	4	32	17	1	82	39.5%	60.5%
Long Reach HS	24	5	26	20	3	78	38.7%	61.3%
Centennial HS	24	2	27	19	2	74	36.1%	63.9%
Hammond HS	24	2	33	22	6	87	32.1%	67.9%
Mt. Hebron HS	25	2	38	25	2	92	30.0%	70.0%
Howard HS	25	1	35	28	2	91	29.2%	70.8%
Wilde Lake HS	17	3	34	16	5	75	28.6%	71.4%
River Hill HS	17	2	25	26	2	72	27.1%	72.9%
Oakland Mills HS	21	1	44	25	2	93	24.2%	75.8%
Marriotts Ridge HS	18		28	33		79	22.8%	77.2%
Reservoir HS	18		40	28	8	94	20.9%	79.1%
Glenelg HS	11		19	26	3	59	19.6%	80.4%
Special	44	9	66	33	1	153	34.9%	65.1%
Cedar Lane - Fulton	20	6	20	14		60	43.3%	56.7%
ARL	12	2	23	10	1	48	29.8%	70.2%
Homewood School	12	1	23	9		45	28.9%	71.1%
Non-School Based	69	8	50	13	45	185	55.0%	45.0%
Berger Road Building	2				2	4	100.0%	0.0%
Ascend One Center	23	2	11	3	1	40	64.1%	35.9%
Central Office	24	5	16	4	27	76	59.2%	40.8%
Old Cedar Lane School	20	1	19	6	10	56	45.7%	54.3%
Mendenhall Building			3		2	5	0.0%	100.0%
Warehouse			1		2	3	0.0%	100.0%
Grand Total	1607	211	1629	956	146	4549	41.3%	58.7%

2024-2025 HCEA Job Satisfaction Survey

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

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Elementary	852	623	554	77	113	2219	70.0%	30.0%
Atholton ES	18	15	6	1	4	44	82.5%	17.5%
Laurel Woods ES	22	17	7	2	2	50	81.3%	18.8%
Hollifield Station ES	19	11	6	1	4	41	81.1%	18.9%
Guilford ES	23	14	8	1	4	50	80.4%	19.6%
Clemens Crossing ES	17	18	6	3	1	45	79.5%	20.5%
Ilchester ES	19	11	6	2	2	40	78.9%	21.1%
Deep Run ES	23	26	11	3	2	65	77.8%	22.2%
West Friendship ES	23	5	7	1	2	38	77.8%	22.2%
Bellows Spring ES	26	29	15	1	5	76	77.5%	22.5%
Triadelphia Ridge ES	16	14	7	2	2	41	76.9%	23.1%
St John's Lane ES	21	12	10		2	45	76.7%	23.3%
Hanover Hills ES	20	19	11	1	6	57	76.5%	23.5%
Manor Woods ES	22	22	11	3	2	60	75.9%	24.1%
Cradlerock ES	19	12	9	1	2	43	75.6%	24.4%
Centennial Lane ES	27	14	13	1	1	56	74.5%	25.5%
Northfield ES	14	15	8	2	3	42	74.4%	25.6%
Dayton Oaks ES	22	27	15	2	4	70	74.2%	25.8%
Worthington ES	16	12	10		1	39	73.7%	26.3%
Clarksville ES	16	14	11		4	45	73.2%	26.8%
Elkridge ES	19	24	13	3	4	63	72.9%	27.1%
Veterans ES	24	28	18	2	2	74	72.2%	27.8%
Pointers Run ES	20	15	14		2	51	71.4%	28.6%
Hammond ES	14	18	13			45	71.1%	28.9%
Longfellow ES	13	16	9	3	1	42	70.7%	29.3%
Ducketts Lane ES	32	11	16	2	5	66	70.5%	29.5%
Waverly ES	25	8	14		2	49	70.2%	29.8%
Lisbon ES	17	11	11	1		40	70.0%	30.0%
Bollman Bridge ES	19	26	14	6	2	67	69.2%	30.8%
Waterloo ES	23	17	16	2	7	65	69.0%	31.0%
Jeffers Hill ES	19	10	13	1	2	45	67.4%	32.6%
Bushy Park ES	17	20	17	1	3	58	67.3%	32.7%
Fulton ES	25	13	18	1	5	62	66.7%	33.3%
Stevens Forest ES	17	10	15		3	45	64.3%	35.7%
Talbott Springs ES	27	7	15	4	3	56	64.2%	35.8%
Forest Ridge ES	19	10	17		2	48	63.0%	37.0%
Rockburn ES	23	16	19	4	1	63	62.9%	37.1%
Running Brook ES	23	15	19	5	3	65	61.3%	38.7%
Phelps Luck ES	27	10	25	1	2	65	58.7%	41.3%
Bryant Woods ES	14	6	13	3	3	39	55.6%	44.4%
Gorman Crossing ES	17	12	22	4	4	59	52.7%	47.3%
Swansfield ES	27	9	29	7	1	73	50.0%	50.0%
Thunder Hill ES	8	4	17		3	32	41.4%	58.6%

2024-2025 HCEA Job Satisfaction Survey

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Middle	411	205	261	38	48	963	67.3%	32.7%
Hammond MS	16	17	6	2	2	43	80.5%	19.5%
Ellicott Mills MS	20	10	6	2	4	42	78.9%	21.1%
Elkridge Landing MS	23	10	9		1	43	78.6%	21.4%
Glenwood MS	15	10	6	2	2	35	75.8%	24.2%
Lake Elkhorn MS	27	15	15		3	60	73.7%	26.3%
Dunloggin MS	16	10	9	1	3	39	72.2%	27.8%
Thomas Viaduct MS	22	8	11	1	3	45	71.4%	28.6%
Patuxent Valley MS	28	13	16	1	5	63	70.7%	29.3%
Bonnie Branch MS	27	13	16	2	2	60	69.0%	31.0%
Folly Quarter MS	15	16	14	1	3	49	67.4%	32.6%
Patapsco MS	20	13	13	3	2	51	67.3%	32.7%
Burleigh Manor MS	26	8	14	3	3	54	66.7%	33.3%
Murray Hill MS	20	14	15	2	3	54	66.7%	33.3%
Clarksville MS	23	4	14		1	42	65.9%	34.1%
Mayfield Woods MS	25	13	18	2	2	60	65.5%	34.5%
Lime Kiln MS	22	6	16			44	63.6%	36.4%
Wilde Lake MS	22	8	17	5	4	56	57.7%	42.3%
Mount View MS	22	7	18	5	1	53	55.8%	44.2%
Oakland Mills MS	14	6	12	4	4	40	55.6%	44.4%
Harper's Choice MS	8	4	16	2		30	40.0%	60.0%
High	402	281	257	43	55	1038	69.5%	30.5%
Howard HS	36	33	12	4	5	90	81.2%	18.8%
Reservoir HS	44	23	17	2	8	94	77.9%	22.1%
Oakland Mills HS	39	28	16	5	5	93	76.1%	23.9%
Atholton HS	37	20	17	3	6	83	74.0%	26.0%
Wilde Lake HS	32	18	17	2	6	75	72.5%	27.5%
River Hill HS	29	23	20			72	72.2%	27.8%
Hammond HS	33	28	19	5	3	88	71.8%	28.2%
Mt. Hebron HS	34	26	22	2	8	92	71.4%	28.6%
Glenelg HS	24	12	15	4	3	58	65.5%	34.5%
Marriotts Ridge HS	21	27	25	6		79	60.8%	39.2%
Guilford Park HS	26	7	19	4	5	61	58.9%	41.1%
Long Reach HS	20	22	29	3	4	78	56.8%	43.2%
Centennial HS	27	14	29	3	2	75	56.2%	43.8%
Special	53	35	46	10	7	151	61.1%	38.9%
Cedar Lane - Fulton	21	18	13	4	3	59	69.6%	30.4%
ARL	20	6	15	3	3	47	59.1%	40.9%
Homewood School	12	11	18	3	1	45	52.3%	47.7%
Non-School Based	53	34	61	16	16	180	53.0%	47.0%
Ascend One Center	14	9	11	4	1	39	60.5%	39.5%
Central Office	23	15	22	6	7	73	57.6%	42.4%
Old Cedar Lane School	15	8	23	4	6	56	46.0%	54.0%
Berger Road Building		1	2		1	4	33.3%	66.7%
Mendenhall Building		1	2		1	4	33.3%	66.7%
Warehouse			1	2		3	0.0%	100.0%
Grand Total	1771	1178	1179	184	239	4551	68.4%	31.6%

2024-2025 HCEA Job Satisfaction Survey

21) I am paid fairly.

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Elementary	649	95	802	675	5	2226	33.5%	66.5%
Clemens Crossing ES	18	5	12	11		46	50.0%	50.0%
Centennial Lane ES	22	4	12	18		56	46.4%	53.6%
Waverly ES	21	2	15	13		51	45.1%	54.9%
Thunder Hill ES	14		7	11		32	43.8%	56.3%
Northfield ES	14	4	14	10		42	42.9%	57.1%
West Friendship ES	14	2	14	8		38	42.1%	57.9%
Gorman Crossing ES	22	2	18	17		59	40.7%	59.3%
Bollman Bridge ES	24	2	21	20		67	38.8%	61.2%
Talbott Springs ES	17	4	19	15		55	38.2%	61.8%
Jeffers Hill ES	14	3	15	14		46	37.0%	63.0%
Phelps Luck ES	22	2	24	17		65	36.9%	63.1%
Hammond ES	15	1	6	23		45	35.6%	64.4%
Guilford ES	17	1	13	20		51	35.3%	64.7%
Pointers Run ES	16	2	18	15		51	35.3%	64.7%
Lisbon ES	13	1	18	8		40	35.0%	65.0%
Swansfield ES	20	5	29	18	1	73	34.7%	65.3%
Running Brook ES	19	3	22	20		64	34.4%	65.6%
Ducketts Lane ES	17	5	24	19	1	66	33.8%	66.2%
Bryant Woods ES	11	2	18	8		39	33.3%	66.7%
Bushy Park ES	19		24	14		57	33.3%	66.7%
Clarksville ES	13	2	19	11		45	33.3%	66.7%
Rockburn ES	19	2	27	15		63	33.3%	66.7%
Veterans ES	21	4	32	18		75	33.3%	66.7%
Bellows Spring ES	22	2	21	30	1	76	32.0%	68.0%
Laurel Woods ES	15	1	20	14		50	32.0%	68.0%
Deep Run ES	17	4	30	15		66	31.8%	68.2%
Longfellow ES	13	1	14	16		44	31.8%	68.2%
Elkridge ES	17	3	21	22		63	31.7%	68.3%
Hollifield Station ES	10	3	16	12		41	31.7%	68.3%
Triadelphia Ridge ES	11	2	17	12		42	31.0%	69.0%
Worthington ES	9	3	15	12		39	30.8%	69.2%
Manor Woods ES	15	3	23	18	1	60	30.5%	69.5%
Ilchester ES	10	2	17	11		40	30.0%	70.0%
Forest Ridge ES	14		16	18		48	29.2%	70.8%
Stevens Forest ES	11	2	19	13		45	28.9%	71.1%
Fulton ES	15	3	24	21		63	28.6%	71.4%
Waterloo ES	16	2	33	13	1	65	28.1%	71.9%
Hanover Hills ES	15		19	22		56	26.8%	73.2%
Atholton ES	9	1	12	21		43	23.3%	76.7%
St John's Lane ES	7	3	19	16		45	22.2%	77.8%
Cradlerock ES	9		19	15		43	20.9%	79.1%
Dayton Oaks ES	12	2	26	31		71	19.7%	80.3%

2024-2025 HCEA Job Satisfaction Survey

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Middle	338	50	364	210	3	965	40.3%	59.7%
Dunloggin MS	16	3	16	3		38	50.0%	50.0%
Mayfield Woods MS	24	5	20	9	1	59	50.0%	50.0%
Patapsco MS	23	2	12	14		51	49.0%	51.0%
Clarksville MS	18	2	15	7		42	47.6%	52.4%
Harper's Choice MS	11	3	7	9		30	46.7%	53.3%
Folly Quarter MS	21	1	16	10	1	49	45.8%	54.2%
Bonnie Branch MS	23	4	18	15		60	45.0%	55.0%
Wilde Lake MS	18	7	25	7		57	43.9%	56.1%
Murray Hill MS	20	2	18	13		53	41.5%	58.5%
Lake Elkhorn MS	21	3	19	17	1	61	40.0%	60.0%
Thomas Viaduct MS	14	4	15	12		45	40.0%	60.0%
Patuxent Valley MS	25		22	16		63	39.7%	60.3%
Oakland Mills MS	14	2	20	5		41	39.0%	61.0%
Lime Kiln MS	16	1	18	10		45	37.8%	62.2%
Glenwood MS	12	1	17	6		36	36.1%	63.9%
Mount View MS	16	3	20	14		53	35.8%	64.2%
Hammond MS	12	3	16	12		43	34.9%	65.1%
Elkridge Landing MS	13		19	11		43	30.2%	69.8%
Burleigh Manor MS	14	2	30	8		54	29.6%	70.4%
Ellicott Mills MS	7	2	21	12		42	21.4%	78.6%
High	340	41	372	284	2	1039	36.7%	63.3%
Centennial HS	33	4	21	17		75	49.3%	50.7%
Oakland Mills HS	31	11	24	26		92	45.7%	54.3%
Long Reach HS	33	3	18	25		79	45.6%	54.4%
Glenelg HS	22	2	24	11		59	40.7%	59.3%
Guilford Park HS	20	4	23	14		61	39.3%	60.7%
River Hill HS	25	1	24	20	1	71	37.1%	62.9%
Marriotts Ridge HS	28	1	28	22		79	36.7%	63.3%
Atholton HS	26	4	31	22		83	36.1%	63.9%
Wilde Lake HS	22	3	31	19		75	33.3%	66.7%
Hammond HS	27	1	28	31		87	32.2%	67.8%
Howard HS	24	4	33	31		92	30.4%	69.6%
Mt. Hebron HS	25	1	47	18	1	92	28.6%	71.4%
Reservoir HS	24	2	40	28		94	27.7%	72.3%
Special	60	13	40	38	2	153	48.3%	51.7%
Homewood School	24	3	10	8		45	60.0%	40.0%
ARL	17	6	16	8	1	48	48.9%	51.1%
Cedar Lane - Fulton	19	4	14	22	1	60	39.0%	61.0%
Non-School Based	91	11	53	29	1	185	55.4%	44.6%
Mendenhall Building	3	1			1	5	100.0%	0.0%
Warehouse	3					3	100.0%	0.0%
Berger Road Building	3			1		4	75.0%	25.0%
Old Cedar Lane School	28	4	16	8		56	57.1%	42.9%
Central Office	37	6	24	9		76	56.6%	43.4%
Ascend One Center	16		13	11		40	40.0%	60.0%
Grand Total	1478	210	1631	1236	13	4568	37.1%	62.9%

2024-2025 HCEA Job Satisfaction Survey

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

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Elementary	1447	232	324	72	107	2182	80.9%	19.1%
Atholton ES	25	5	9	2	1	42	73.2%	26.8%
Bellows Spring ES	49	6	11	5	4	75	77.5%	22.5%
Bollman Bridge ES	44	8	6	5	3	66	82.5%	17.5%
Bryant Woods ES	29	8	2			39	94.9%	5.1%
Bushy Park ES	36	7	10	2	3	58	78.2%	21.8%
Centennial Lane ES	38	7	8	1	2	56	83.3%	16.7%
Clarksville ES	28	4	9	2	2	45	74.4%	25.6%
Clemens Crossing ES	30	4	6	4	2	46	77.3%	22.7%
Cradlerock ES	31	4	6		2	43	85.4%	14.6%
Dayton Oaks ES	53	3	7	3	2	68	84.8%	15.2%
Deep Run ES	46	2	16	2		66	72.7%	27.3%
Ducketts Lane ES	43	9	9	2	1	64	82.5%	17.5%
Elkridge ES	37	5	12	4	4	62	72.4%	27.6%
Forest Ridge ES	37	2	7		2	48	84.8%	15.2%
Fulton ES	34	9	12	2	2	59	75.4%	24.6%
Gorman Crossing ES	42	12	2		1	57	96.4%	3.6%
Guilford ES	27	3	14	3	2	49	63.8%	36.2%
Hammond ES	30	4	4	3	2	43	82.9%	17.1%
Hanover Hills ES	35	5	8	2	4	54	80.0%	20.0%
Hollifield Station ES	21	12	4		3	40	89.2%	10.8%
Ilchester ES	30	2	4	3	1	40	82.1%	17.9%
Jeffers Hill ES	28	6	5	4	2	45	79.1%	20.9%
Laurel Woods ES	28	5	11	1	4	49	73.3%	26.7%
Lisbon ES	33	5	1		1	40	97.4%	2.6%
Longfellow ES	27	2	5	2	4	40	80.6%	19.4%
Manor Woods ES	35	6	11	2	3	57	75.9%	24.1%
Northfield ES	26	4	7	1	4	42	78.9%	21.1%
Phelps Luck ES	42	6	7	3	3	61	82.8%	17.2%
Pointers Run ES	35	1	10	2	3	51	75.0%	25.0%
Rockburn ES	38	8	10	1	4	61	80.7%	19.3%
Running Brook ES	46	6	6	2	3	63	86.7%	13.3%
St John's Lane ES	30	2	10		3	45	76.2%	23.8%
Stevens Forest ES	32	6	3		4	45	92.7%	7.3%
Swansfield ES	47	11	10	3	3	74	81.7%	18.3%
Talbott Springs ES	33	8	11	1	3	56	77.4%	22.6%
Thunder Hill ES	20	4	2		5	31	92.3%	7.7%
Triadelphia Ridge ES	29	1	7	3	1	41	75.0%	25.0%
Veterans ES	47	9	9		5	70	86.2%	13.8%
Waterloo ES	39	9	10	1	5	64	81.4%	18.6%
Waverly ES	35	3	10	1	2	51	77.6%	22.4%
West Friendship ES	26	4	6		2	38	83.3%	16.7%
Worthington ES	26	5	7			38	81.6%	18.4%

2024-2025 HCEA Job Satisfaction Survey

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Middle	630	91	131	39	56	947	80.9%	19.1%
Bonnie Branch MS	37	8	9	4	1	59	77.6%	22.4%
Burleigh Manor MS	39	4	3	1	4	51	91.5%	8.5%
Clarksville MS	33	7	1	1	1	43	95.2%	4.8%
Dunloggin MS	27	6	3	1	2	39	89.2%	10.8%
Elkridge Landing MS	28	2	8	1	4	43	76.9%	23.1%
Ellicott Mills MS	24	5	5	3	4	41	78.4%	21.6%
Folly Quarter MS	33	5	7		3	48	84.4%	15.6%
Glenwood MS	29	2	1	2		34	91.2%	8.8%
Hammond MS	25	3	7	5	2	42	70.0%	30.0%
Harper's Choice MS	22	3	4		1	30	86.2%	13.8%
Lake Elkhorn MS	31	4	10	7	3	55	67.3%	32.7%
Lime Kiln MS	32	7	6			45	86.7%	13.3%
Mayfield Woods MS	39	6	7	2	4	58	83.3%	16.7%
Mount View MS	37	4	10		2	53	80.4%	19.6%
Murray Hill MS	32	2	16	2	2	54	65.4%	34.6%
Oakland Mills MS	28	4	4	1	3	40	86.5%	13.5%
Patapsco MS	27	7	8	3	5	50	75.6%	24.4%
Patuxent Valley MS	42	2	11	2	6	63	77.2%	22.8%
Thomas Viaduct MS	29	5	3	2	4	43	87.2%	12.8%
Wilde Lake MS	36	5	8	2	5	56	80.4%	19.6%
High	647	88	180	50	62	1027	76.2%	23.8%
Centennial HS	53	14	6		2	75	91.8%	8.2%
Guilford Park HS	42	6	5	3	4	60	85.7%	14.3%
Mt. Hebron HS	66	4	10	3	8	91	84.3%	15.7%
Hammond HS	54	11	10	3	7	85	83.3%	16.7%
Wilde Lake HS	48	6	11	3	5	73	79.4%	20.6%
Long Reach HS	51	10	13	3	2	79	79.2%	20.8%
Oakland Mills HS	62	6	16	4	5	93	77.3%	22.7%
Glenelg HS	36	2	12	2	6	58	73.1%	26.9%
Marriotts Ridge HS	46	6	16	5	6	79	71.2%	28.8%
River Hill HS	46	1	15	7	2	71	68.1%	31.9%
Atholton HS	42	9	21	4	7	83	67.1%	32.9%
Howard HS	49	10	21	9	1	90	66.3%	33.7%
Reservoir HS	52	3	24	4	7	90	66.3%	33.7%
Special	81	20	25	8	14	148	75.4%	24.6%
ARL	23	7	9	2	4	45	73.2%	26.8%
Cedar Lane - Fulton	33	5	10	6	5	59	70.4%	29.6%
Homewood School	25	8	6		5	44	84.6%	15.4%
Non-School Based	121	38	15	5	4	183	88.8%	11.2%
Mendenhall Building	4				1	5	100.0%	0.0%
Warehouse	2	1				3	100.0%	0.0%
Central Office	50	19	5	2	1	77	90.8%	9.2%
Old Cedar Lane School	37	10	7		1	55	87.0%	13.0%
Ascend One Center	25	8	3	2		38	86.8%	13.2%
Berger Road Building	3			1		4	75.0%	25.0%
Grand Total	2926	469	675	174	243	4487	80.0%	20.0%

2024-2025 HCEA Job Satisfaction Survey

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

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Elementary	800	90	830	389	77	2186	42.2%	57.8%
Swansfield ES	34	4	29	3	3	73	54.3%	45.7%
Bollman Bridge ES	32	2	15	14	3	66	54.0%	46.0%
Dayton Oaks ES	33	2	21	11	1	68	52.2%	47.8%
Talbott Springs ES	25	3	22	4	1	55	51.9%	48.1%
Phelps Luck ES	29	2	22	7	2	62	51.7%	48.3%
Ducketts Lane ES	27	4	23	7	5	66	50.8%	49.2%
Running Brook ES	29	3	16	15		63	50.8%	49.2%
Veterans ES	29	4	26	7	6	72	50.0%	50.0%
Waverly ES	23	1	19	6	2	51	49.0%	51.0%
Forest Ridge ES	22	1	18	6	1	48	48.9%	51.1%
Bryant Woods ES	14	5	14	6		39	48.7%	51.3%
Jeffers Hill ES	18	2	18	5	1	44	46.5%	53.5%
Thunder Hill ES	11	2	11	4	3	31	46.4%	53.6%
Rockburn ES	24	3	22	10	4	63	45.8%	54.2%
Lisbon ES	16	1	16	5	1	39	44.7%	55.3%
Fulton ES	21	4	22	9	3	59	44.6%	55.4%
Deep Run ES	27	1	22	13	1	64	44.4%	55.6%
Hanover Hills ES	22	1	24	7	2	56	42.6%	57.4%
Hollifield Station ES	12	4	12	10	2	40	42.1%	57.9%
Waterloo ES	24	2	25	11	3	65	41.9%	58.1%
Triadelphia Ridge ES	17		15	9		41	41.5%	58.5%
Centennial Lane ES	19	3	19	13	1	55	40.7%	59.3%
Hammond ES	17	1	18	9		45	40.0%	60.0%
Clarksville ES	16	1	20	6	1	44	39.5%	60.5%
Laurel Woods ES	13	5	21	8	3	50	38.3%	61.7%
West Friendship ES	12	1	17	4	2	36	38.2%	61.8%
Stevens Forest ES	15	1	17	9	2	44	38.1%	61.9%
Bushy Park ES	20	2	26	10		58	37.9%	62.1%
Pointers Run ES	17		22	6	3	48	37.8%	62.2%
Ilchester ES	14	1	13	12		40	37.5%	62.5%
Guilford ES	16	1	22	7	3	49	37.0%	63.0%
Elkridge ES	17	4	23	13	4	61	36.8%	63.2%
Longfellow ES	14		18	6	3	41	36.8%	63.2%
Gorman Crossing ES	14	6	24	13	2	59	35.1%	64.9%
Cradlerock ES	15		20	8		43	34.9%	65.1%
Manor Woods ES	19	1	25	13	1	59	34.5%	65.5%
Bellows Spring ES	23	2	32	17	2	76	33.8%	66.2%
Northfield ES	12	1	10	16	3	42	33.3%	66.7%
Atholton ES	12	2	15	14		43	32.6%	67.4%
Worthington ES	8	4	21	5		38	31.6%	68.4%
St John's Lane ES	11	2	21	10	1	45	29.5%	70.5%
Clemens Crossing ES	7	1	14	21	2	45	18.6%	81.4%

2024-2025 HCEA Job Satisfaction Survey

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Middle	394	22	340	155	41	952	45.7%	54.3%
Harper's Choice MS	18	2	10			30	66.7%	33.3%
Glenwood MS	21	1	5	7		34	64.7%	35.3%
Thomas Viaduct MS	23	1	10	5	3	42	61.5%	38.5%
Oakland Mills MS	22	1	11	5	2	41	59.0%	41.0%
Ellicott Mills MS	18	1	10	7	5	41	52.8%	47.2%
Wilde Lake MS	26	2	16	11	2	57	50.9%	49.1%
Bonnie Branch MS	25	4	21	9	1	60	49.2%	50.8%
Clarksville MS	18	1	15	7	1	42	46.3%	53.7%
Murray Hill MS	24		17	11	2	54	46.2%	53.8%
Patuxent Valley MS	26		28	7	2	63	42.6%	57.4%
Burleigh Manor MS	22		20	10	1	53	42.3%	57.7%
Lime Kiln MS	18	1	19	7		45	42.2%	57.8%
Patapsco MS	17	1	15	10	7	50	41.9%	58.1%
Folly Quarter MS	18	1	22	5	2	48	41.3%	58.7%
Mount View MS	21		24	6	2	53	41.2%	58.8%
Lake Elkhorn MS	20	1	20	13	3	57	38.9%	61.1%
Elkridge Landing MS	16		17	9		42	38.1%	61.9%
Mayfield Woods MS	18	2	23	11	5	59	37.0%	63.0%
Hammond MS	11	3	16	9	3	42	35.9%	64.1%
Dunloggin MS	12		21	6		39	30.8%	69.2%
High	336	22	425	220	27	1030	35.7%	64.3%
Guilford Park HS	25	2	21	9	2	59	47.4%	52.6%
Long Reach HS	32	3	29	15		79	44.3%	55.7%
Marriotts Ridge HS	29	2	26	18	3	78	41.3%	58.7%
Hammond HS	34	1	32	18	3	88	41.2%	58.8%
Oakland Mills HS	34	1	35	20	1	91	38.9%	61.1%
Glenelg HS	19	2	20	15	3	59	37.5%	62.5%
Atholton HS	27	3	30	21	1	82	37.0%	63.0%
Howard HS	28	3	43	16		90	34.4%	65.6%
Centennial HS	21	1	33	15	4	74	31.4%	68.6%
River Hill HS	22		31	17	2	72	31.4%	68.6%
Wilde Lake HS	20	2	39	10	4	75	31.0%	69.0%
Mt. Hebron HS	26	1	41	22	1	91	30.0%	70.0%
Reservoir HS	19	1	45	24	3	92	22.5%	77.5%
Special	54	5	49	28	7	143	43.4%	56.6%
Homewood School	16	2	16	6	1	41	45.0%	55.0%
Cedar Lane - Fulton	21	2	15	15	3	56	43.4%	56.6%
ARL	17	1	18	7	3	46	41.9%	58.1%
Non-School Based	96	7	53	22	4	182	57.9%	42.1%
Warehouse	3					3	100.0%	0.0%
Berger Road Building	3			1		4	75.0%	25.0%
Central Office	42	4	24	5	2	77	61.3%	38.7%
Ascend One Center	19	1	8	9		37	54.1%	45.9%
Old Cedar Lane School	27	2	18	7	1	55	53.7%	46.3%
Mendenhall Building	2		2		1	5	50.0%	50.0%
Grand Total	1680	146	1697	814	156	4493	42.1%	57.9%

2024-2025 HCEA Job Satisfaction Survey

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

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Elementary	1346	595	168	44	54	2207	90.2%	9.8%
Forest Ridge ES	30	16	1		1	48	97.9%	2.1%
Bryant Woods ES	24	13	1		1	39	97.4%	2.6%
West Friendship ES	25	9		1	2	37	97.1%	2.9%
Ducketts Lane ES	35	26	1	1	2	65	96.8%	3.2%
Fulton ES	36	20	2		2	60	96.6%	3.4%
Clemens Crossing ES	27	17	1	1		46	95.7%	4.3%
Bollman Bridge ES	46	14	2	1	2	65	95.2%	4.8%
Hammond ES	25	15	1	1	2	44	95.2%	4.8%
Phelps Luck ES	37	23	2	1	2	65	95.2%	4.8%
Rockburn ES	39	19	3		2	63	95.1%	4.9%
Running Brook ES	40	19	4		2	65	93.7%	6.3%
Pointers Run ES	27	17	2	1	3	50	93.6%	6.4%
Swansfield ES	46	22	5			73	93.2%	6.8%
Gorman Crossing ES	31	23	4		1	59	93.1%	6.9%
Bushy Park ES	39	11	4		4	58	92.6%	7.4%
Hanover Hills ES	37	12	2	2	3	56	92.5%	7.5%
Lisbon ES	30	6	3		1	40	92.3%	7.7%
Manor Woods ES	40	12	4	1	2	59	91.2%	8.8%
Clarksville ES	32	9	4			45	91.1%	8.9%
Guilford ES	29	12	4		3	48	91.1%	8.9%
Thunder Hill ES	19	8	3		2	32	90.0%	10.0%
Waverly ES	34	10	3	2	1	50	89.8%	10.2%
Worthington ES	22	13	3	1		39	89.7%	10.3%
Hollifield Station ES	21	13	3	1	2	40	89.5%	10.5%
Centennial Lane ES	38	11	4	2		55	89.1%	10.9%
Talbott Springs ES	29	20	6			55	89.1%	10.9%
Veterans ES	41	23	7	1	1	73	88.9%	11.1%
Elkridge ES	40	15	6	1	1	63	88.7%	11.3%
Stevens Forest ES	29	10	5		1	45	88.6%	11.4%
Bellows Spring ES	49	18	7	2		76	88.2%	11.8%
Deep Run ES	39	18	7	1		65	87.7%	12.3%
Laurel Woods ES	27	15	5	1	2	50	87.5%	12.5%
Atholton ES	26	11	2	4	1	44	86.0%	14.0%
Dayton Oaks ES	45	14	6	4	1	70	85.5%	14.5%
Northfield ES	19	16	4	2	1	42	85.4%	14.6%
Ilchester ES	29	5	4	2		40	85.0%	15.0%
Waterloo ES	38	13	9	1	4	65	83.6%	16.4%
Jeffers Hill ES	25	12	6	2	1	46	82.2%	17.8%
Cradlerock ES	26	9	8		1	44	81.4%	18.6%
Triadelphia Ridge ES	22	11	4	4		41	80.5%	19.5%
Longfellow ES	26	7	7	2		42	78.6%	21.4%
St John's Lane ES	27	8	9	1		45	77.8%	22.2%

2024-2025 HCEA Job Satisfaction Survey

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Middle	607	222	75	22	25	951	89.5%	10.5%
Harper's Choice MS	25	5				30	100.0%	0.0%
Murray Hill MS	38	12		1	2	53	98.0%	2.0%
Mount View MS	33	17	2		1	53	96.2%	3.8%
Thomas Viaduct MS	30	10	1	1	2	44	95.2%	4.8%
Ellicott Mills MS	26	12	1	1	1	41	95.0%	5.0%
Oakland Mills MS	27	9	1	1	2	40	94.7%	5.3%
Burleigh Manor MS	39	8	3	1	1	52	92.2%	7.8%
Dunloggin MS	27	7	2	1	1	38	91.9%	8.1%
Glenwood MS	26	5	2	1	1	35	91.2%	8.8%
Wilde Lake MS	37	13	3	2	1	56	90.9%	9.1%
Patuxent Valley MS	38	17	6		1	62	90.2%	9.8%
Bonnie Branch MS	35	16	6		2	59	89.5%	10.5%
Folly Quarter MS	32	10	5		2	49	89.4%	10.6%
Patapsco MS	25	15	3	2	4	49	88.9%	11.1%
Lime Kiln MS	27	12	4	1	1	45	88.6%	11.4%
Clarksville MS	24	13	6			43	86.0%	14.0%
Lake Elkhorn MS	34	17	7	2		60	85.0%	15.0%
Mayfield Woods MS	35	10	11	1	2	59	78.9%	21.1%
Hammond MS	24	7	6	3	1	41	77.5%	22.5%
Elkridge Landing MS	25	7	6	4		42	76.2%	23.8%
High	652	227	106	28	18	1031	86.8%	13.2%
Guilford Park HS	41	15	3	1	1	61	93.3%	6.7%
Atholton HS	46	28	7		2	83	91.4%	8.6%
Hammond HS	54	23	7	1	2	87	90.6%	9.4%
Howard HS	63	19	5	4	1	92	90.1%	9.9%
Long Reach HS	47	24	6	2		79	89.9%	10.1%
Wilde Lake HS	44	15	7	1	5	72	88.1%	11.9%
Oakland Mills HS	57	23	6	5	1	92	87.9%	12.1%
Centennial HS	52	12	9		1	74	87.7%	12.3%
Reservoir HS	54	23	10	2	2	91	86.5%	13.5%
Mt. Hebron HS	64	13	11	3	1	92	84.6%	15.4%
River Hill HS	48	10	11	1	1	71	82.9%	17.1%
Marriotts Ridge HS	49	14	11	5		79	79.7%	20.3%
Glenelg HS	33	8	13	3	1	58	71.9%	28.1%
Special	85	36	18	4	6	149	84.6%	15.4%
Homewood School	32	9	2		2	45	95.3%	4.7%
Cedar Lane - Fulton	33	17	6	2	1	59	86.2%	13.8%
ARL	20	10	10	2	3	45	71.4%	28.6%
Non-School Based	118	27	23	8	5	181	82.4%	17.6%
Ridge Road Building	1					1	100.0%	0.0%
Warehouse	3					3	100.0%	0.0%
Central Office	49	16	7	3	2	77	86.7%	13.3%
Old Cedar Lane School	35	7	10	1	2	55	79.2%	20.8%
Ascend One Center	25	3	4	4		36	77.8%	22.2%
Berger Road Building	3		1			4	75.0%	25.0%
Mendenhall Building	2	1	1		1	5	75.0%	25.0%
Grand Total	2808	1107	390	106	108	4519	88.8%	11.2%

2024-2025 HCEA Job Satisfaction Survey

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

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Elementary	1328	337	344	89	120	2218	79.4%	20.6%
Thunder Hill ES	18	9	1	1	3	32	93.1%	6.9%
Ducketts Lane ES	37	17	4	2	6	66	90.0%	10.0%
Waverly ES	38	6	5		2	51	89.8%	10.2%
Bollman Bridge ES	48	8	5	2	2	65	88.9%	11.1%
Bryant Woods ES	21	11	3	1	3	39	88.9%	11.1%
Hollifield Station ES	27	9	4	1		41	87.8%	12.2%
Gorman Crossing ES	40	10	7		2	59	87.7%	12.3%
Swansfield ES	41	23	9		1	74	87.7%	12.3%
Waterloo ES	43	11	7	1	3	65	87.1%	12.9%
Running Brook ES	44	9	7	1	4	65	86.9%	13.1%
West Friendship ES	22	6	4	1	4	37	84.8%	15.2%
Ilchester ES	28	5	5	1	1	40	84.6%	15.4%
Laurel Woods ES	33	8	5	3	1	50	83.7%	16.3%
Forest Ridge ES	31	7	7	1	2	48	82.6%	17.4%
Talbott Springs ES	29	16	10		1	56	81.8%	18.2%
Worthington ES	22	8	5	2	2	39	81.1%	18.9%
Stevens Forest ES	28	6	6	2	3	45	81.0%	19.0%
Phelps Luck ES	39	10	11	1	2	63	80.3%	19.7%
Veterans ES	36	19	10	4	5	74	79.7%	20.3%
Deep Run ES	41	10	12	1	1	65	79.7%	20.3%
Jeffers Hill ES	28	7	7	2	2	46	79.5%	20.5%
Dayton Oaks ES	46	7	10	4	3	70	79.1%	20.9%
Northfield ES	25	5	4	4	4	42	78.9%	21.1%
Triadelphia Ridge ES	23	6	6	2	4	41	78.4%	21.6%
Longfellow ES	25	7	5	4	3	44	78.0%	22.0%
Bushy Park ES	35	6	9	3	5	58	77.4%	22.6%
Fulton ES	35	6	9	3	8	61	77.4%	22.6%
Elkridge ES	41	5	12	2	3	63	76.7%	23.3%
Hanover Hills ES	37	5	10	3	2	57	76.4%	23.6%
Centennial Lane ES	32	8	10	3	3	56	75.5%	24.5%
Bellows Spring ES	48	7	14	5	2	76	74.3%	25.7%
Rockburn ES	35	8	13	2	5	63	74.1%	25.9%
Manor Woods ES	34	6	13	1	5	59	74.1%	25.9%
St John's Lane ES	26	6	9	3	1	45	72.7%	27.3%
Cradlerock ES	28	3	12		1	44	72.1%	27.9%
Lisbon ES	20	5	9	1	5	40	71.4%	28.6%
Clemens Crossing ES	25	6	8	5	2	46	70.5%	29.5%
Atholton ES	22	8	9	4	1	44	69.8%	30.2%
Hammond ES	23	7	10	3	2	45	69.8%	30.2%
Clarksville ES	28	1	9	5	3	46	67.4%	32.6%
Pointers Run ES	25	4	14		6	49	67.4%	32.6%
Guilford ES	21	6	15	5	2	49	57.4%	42.6%

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Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Middle	574	109	177	37	66	963	76.1%	23.9%
Harper's Choice MS	20	6	3	1		30	86.7%	13.3%
Thomas Viaduct MS	29	7	4	2	3	45	85.7%	14.3%
Patapsco MS	30	8	7	1	4	50	82.6%	17.4%
Lake Elkhorn MS	36	10	8	2	5	61	82.1%	17.9%
Glenwood MS	24	3	6		3	36	81.8%	18.2%
Oakland Mills MS	24	6	6	1	3	40	81.1%	18.9%
Clarksville MS	31	2	6	2	1	42	80.5%	19.5%
Ellicott Mills MS	25	7	7	1	2	42	80.0%	20.0%
Wilde Lake MS	36	6	10	1	4	57	79.2%	20.8%
Burleigh Manor MS	37	2	11		2	52	78.0%	22.0%
Murray Hill MS	35	4	8	3	4	54	78.0%	22.0%
Patuxent Valley MS	43	1	12	3	4	63	74.6%	25.4%
Mayfield Woods MS	33	7	10	4	6	60	74.1%	25.9%
Folly Quarter MS	31	3	9	3	3	49	73.9%	26.1%
Dunloggin MS	21	3	8	1	6	39	72.7%	27.3%
Mount View MS	28	9	14		2	53	72.5%	27.5%
Lime Kiln MS	24	7	12	1	1	45	70.5%	29.5%
Bonnie Branch MS	28	9	13	5	5	60	67.3%	32.7%
Hammond MS	20	6	11	2	3	42	66.7%	33.3%
Elkridge Landing MS	19	3	12	4	5	43	57.9%	42.1%
High	560	120	204	68	83	1035	71.4%	28.6%
Guilford Park HS	33	12	10	1	5	61	80.4%	19.6%
Centennial HS	37	14	12	5	7	75	75.0%	25.0%
Glenelg HS	34	4	10	3	6	57	74.5%	25.5%
Atholton HS	45	9	13	6	9	82	74.0%	26.0%
Reservoir HS	56	5	15	7	10	93	73.5%	26.5%
Long Reach HS	42	11	17	4	4	78	71.6%	28.4%
Mt. Hebron HS	55	6	19	6	6	92	70.9%	29.1%
Oakland Mills HS	48	13	15	10	6	92	70.9%	29.1%
Wilde Lake HS	34	12	16	3	9	74	70.8%	29.2%
River Hill HS	38	8	17	3	7	73	69.7%	30.3%
Hammond HS	51	6	18	7	6	88	69.5%	30.5%
Howard HS	48	11	17	9	7	92	69.4%	30.6%
Marriotts Ridge HS	39	9	25	4	1	78	62.3%	37.7%
Special	81	19	30	9	11	150	71.9%	28.1%
Homewood School	29	8	4	3	1	45	84.1%	15.9%
Cedar Lane - Fulton	31	8	11	2	5	57	75.0%	25.0%
ARL	21	3	15	4	5	48	55.8%	44.2%
Non-School Based	87	13	32	16	36	184	67.6%	32.4%
Warehouse	2				1	3	100.0%	0.0%
Ascend One Center	26	2	6	5	1	40	71.8%	28.2%
Old Cedar Lane School	27	3	8	5	11	54	69.8%	30.2%
Central Office	30	8	17	5	17	77	63.3%	36.7%
Berger Road Building	1		1		2	4	50.0%	50.0%
Mendenhall Building				1	4	5	0.0%	100.0%
Grand Total	2630	598	787	219	316	4550	76.2%	23.8%

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

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Elementary	1278	337	451	143	12	2221	73.1%	26.9%
Bryant Woods ES	25	10	4			39	89.7%	10.3%
Phelps Luck ES	46	9	9			64	85.9%	14.1%
Longfellow ES	30	6	4	3	1	44	83.7%	16.3%
Swansfield ES	42	19	9	3	1	74	83.6%	16.4%
Running Brook ES	44	10	9	2		65	83.1%	16.9%
Waterloo ES	43	10	9	2	1	65	82.8%	17.2%
Gorman Crossing ES	29	19	9	1	1	59	82.8%	17.2%
Talbott Springs ES	32	12	8	2	1	55	81.5%	18.5%
Hollifield Station ES	22	10	5	3		40	80.0%	20.0%
Hanover Hills ES	42	2	8	4		56	78.6%	21.4%
Waverly ES	33	7	11			51	78.4%	21.6%
Northfield ES	26	6	6	3		41	78.0%	22.0%
Dayton Oaks ES	48	7	12	4		71	77.5%	22.5%
Forest Ridge ES	31	6	9	2		48	77.1%	22.9%
Cradlerock ES	26	7	8	2	1	44	76.7%	23.3%
Ducketts Lane ES	31	18	12	3	2	66	76.6%	23.4%
Laurel Woods ES	29	8	11	1		49	75.5%	24.5%
Atholton ES	28	5	7	4		44	75.0%	25.0%
Ilchester ES	22	8	9	1		40	75.0%	25.0%
Thunder Hill ES	15	9	7	1		32	75.0%	25.0%
West Friendship ES	24	4	7	3		38	73.7%	26.3%
Hammond ES	26	7	8	4		45	73.3%	26.7%
Stevens Forest ES	28	5	11	1		45	73.3%	26.7%
Deep Run ES	39	9	14	4		66	72.7%	27.3%
Veterans ES	40	13	13	8		74	71.6%	28.4%
Clemens Crossing ES	23	9	8	5	1	46	71.1%	28.9%
Jeffers Hill ES	23	9	8	5	1	46	71.1%	28.9%
Centennial Lane ES	32	7	12	4		55	70.9%	29.1%
Fulton ES	39	4	15	3		61	70.5%	29.5%
Bollman Bridge ES	35	11	15	5		66	69.7%	30.3%
Pointers Run ES	28	7	12	4		51	68.6%	31.4%
Rockburn ES	34	9	14	6		63	68.3%	31.7%
St John's Lane ES	27	3	13	2		45	66.7%	33.3%
Bellows Spring ES	44	6	15	11		76	65.8%	34.2%
Worthington ES	18	7	11	2	1	39	65.8%	34.2%
Clarksville ES	26	3	11	5		45	64.4%	35.6%
Elkridge ES	35	5	18	5		63	63.5%	36.5%
Triadelphia Ridge ES	16	10	11	4		41	63.4%	36.6%
Guilford ES	24	8	15	4		51	62.7%	37.3%
Manor Woods ES	29	5	16	9	1	60	57.6%	42.4%
Bushy Park ES	29	3	23	3		58	55.2%	44.8%
Lisbon ES	15	5	15	5		40	50.0%	50.0%

2024-2025 HCEA Job Satisfaction Survey

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Middle	601	127	182	49	4	963	75.9%	24.1%
Harper's Choice MS	22	8				30	100.0%	0.0%
Clarksville MS	36	5	2			43	95.3%	4.7%
Dunloggin MS	27	4	4	3	1	39	81.6%	18.4%
Lime Kiln MS	31	5	9			45	80.0%	20.0%
Mayfield Woods MS	43	5	10	2		60	80.0%	20.0%
Oakland Mills MS	25	7	6	2		40	80.0%	20.0%
Murray Hill MS	32	11	9	2		54	79.6%	20.4%
Wilde Lake MS	34	10	11	2		57	77.2%	22.8%
Burleigh Manor MS	36	4	9	4		53	75.5%	24.5%
Lake Elkhorn MS	36	9	12	3		60	75.0%	25.0%
Mount View MS	31	7	11	3	1	53	73.1%	26.9%
Thomas Viaduct MS	23	9	8	4		44	72.7%	27.3%
Patuxent Valley MS	41	4	12	5	1	63	72.6%	27.4%
Glenwood MS	23	3	10			36	72.2%	27.8%
Bonnie Branch MS	38	5	12	5		60	71.7%	28.3%
Folly Quarter MS	31	4	13	1		49	71.4%	28.6%
Elkridge Landing MS	27	3	11	2		43	69.8%	30.2%
Ellicott Mills MS	21	8	10	3		42	69.0%	31.0%
Hammond MS	22	6	9	5		42	66.7%	33.3%
Patapsco MS	22	10	14	3	1	50	65.3%	34.7%
High	608	93	266	56	10	1033	68.5%	31.5%
Centennial HS	53	8	12	1	1	75	82.4%	17.6%
Guilford Park HS	35	11	12	2		60	76.7%	23.3%
Long Reach HS	51	8	14	5		78	75.6%	24.4%
Wilde Lake HS	49	5	16	3	1	74	74.0%	26.0%
Glenelg HS	37	5	13	2	1	58	73.7%	26.3%
River Hill HS	46	6	15	5		72	72.2%	27.8%
Oakland Mills HS	55	7	20	8	2	92	68.9%	31.1%
Mt. Hebron HS	55	7	24	5	2	93	68.1%	31.9%
Howard HS	47	11	26	5	2	91	65.2%	34.8%
Marriotts Ridge HS	43	6	25	4	1	79	62.8%	37.2%
Reservoir HS	50	6	33	3		92	60.9%	39.1%
Hammond HS	46	6	28	7		87	59.8%	40.2%
Atholton HS	41	7	28	6		82	58.5%	41.5%
Special	78	19	39	12	1	149	65.5%	34.5%
ARL	27	6	13	2		48	68.8%	31.3%
Homewood School	26	3	13	3		45	64.4%	35.6%
Cedar Lane - Fulton	25	10	13	7	1	56	63.6%	36.4%
Non-School Based	109	24	39	10	3	185	73.1%	26.9%
Warehouse	2	1				3	100.0%	0.0%
Ascend One Center	22	8	4	5		39	76.9%	23.1%
Berger Road Building	3			1		4	75.0%	25.0%
Old Cedar Lane School	36	5	13	1	1	56	74.5%	25.5%
Central Office	44	10	19	3	1	77	71.1%	28.9%
Mendenhall Building	1		3		1	5	25.0%	75.0%
Grand Total	2674	600	977	270	30	4551	72.4%	27.6%

2024-2025 HCEA Job Satisfaction Survey

27) During this current school year, I have experienced harassing behavior from colleagues.

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Elementary	166	46	770	1208	31	2221	9.7%	90.3%
Longfellow ES	7	2	15	20		44	20.5%	79.5%
Guilford ES	9	1	22	17	2	51	20.4%	79.6%
Elkridge ES	11	1	30	21		63	19.0%	81.0%
Deep Run ES	8	4	26	28		66	18.2%	81.8%
Jeffers Hill ES	6	2	9	27	2	46	18.2%	81.8%
Clarksville ES	6	2	17	20		45	17.8%	82.2%
Hanover Hills ES	7	2	22	24		55	16.4%	83.6%
Clemens Crossing ES	5	2	20	19		46	15.2%	84.8%
Forest Ridge ES	6	1	22	17	1	47	15.2%	84.8%
Ducketts Lane ES	7	2	15	42		66	13.6%	86.4%
Centennial Lane ES	7		20	26	3	56	13.2%	86.8%
Worthington ES	3	2	11	22	1	39	13.2%	86.8%
Dayton Oaks ES	7	2	28	33		70	12.9%	87.1%
Thunder Hill ES	3	1	6	22		32	12.5%	87.5%
Bellows Spring ES	5	3	32	32	4	76	11.1%	88.9%
Bushy Park ES	4	2	31	21		58	10.3%	89.7%
Atholton ES	2	2	11	29		44	9.1%	90.9%
Rockburn ES	2	3	21	34	2	62	8.3%	91.7%
Swansfield ES	5	1	23	44	1	74	8.2%	91.8%
Veterans ES	4	2	30	38	1	75	8.1%	91.9%
Waverly ES	4		16	31		51	7.8%	92.2%
Hollifield Station ES	2	1	8	28	2	41	7.7%	92.3%
Waterloo ES	3	2	18	42		65	7.7%	92.3%
Lisbon ES	3		17	20		40	7.5%	92.5%
Talbott Springs ES	2	2	22	28	1	55	7.4%	92.6%
Cradlerock ES	3		19	20	2	44	7.1%	92.9%
Northfield ES	3		10	29		42	7.1%	92.9%
Stevens Forest ES	3		16	25	1	45	6.8%	93.2%
Manor Woods ES	4		20	35	1	60	6.8%	93.2%
Hammond ES	3		11	31		45	6.7%	93.3%
St John's Lane ES	3		12	30		45	6.7%	93.3%
Fulton ES	4		26	31	1	62	6.6%	93.4%
Running Brook ES	3	1	14	46	1	65	6.3%	93.8%
Bollman Bridge ES	3	1	22	40	1	67	6.1%	93.9%
Pointers Run ES	3		20	27		50	6.0%	94.0%
West Friendship ES	2		16	18	1	37	5.6%	94.4%
Triadelphia Ridge ES	2		17	22		41	4.9%	95.1%
Laurel Woods ES	2		15	33		50	4.0%	96.0%
Gorman Crossing ES		1	11	47		59	1.7%	98.3%
Phelps Luck ES		1	24	40		65	1.5%	98.5%
Bryant Woods ES			7	30	2	39	0.0%	100.0%
Ilchester ES			18	19	1	38	0.0%	100.0%

2024-2025 HCEA Job Satisfaction Survey

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Middle	68	19	354	503	20	964	9.2%	90.8%
Patuxent Valley MS	10	1	21	30	1	63	17.7%	82.3%
Lake Elkhorn MS	7	2	22	26	3	60	15.8%	84.2%
Glenwood MS	5		11	20		36	13.9%	86.1%
Murray Hill MS	4	3	25	22		54	13.0%	87.0%
Ellicott Mills MS	4	1	14	21	2	42	12.5%	87.5%
Bonnie Branch MS	7		30	21	1	59	12.1%	87.9%
Elkridge Landing MS	3	2	11	27		43	11.6%	88.4%
Thomas Viaduct MS	4	1	20	20		45	11.1%	88.9%
Mayfield Woods MS	4	2	20	31	2	59	10.5%	89.5%
Clarksville MS	2	2	14	25		43	9.3%	90.7%
Wilde Lake MS	2	3	25	24	2	56	9.3%	90.7%
Folly Quarter MS	3	1	14	31		49	8.2%	91.8%
Oakland Mills MS	3		15	19	3	40	8.1%	91.9%
Patapsco MS	3	1	21	25	1	51	8.0%	92.0%
Hammond MS	2		22	19		43	4.7%	95.3%
Lime Kiln MS	2		11	32		45	4.4%	95.6%
Burleigh Manor MS	2		15	36	1	54	3.8%	96.2%
Dunloggin MS	1		17	19	2	39	2.7%	97.3%
Harper's Choice MS			11	18	1	30	0.0%	100.0%
Mount View MS			15	37	1	53	0.0%	100.0%
High	64	27	379	553	17	1040	8.9%	91.1%
Howard HS	9	5	39	39		92	15.2%	84.8%
Wilde Lake HS	9	1	25	34	6	75	14.5%	85.5%
Marriotts Ridge HS	9	2	31	36	1	79	14.1%	85.9%
Hammond HS	6	6	35	41		88	13.6%	86.4%
Oakland Mills HS	4	6	34	47	1	92	11.0%	89.0%
Reservoir HS	8	1	40	42	2	93	9.9%	90.1%
River Hill HS	5	2	23	43	1	74	9.6%	90.4%
Glenelg HS	3	1	24	31		59	6.8%	93.2%
Long Reach HS	5		27	46	1	79	6.4%	93.6%
Atholton HS	3	1	34	45		83	4.8%	95.2%
Centennial HS	2	1	22	48	1	74	4.1%	95.9%
Mt. Hebron HS	1	1	28	60	1	91	2.2%	97.8%
Guilford Park HS			17	41	3	61	0.0%	100.0%
Special	12	6	63	66	3	150	12.2%	87.8%
Homewood School	6	1	13	24	1	45	15.9%	84.1%
Cedar Lane - Fulton	4	5	26	23	1	59	15.5%	84.5%
ARL	2		24	19	1	46	4.4%	95.6%
Non-School Based	12	3	60	95	14	184	8.8%	91.2%
Ascend One Center	5	2	14	17	1	39	18.4%	81.6%
Berger Road Building			3	1		4	0.0%	100.0%
Central Office	3		23	46	5	77	4.2%	95.8%
Mendenhall Building			2	2	1	5	0.0%	100.0%
Old Cedar Lane School	4	1	17	26	7	55	10.4%	89.6%
Warehouse				3		3	0.0%	100.0%
Grand Total	322	101	1626	2425	85	4559	9.5%	90.5%

2024-2025 HCEA Job Satisfaction Survey

28) During this current school year, I have experienced harassing behavior from administrators/supervisors.

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Elementary	92	33	701	1363	31	2220	5.7%	94.3%
Jeffers Hill ES	10	4	12	18	2	46	31.8%	68.2%
Clarksville ES	6	6	18	15		45	26.7%	73.3%
Longfellow ES	5	3	15	20		43	18.6%	81.4%
Guilford ES	8		21	20	1	50	16.3%	83.7%
West Friendship ES	5	1	19	12	1	38	16.2%	83.8%
Bushy Park ES	5	2	26	24		57	12.3%	87.7%
Forest Ridge ES	3	2	24	18	1	48	10.6%	89.4%
Pointers Run ES	4		18	27	1	50	8.2%	91.8%
Deep Run ES	4	1	27	33	1	66	7.7%	92.3%
Hammond ES	2	1	4	37		44	6.8%	93.2%
Elkridge ES	4		34	25		63	6.3%	93.7%
Bollman Bridge ES	3	1	23	38	1	66	6.2%	93.8%
Ducketts Lane ES	1	3	12	49		65	6.2%	93.8%
Bellows Spring ES	3	1	20	48	4	76	5.6%	94.4%
Veterans ES	3	1	33	37	1	75	5.4%	94.6%
Worthington ES		2	12	24	1	39	5.3%	94.7%
Rockburn ES	3		19	39	2	63	4.9%	95.1%
Fulton ES	2	1	27	32	1	63	4.8%	95.2%
Cradlerock ES	2		15	25	2	44	4.8%	95.2%
Phelps Luck ES	3		23	39		65	4.6%	95.4%
St John's Lane ES	2		15	27		44	4.5%	95.5%
Clemens Crossing ES		2	19	24	1	46	4.4%	95.6%
Dayton Oaks ES	3		30	37		70	4.3%	95.7%
Swansfield ES	2	1	18	52		73	4.1%	95.9%
Manor Woods ES	1	1	15	43		60	3.3%	96.7%
Thunder Hill ES	1		6	25		32	3.1%	96.9%
Hollifield Station ES	1		8	30	2	41	2.6%	97.4%
Ilchester ES	1		13	25	1	40	2.6%	97.4%
Lisbon ES	1		16	23		40	2.5%	97.5%
Stevens Forest ES	1		11	32	1	45	2.3%	97.7%
Laurel Woods ES	1		12	37		50	2.0%	98.0%
Centennial Lane ES	1		16	36	3	56	1.9%	98.1%
Hanover Hills ES	1		24	30	1	56	1.8%	98.2%
Atholton ES			15	29		44	0.0%	100.0%
Bryant Woods ES			5	31	2	38	0.0%	100.0%
Gorman Crossing ES			11	48		59	0.0%	100.0%
Northfield ES			6	36		42	0.0%	100.0%
Running Brook ES			8	57		65	0.0%	100.0%
Talbott Springs ES			14	41	1	56	0.0%	100.0%
Triadelphia Ridge ES			9	32		41	0.0%	100.0%
Waterloo ES			13	52		65	0.0%	100.0%
Waverly ES			15	36		51	0.0%	100.0%

2024-2025 HCEA Job Satisfaction Survey

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Middle	36	7	331	570	21	965	4.6%	95.4%
Mayfield Woods MS	7		24	27	2	60	12.1%	87.9%
Oakland Mills MS	4		14	21	2	41	10.3%	89.7%
Ellicott Mills MS	2	2	14	22	2	42	10.0%	90.0%
Patapsco MS	4		19	27	1	51	8.0%	92.0%
Murray Hill MS	2	1	25	25	1	54	5.7%	94.3%
Lake Elkhorn MS	3		20	31	4	58	5.6%	94.4%
Bonnie Branch MS	2	1	32	25		60	5.0%	95.0%
Patuxent Valley MS	3		22	36	2	63	4.9%	95.1%
Clarksville MS	1	1	12	29		43	4.7%	95.3%
Thomas Viaduct MS	2		19	24		45	4.4%	95.6%
Folly Quarter MS	1	1	14	33		49	4.1%	95.9%
Harper's Choice MS	1		8	20	1	30	3.4%	96.6%
Hammond MS		1	18	24		43	2.3%	97.7%
Lime Kiln MS	1		11	33		45	2.2%	97.8%
Mount View MS	1		7	44	1	53	1.9%	98.1%
Burleigh Manor MS	1		16	36	1	54	1.9%	98.1%
Wilde Lake MS	1		22	32	1	56	1.8%	98.2%
Dunloggin MS			15	22	2	39	0.0%	100.0%
Elkridge Landing MS			11	31	1	43	0.0%	100.0%
Glenwood MS			8	28		36	0.0%	100.0%
High	46	15	404	560	17	1042	6.0%	94.0%
Hammond HS	14	4	36	31	2	87	21.2%	78.8%
Glenelg HS	3	2	19	34	1	59	8.6%	91.4%
Wilde Lake HS	4	2	31	33	4	74	8.6%	91.4%
Atholton HS	4	2	43	34		83	7.2%	92.8%
Howard HS	4	1	46	41		92	5.4%	94.6%
Centennial HS	4		23	48		75	5.3%	94.7%
Oakland Mills HS	1	3	41	47	1	93	4.3%	95.7%
Long Reach HS	3		27	48	1	79	3.8%	96.2%
Marriotts Ridge HS	2	1	32	43	1	79	3.8%	96.2%
Reservoir HS	3		39	49	2	93	3.3%	96.7%
River Hill HS	2		24	47	1	74	2.7%	97.3%
Mt. Hebron HS	2		28	62	1	93	2.2%	97.8%
Guilford Park HS			15	43	3	61	0.0%	100.0%
Special	10	2	58	80	2	152	8.0%	92.0%
ARL	6		17	24	1	48	12.8%	87.2%
Homewood School	2	1	17	25		45	6.7%	93.3%
Cedar Lane - Fulton	2	1	24	31	1	59	5.2%	94.8%
Non-School Based	8	2	60	99	16	185	5.9%	94.1%
Mendenhall Building	1			3	1	5	25.0%	75.0%
Central Office	6		21	44	5	76	8.5%	91.5%
Ascend One Center	1	2	14	21	2	40	7.9%	92.1%
Berger Road Building			3	1		4	0.0%	100.0%
Old Cedar Lane School			21	27	8	56	0.0%	100.0%
Warehouse				3		3	0.0%	100.0%
Grand Total	192	59	1554	2672	87	4564	5.6%	94.4%

2024-2025 HCEA Job Satisfaction Survey

29) During this current school year, I have experienced harassing behavior from parents.

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Elementary	281	100	910	875	57	2223	17.6%	82.4%
Cradlerock ES	6	6	21	9	2	44	28.6%	71.4%
Forest Ridge ES	8	5	19	14	1	47	28.3%	71.7%
Dayton Oaks ES	11	8	30	20	2	71	27.5%	72.5%
Running Brook ES	12	5	22	24	2	65	27.0%	73.0%
Manor Woods ES	9	6	23	20	1	59	25.9%	74.1%
Clarksville ES	10	1	21	12	1	45	25.0%	75.0%
Longfellow ES	10	1	19	14		44	25.0%	75.0%
Bollman Bridge ES	11	5	26	24	1	67	24.2%	75.8%
Elkridge ES	12	3	30	17		62	24.2%	75.8%
Fulton ES	10	5	29	18	1	63	24.2%	75.8%
Bellows Spring ES	13	4	31	25	3	76	23.3%	76.7%
Stevens Forest ES	7	2	15	18	3	45	21.4%	78.6%
Northfield ES	5	3	14	19	1	42	19.5%	80.5%
Bushy Park ES	9	2	27	19	1	58	19.3%	80.7%
Veterans ES	10	4	30	29	2	75	19.2%	80.8%
Centennial Lane ES	9	1	24	19	3	56	18.9%	81.1%
Hanover Hills ES	6	4	28	15	3	56	18.9%	81.1%
Thunder Hill ES	5	1	8	18		32	18.8%	81.3%
Waterloo ES	11	1	24	29		65	18.5%	81.5%
Laurel Woods ES	9		19	21		49	18.4%	81.6%
Atholton ES	5	3	15	21		44	18.2%	81.8%
Hammond ES	5	3	15	21	1	45	18.2%	81.8%
Clemens Crossing ES	6	2	20	17	1	46	17.8%	82.2%
Pointers Run ES	9		28	14		51	17.6%	82.4%
Triadelphia Ridge ES	5	2	20	14		41	17.1%	82.9%
West Friendship ES	6		17	14	1	38	16.2%	83.8%
Guilford ES	7	1	25	17	1	51	16.0%	84.0%
Ilchester ES	3	3	19	13	2	40	15.8%	84.2%
Gorman Crossing ES	7	1	20	31		59	13.6%	86.4%
Lisbon ES	3	2	20	14		39	12.8%	87.2%
Phelps Luck ES	7	1	27	30		65	12.3%	87.7%
Jeffers Hill ES	5		15	22	4	46	11.9%	88.1%
Hollifield Station ES	3	1	11	24	2	41	10.3%	89.7%
Rockburn ES	2	4	25	29	3	63	10.0%	90.0%
Talbott Springs ES	4	1	20	27	4	56	9.6%	90.4%
Ducketts Lane ES	3	3	21	36	2	65	9.5%	90.5%
Deep Run ES	4	2	32	26	2	66	9.4%	90.6%
St John's Lane ES	4		22	19		45	8.9%	91.1%
Waverly ES	4		21	23	2	50	8.3%	91.7%
Bryant Woods ES	3		14	20	1	38	8.1%	91.9%
Swansfield ES	3	2	24	43	2	74	6.9%	93.1%
Worthington ES		2	19	16	2	39	5.4%	94.6%

2024-2025 HCEA Job Satisfaction Survey

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Middle	162	57	390	318	37	964	23.6%	76.4%
Elkridge Landing MS	14	6	10	11	2	43	48.8%	51.2%
Folly Quarter MS	14	3	18	12	2	49	36.2%	63.8%
Lake Elkhorn MS	14	3	24	15	3	59	30.4%	69.6%
Patapsco MS	13	1	21	14	2	51	28.6%	71.4%
Wilde Lake MS	8	7	21	18	3	57	27.8%	72.2%
Ellicott Mills MS	5	6	20	9	2	42	27.5%	72.5%
Patuxent Valley MS	10	5	21	21	5	62	26.3%	73.7%
Murray Hill MS	9	4	21	19		53	24.5%	75.5%
Mayfield Woods MS	12	2	22	22	2	60	24.1%	75.9%
Mount View MS	9	3	20	19	2	53	23.5%	76.5%
Glenwood MS	8		16	11	1	36	22.9%	77.1%
Dunloggin MS	8		15	13	3	39	22.2%	77.8%
Clarksville MS	5	3	20	13	2	43	19.5%	80.5%
Hammond MS	2	6	19	15	1	43	19.0%	81.0%
Thomas Viaduct MS	6	2	21	14	1	44	18.6%	81.4%
Bonnie Branch MS	8	3	27	22		60	18.3%	81.7%
Oakland Mills MS	5	2	16	16	2	41	17.9%	82.1%
Lime Kiln MS	6	1	21	17		45	15.6%	84.4%
Burleigh Manor MS	5		27	19	3	54	9.8%	90.2%
Harper's Choice MS	1		10	18	1	30	3.4%	96.6%
High	186	53	445	313	40	1037	24.0%	76.0%
River Hill HS	18	6	21	26	2	73	33.8%	66.2%
Reservoir HS	20	9	36	21	7	93	33.7%	66.3%
Marriotts Ridge HS	22	2	31	23	1	79	30.8%	69.2%
Atholton HS	19	5	36	21	2	83	29.6%	70.4%
Hammond HS	20	3	37	22	5	87	28.0%	72.0%
Glenelg HS	10	3	29	14	1	57	23.2%	76.8%
Wilde Lake HS	12	4	30	24	5	75	22.9%	77.1%
Centennial HS	14	2	35	23	1	75	21.6%	78.4%
Long Reach HS	9	6	34	26	3	78	20.0%	80.0%
Mt. Hebron HS	11	6	34	37	4	92	19.3%	80.7%
Howard HS	10	5	53	21	3	92	16.9%	83.1%
Oakland Mills HS	12	2	47	28	3	92	15.7%	84.3%
Guilford Park HS	9		22	27	3	61	15.5%	84.5%
Special	15	6	60	61	9	151	14.8%	85.2%
ARL	6	3	21	15	2	47	20.0%	80.0%
Cedar Lane - Fulton	4	2	22	26	5	59	11.1%	88.9%
Homewood School	5	1	17	20	2	45	14.0%	86.0%
Non-School Based	16	11	43	41	73	184	24.3%	75.7%
Old Cedar Lane School	9	4	15	14	13	55	31.0%	69.0%
Ascend One Center	4	5	14	14	2	39	24.3%	75.7%
Central Office	3	2	14	13	45	77	15.6%	84.4%
Berger Road Building					4	4	N/A	N/A
Mendenhall Building					5	5	N/A	N/A
Warehouse					3	3	N/A	N/A
Grand Total	660	227	1848	1608	216	4559	20.4%	79.6%

2024-2025 HCEA Job Satisfaction Survey

30) At my school I spend most of my PIP time doing non-instructional duties/assignments.

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Elementary	344	88	912	235	614	2193	27.4%	72.6%
Clarksville ES	11	5	15	4	11	46	45.7%	54.3%
Guilford ES	13	2	18	2	14	49	42.9%	57.1%
Clemens Crossing ES	8	6	11	8	13	46	42.4%	57.6%
Centennial Lane ES	11	6	22	2	14	55	41.5%	58.5%
Bellows Spring ES	22	1	29	4	19	75	41.1%	58.9%
Stevens Forest ES	8	2	10	5	19	44	40.0%	60.0%
Longfellow ES	12		17	4	9	42	36.4%	63.6%
Hanover Hills ES	13	2	18	9	14	56	35.7%	64.3%
Running Brook ES	11	2	20	6	25	64	33.3%	66.7%
Elkridge ES	10	4	28	1	20	63	32.6%	67.4%
Laurel Woods ES	9	3	21	4	11	48	32.4%	67.6%
Hollifield Station ES	10		17	5	9	41	31.3%	68.8%
Bollman Bridge ES	11	3	25	7	20	66	30.4%	69.6%
Phelps Luck ES	10	3	24	6	18	61	30.2%	69.8%
Talbott Springs ES	9	3	18	10	16	56	30.0%	70.0%
Hammond ES	6	4	17	7	11	45	29.4%	70.6%
Ilchester ES	5	2	12	5	15	39	29.2%	70.8%
Veterans ES	12	2	31	3	24	72	29.2%	70.8%
Waverly ES	8	1	19	3	20	51	29.0%	71.0%
Deep Run ES	11	2	28	4	21	66	28.9%	71.1%
Dayton Oaks ES	12	2	36	3	15	68	26.4%	73.6%
Worthington ES	5	2	17	3	12	39	25.9%	74.1%
Forest Ridge ES	9	1	24	5	9	48	25.6%	74.4%
West Friendship ES	6	1	16	5	9	37	25.0%	75.0%
Ducketts Lane ES	9	3	31	7	16	66	24.0%	76.0%
Atholton ES	8		21	5	10	44	23.5%	76.5%
St John's Lane ES	7	1	19	8	9	44	22.9%	77.1%
Northfield ES	5	2	18	6	10	41	22.6%	77.4%
Cradlerock ES	5	2	19	7	11	44	21.2%	78.8%
Swansfield ES	6	6	32	14	16	74	20.7%	79.3%
Lisbon ES	5		20		13	38	20.0%	80.0%
Pointers Run ES	8		27	5	11	51	20.0%	80.0%
Fulton ES	6	2	29	4	19	60	19.5%	80.5%
Rockburn ES	3	5	24	9	22	63	19.5%	80.5%
Bryant Woods ES	5	1	19	6	8	39	19.4%	80.6%
Waterloo ES	7	2	31	7	15	62	19.1%	80.9%
Triadelphia Ridge ES	3	2	13	9	13	40	18.5%	81.5%
Thunder Hill ES	4		14	4	10	32	18.2%	81.8%
Bushy Park ES	6	1	29	4	17	57	17.5%	82.5%
Manor Woods ES	7		26	10	15	58	16.3%	83.7%
Jeffers Hill ES	4	1	22	6	11	44	15.2%	84.8%
Gorman Crossing ES	4	1	25	9	20	59	12.8%	87.2%

2024-2025 HCEA Job Satisfaction Survey

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Middle	195	43	403	75	244	960	33.2%	66.8%
Dunloggin MS	12	7	11	1	8	39	61.3%	38.7%
Thomas Viaduct MS	18	3	12	2	10	45	60.0%	40.0%
Murray Hill MS	18	2	12	3	19	54	57.1%	42.9%
Bonnie Branch MS	19	2	19	2	18	60	50.0%	50.0%
Lake Elkhorn MS	18	3	21	5	12	59	44.7%	55.3%
Mayfield Woods MS	15	4	21	4	15	59	43.2%	56.8%
Hammond MS	8	5	14	4	12	43	41.9%	58.1%
Patuxent Valley MS	15		26	1	20	62	35.7%	64.3%
Glenwood MS	6	3	14	4	9	36	33.3%	66.7%
Wilde Lake MS	10	2	24	3	17	56	30.8%	69.2%
Clarksville MS	8	2	22	4	6	42	27.8%	72.2%
Oakland Mills MS	5	3	20	3	10	41	25.8%	74.2%
Ellicott Mills MS	7	1	20	4	10	42	25.0%	75.0%
Patapsco MS	8		27	3	12	50	21.1%	78.9%
Folly Quarter MS	6	1	25	2	15	49	20.6%	79.4%
Burleigh Manor MS	6	1	24	9	13	53	17.5%	82.5%
Harper's Choice MS	4		15	4	7	30	17.4%	82.6%
Elkridge Landing MS	4	1	22	5	10	42	15.6%	84.4%
Lime Kiln MS	3	2	23	7	10	45	14.3%	85.7%
Mount View MS	5	1	31	5	11	53	14.3%	85.7%
High	215	76	403	87	255	1036	37.3%	62.7%
Oakland Mills HS	30	17	20	2	22	91	68.1%	31.9%
Reservoir HS	29	7	24	5	27	92	55.4%	44.6%
Atholton HS	25	4	30	3	19	81	46.8%	53.2%
Wilde Lake HS	20	6	25	7	16	74	44.8%	55.2%
Marriotts Ridge HS	20	8	31	5	15	79	43.8%	56.3%
Guilford Park HS	12	7	19	7	16	61	42.2%	57.8%
Hammond HS	21	6	38	1	21	87	40.9%	59.1%
Long Reach HS	15	8	26	8	22	79	40.4%	59.6%
Mt. Hebron HS	11	6	46	4	26	93	25.4%	74.6%
River Hill HS	10	3	38	8	14	73	22.0%	78.0%
Howard HS	11	1	46	9	25	92	17.9%	82.1%
Centennial HS	10	1	39	12	13	75	17.7%	82.3%
Glenelg HS	1	2	21	16	19	59	7.5%	92.5%
Special	28	4	40	13	66	151	37.6%	62.4%
Homewood School	15	2	12	4	12	45	51.5%	48.5%
Cedar Lane - Fulton	10	2	13	5	30	60	40.0%	60.0%
ARL	3		15	4	24	46	13.6%	86.4%
Non-School Based	4		3		177	184	57.1%	42.9%
Central Office	1				75	76	100.0%	0.0%
Old Cedar Lane School	2		1		52	55	66.7%	33.3%
Ascend One Center	1		2		37	40	33.3%	66.7%
Berger Road Building					4	4	N/A	N/A
Mendenhall Building					5	5	N/A	N/A
Warehouse					3	3	N/A	N/A
Grand Total	786	211	1761	410	1356	4524	31.5%	68.5%

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

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Elementary	1069	170	211	47	690	2187	82.8%	17.2%
Hollifield Station ES	24	5	1		11	41	96.7%	3.3%
Bryant Woods ES	22	5		1	11	39	96.4%	3.6%
Dayton Oaks ES	40	3	2		23	68	95.6%	4.4%
Talbott Springs ES	29	7	2		17	55	94.7%	5.3%
St John's Lane ES	25	9	2		9	45	94.4%	5.6%
Running Brook ES	29	3	1	1	30	64	94.1%	5.9%
Ducketts Lane ES	34	9	3		19	65	93.5%	6.5%
Manor Woods ES	30	8	2	1	18	59	92.7%	7.3%
Waterloo ES	29	5	3		26	63	91.9%	8.1%
Lisbon ES	20	2	1	1	14	38	91.7%	8.3%
West Friendship ES	18	4	2		12	36	91.7%	8.3%
Ilchester ES	20	1	2		16	39	91.3%	8.7%
Cradlerock ES	24	4	2	1	12	43	90.3%	9.7%
Centennial Lane ES	31	6	4		13	54	90.2%	9.8%
Northfield ES	22	4	2	1	12	41	89.7%	10.3%
Stevens Forest ES	18	5	3		18	44	88.5%	11.5%
Fulton ES	28	3	4	1	24	60	86.1%	13.9%
Swansfield ES	37	10	8		19	74	85.5%	14.5%
Laurel Woods ES	25	3	5		16	49	84.8%	15.2%
Gorman Crossing ES	23	9	6		21	59	84.2%	15.8%
Veterans ES	36	3	7	1	25	72	83.0%	17.0%
Triadelphia Ridge ES	18	4	3	2	12	39	81.5%	18.5%
Pointers Run ES	28	2	4	3	13	50	81.1%	18.9%
Atholton ES	21	4	6		13	44	80.6%	19.4%
Forest Ridge ES	25	3	7		12	47	80.0%	20.0%
Worthington ES	19	4	4	2	10	39	79.3%	20.7%
Bushy Park ES	26	4	7	1	20	58	78.9%	21.1%
Thunder Hill ES	14	1	3	1	12	31	78.9%	21.1%
Hammond ES	21	4	6	1	13	45	78.1%	21.9%
Bellows Spring ES	43	3	10	3	17	76	78.0%	22.0%
Bollman Bridge ES	29	6	8	2	21	66	77.8%	22.2%
Waverly ES	21	2	7		21	51	76.7%	23.3%
Rockburn ES	21	5	7	1	28	62	76.5%	23.5%
Longfellow ES	20	2	6	1	12	41	75.9%	24.1%
Phelps Luck ES	29	3	10	1	20	63	74.4%	25.6%
Deep Run ES	31	3	10	2	18	64	73.9%	26.1%
Elkridge ES	31	1	10	2	17	61	72.7%	27.3%
Guilford ES	22	3	7	3	13	48	71.4%	28.6%
Clemens Crossing ES	19	4	5	5	12	45	69.7%	30.3%
Clarksville ES	19	2	9	2	14	46	65.6%	34.4%
Hanover Hills ES	27	1	11	4	14	57	65.1%	34.9%
Jeffers Hill ES	21	1	9	3	12	46	64.7%	35.3%

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Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Middle	475	98	127	28	229	957	78.7%	21.3%
Folly Quarter MS	24	12			13	49	100.0%	0.0%
Clarksville MS	32	3	2		6	43	94.6%	5.4%
Burleigh Manor MS	26	13	3		11	53	92.9%	7.1%
Oakland Mills MS	26	4	3		7	40	90.9%	9.1%
Mount View MS	29	8	4		12	53	90.2%	9.8%
Lime Kiln MS	23	8	3	1	10	45	88.6%	11.4%
Mayfield Woods MS	35	4	6	2	12	59	83.0%	17.0%
Hammond MS	18	8	5	2	10	43	78.8%	21.2%
Elkridge Landing MS	21	4	7		11	43	78.1%	21.9%
Patuxent Valley MS	31	1	7	2	20	61	78.0%	22.0%
Ellicott Mills MS	22	4	6	2	8	42	76.5%	23.5%
Harper's Choice MS	14	4	6		6	30	75.0%	25.0%
Wilde Lake MS	22	7	8	2	16	55	74.4%	25.6%
Glenwood MS	15	4	7		10	36	73.1%	26.9%
Patapsco MS	26	2	6	5	11	50	71.8%	28.2%
Bonnie Branch MS	27	2	11	1	19	60	70.7%	29.3%
Thomas Viaduct MS	22	3	10	2	8	45	67.6%	32.4%
Dunloggin MS	19	1	8	2	9	39	66.7%	33.3%
Lake Elkhorn MS	24	4	10	6	13	57	63.6%	36.4%
Murray Hill MS	19	2	15	1	17	54	56.8%	43.2%
High	425	50	207	96	255	1033	61.1%	38.9%
Centennial HS	38	12	8		16	74	86.2%	13.8%
Glenelg HS	29	4	4	4	18	59	80.5%	19.5%
Mt. Hebron HS	48	6	15	1	22	92	77.1%	22.9%
Howard HS	48	4	13	6	21	92	73.2%	26.8%
River Hill HS	34	5	12	3	19	73	72.2%	27.8%
Long Reach HS	34	4	10	6	24	78	70.4%	29.6%
Marriotts Ridge HS	36	3	15	12	13	79	59.1%	40.9%
Reservoir HS	34		20	9	27	90	54.0%	46.0%
Hammond HS	30	5	24	6	21	86	53.8%	46.2%
Wilde Lake HS	30		15	13	15	73	51.7%	48.3%
Guilford Park HS	16	6	17	7	15	61	47.8%	52.2%
Oakland Mills HS	28		26	15	24	93	40.6%	59.4%
Atholton HS	20	1	28	14	20	83	33.3%	66.7%
Special	40	11	21	9	69	150	63.0%	37.0%
ARL	12	7	2		25	46	90.5%	9.5%
Cedar Lane - Fulton	12	3	10	3	31	59	53.6%	46.4%
Homewood School	16	1	9	6	13	45	53.1%	46.9%
Non-School Based	3		1		180	184	75.0%	25.0%
Old Cedar Lane School	1				55	56	100.0%	0.0%
Ascend One Center	2		1		37	40	66.7%	33.3%
Berger Road Building					4	4	N/A	N/A
Central Office					75	75	N/A	N/A
Mendenhall Building					5	5	N/A	N/A
Warehouse					3	3	N/A	N/A
Grand Total	2012	329	567	180	1423	4511	75.8%	24.2%

2024-2025 HCEA Job Satisfaction Survey

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

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Elementary	590	309	1024	108	186	2217	44.3%	55.7%
Bellows Spring ES	36	16	19	1	4	76	72.2%	27.8%
Dayton Oaks ES	18	24	17	1	9	69	70.0%	30.0%
Guilford ES	13	16	14		7	50	67.4%	32.6%
Veterans ES	23	15	25	2	10	75	58.5%	41.5%
Worthington ES	14	7	15		3	39	58.3%	41.7%
Hollifield Station ES	11	9	13	3	5	41	55.6%	44.4%
Longfellow ES	11	10	17		4	42	55.3%	44.7%
Clemens Crossing ES	8	14	17	2	4	45	53.7%	46.3%
Pointers Run ES	20	4	18	3	6	51	53.3%	46.7%
Laurel Woods ES	19	6	21	2	2	50	52.1%	47.9%
Centennial Lane ES	20	7	24	1	4	56	51.9%	48.1%
Deep Run ES	15	16	28	3	3	65	50.0%	50.0%
Forest Ridge ES	17	6	18	5	2	48	50.0%	50.0%
Triadelphia Ridge ES	11	8	18	1	3	41	50.0%	50.0%
Elkridge ES	18	8	23	4	10	63	49.1%	50.9%
St John's Lane ES	15	5	20	3	2	45	46.5%	53.5%
Hanover Hills ES	16	8	27	3	3	57	44.4%	55.6%
Hammond ES	6	13	24		2	45	44.2%	55.8%
Bryant Woods ES	13	3	20	1	2	39	43.2%	56.8%
West Friendship ES	14	2	19	2	1	38	43.2%	56.8%
Cradlerock ES	13	5	24		1	43	42.9%	57.1%
Jeffers Hill ES	11	7	24		4	46	42.9%	57.1%
Lisbon ES	14	2	21	1	1	39	42.1%	57.9%
Bushy Park ES	13	8	27	2	8	58	42.0%	58.0%
Ilchester ES	13	2	19	2	3	39	41.7%	58.3%
Atholton ES	12	5	19	5	3	44	41.5%	58.5%
Bollman Bridge ES	16	10	31	6	3	66	41.3%	58.7%
Stevens Forest ES	10	6	22	1	6	45	41.0%	59.0%
Phelps Luck ES	15	9	31	4	6	65	40.7%	59.3%
Thunder Hill ES	10	2	18		2	32	40.0%	60.0%
Fulton ES	13	8	26	6	8	61	39.6%	60.4%
Ducketts Lane ES	14	8	34	2	8	66	37.9%	62.1%
Running Brook ES	17	6	36	3	3	65	37.1%	62.9%
Northfield ES	8	6	20	5	4	43	35.9%	64.1%
Clarksville ES	11	4	28	1	2	46	34.1%	65.9%
Waterloo ES	12	7	36	4	4	63	32.2%	67.8%
Waverly ES	12	2	26	5	5	50	31.1%	68.9%
Talbott Springs ES	14	1	30	4	7	56	30.6%	69.4%
Manor Woods ES	14	3	35	4	4	60	30.4%	69.6%
Rockburn ES	13	3	34	4	8	62	29.6%	70.4%
Gorman Crossing ES	9	4	35	5	6	59	24.5%	75.5%
Swansfield ES	8	4	51	7	4	74	17.1%	82.9%

2024-2025 HCEA Job Satisfaction Survey

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Middle	230	85	495	58	90	958	36.3%	63.7%
Hammond MS	13	9	16	2	3	43	55.0%	45.0%
Harper's Choice MS	11	3	9	4	2	29	51.9%	48.1%
Ellicott Mills MS	14	5	18		5	42	51.4%	48.6%
Bonnie Branch MS	20	7	23	5	5	60	49.1%	50.9%
Folly Quarter MS	16	4	22		7	49	47.6%	52.4%
Glenwood MS	11	4	16	1	3	35	46.9%	53.1%
Mayfield Woods MS	17	4	30	2	6	59	39.6%	60.4%
Oakland Mills MS	11	4	18	5	2	40	39.5%	60.5%
Lake Elkhorn MS	11	8	28	2	10	59	38.8%	61.2%
Patuxent Valley MS	20	2	32	3	6	63	38.6%	61.4%
Elkridge Landing MS	10	4	22	3	4	43	35.9%	64.1%
Dunloggin MS	6	6	20	2	5	39	35.3%	64.7%
Thomas Viaduct MS	7	7	25	1	4	44	35.0%	65.0%
Clarksville MS	11	4	26	2		43	34.9%	65.1%
Murray Hill MS	12	2	31	3	6	54	29.2%	70.8%
Patapsco MS	7	4	28	2	7	48	26.8%	73.2%
Lime Kiln MS	9	2	29	2	3	45	26.2%	73.8%
Wilde Lake MS	12	1	34	3	7	57	26.0%	74.0%
Mount View MS	5	5	32	8	3	53	20.0%	80.0%
Burleigh Manor MS	7		36	8	2	53	13.7%	86.3%
High	259	76	537	89	75	1036	34.9%	65.1%
Oakland Mills HS	29	13	42	1	7	92	49.4%	50.6%
Howard HS	31	8	38	6	8	91	47.0%	53.0%
Hammond HS	25	12	39	3	9	88	46.8%	53.2%
Atholton HS	31	4	36	6	6	83	45.5%	54.5%
Reservoir HS	30	6	38	7	11	92	44.4%	55.6%
Mt. Hebron HS	28	7	45	2	10	92	42.7%	57.3%
Long Reach HS	18	7	41	6	6	78	34.7%	65.3%
River Hill HS	16	6	39	10	2	73	31.0%	69.0%
Wilde Lake HS	17	1	45	7	4	74	25.7%	74.3%
Marriotts Ridge HS	13	3	52	7	3	78	21.3%	78.7%
Guilford Park HS	8	3	38	9	3	61	19.0%	81.0%
Centennial HS	8	4	47	14	2	75	16.4%	83.6%
Glenelg HS	5	2	37	11	4	59	12.7%	87.3%
Special	56	17	55	10	14	152	52.9%	47.1%
Cedar Lane - Fulton	25	10	16	3	6	60	64.8%	35.2%
Homewood School	18	5	16	2	4	45	56.1%	43.9%
ARL	13	2	23	5	4	47	34.9%	65.1%
Non-School Based	33	12	92	18	29	184	29.0%	71.0%
Ascend One Center	11	5	17	4	3	40	43.2%	56.8%
Old Cedar Lane School	9	2	22	4	17	54	29.7%	70.3%
Berger Road Building	1		3			4	25.0%	75.0%
Mendenhall Building		1	3		1	5	25.0%	75.0%
Central Office	12	4	46	8	7	77	22.9%	77.1%
Warehouse			1	2		3	0.0%	100.0%
Grand Total	1168	499	2203	283	394	4547	40.1%	59.9%

2024-2025 HCEA Job Satisfaction Survey

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

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Elementary	312	71	651	1138	51	2223	17.6%	82.4%
Gorman Crossing ES	20	3	17	16	1	57	41.1%	58.9%
Ducketts Lane ES	20	4	24	18		66	36.4%	63.6%
Jeffers Hill ES	14	1	14	16	1	46	33.3%	66.7%
Swansfield ES	17	5	32	17	2	73	31.0%	69.0%
Bushy Park ES	14	2	21	19		56	28.6%	71.4%
Stevens Forest ES	11	1	15	16	2	45	27.9%	72.1%
Rockburn ES	12	5	20	25	1	63	27.4%	72.6%
West Friendship ES	6	3	20	5	4	38	26.5%	73.5%
Talbott Springs ES	10	4	14	28		56	25.0%	75.0%
Waverly ES	12		17	19	3	51	25.0%	75.0%
Clarksville ES	9	1	9	25	2	46	22.7%	77.3%
Running Brook ES	10	4	17	31	3	65	22.6%	77.4%
Waterloo ES	11	2	22	27	2	64	21.0%	79.0%
Centennial Lane ES	9	2	11	33	1	56	20.0%	80.0%
Dayton Oaks ES	13	1	22	34	1	71	20.0%	80.0%
Atholton ES	6	2	10	26		44	18.2%	81.8%
Triadelphia Ridge ES	7		15	19		41	17.1%	82.9%
Forest Ridge ES	5	3	28	12		48	16.7%	83.3%
Pointers Run ES	7	1	14	27	2	51	16.3%	83.7%
Bellows Spring ES	11	1	15	48	1	76	16.0%	84.0%
Hanover Hills ES	6	3	14	34		57	15.8%	84.2%
Ilchester ES	5	1	6	27	1	40	15.4%	84.6%
Worthington ES	5	1	13	20		39	15.4%	84.6%
Elkridge ES	8	1	24	28	2	63	14.8%	85.2%
Hollifield Station ES	4	2	10	25		41	14.6%	85.4%
Laurel Woods ES	6	1	16	27		50	14.0%	86.0%
Veterans ES	4	5	15	47	4	75	12.7%	87.3%
Bollman Bridge ES	6	2	20	39		67	11.9%	88.1%
Phelps Luck ES	6	1	18	35	5	65	11.7%	88.3%
Fulton ES	5	2	19	35	1	62	11.5%	88.5%
Hammond ES	5		7	33		45	11.1%	88.9%
Bryant Woods ES	4		14	21		39	10.3%	89.7%
Deep Run ES	4	2	18	39	3	66	9.5%	90.5%
Guilford ES	3	1	13	32	1	50	8.2%	91.8%
Lisbon ES	3		17	17	3	40	8.1%	91.9%
Longfellow ES	1	2	12	28		43	7.0%	93.0%
St John's Lane ES	3		11	31		45	6.7%	93.3%
Clemens Crossing ES	2	1	7	36		46	6.5%	93.5%
Thunder Hill ES	2		15	14		31	6.5%	93.5%
Manor Woods ES	2	1	8	48	1	60	5.1%	94.9%
Cradlerock ES	2		10	28	3	43	5.0%	95.0%
Northfield ES	2		7	33	1	43	4.8%	95.2%

2024-2025 HCEA Job Satisfaction Survey

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
Middle	296	63	374	194	38	965	38.7%	61.3%
Mount View MS	22	8	14	6	3	53	60.0%	40.0%
Oakland Mills MS	16	6	15	3	1	41	55.0%	45.0%
Burleigh Manor MS	23	4	21	2	3	53	54.0%	46.0%
Folly Quarter MS	22	3	15	7	2	49	53.2%	46.8%
Harper's Choice MS	14	1	14	1		30	50.0%	50.0%
Clarksville MS	18	1	20	3	1	43	45.2%	54.8%
Mayfield Woods MS	22	2	23	10	2	59	42.1%	57.9%
Dunloggin MS	11	3	13	7	5	39	41.2%	58.8%
Patapsco MS	14	6	15	14	2	51	40.8%	59.2%
Hammond MS	12	5	12	13	1	43	40.5%	59.5%
Wilde Lake MS	15	6	21	12	2	56	38.9%	61.1%
Lime Kiln MS	14	3	17	11		45	37.8%	62.2%
Patuxent Valley MS	19	2	21	16	5	63	36.2%	63.8%
Glenwood MS	11	1	17	7		36	33.3%	66.7%
Murray Hill MS	15	2	28	8	1	54	32.1%	67.9%
Ellicott Mills MS	10	3	20	9		42	31.0%	69.0%
Thomas Viaduct MS	10	2	16	15	1	44	27.9%	72.1%
Elkridge Landing MS	9	1	20	10	3	43	25.0%	75.0%
Bonnie Branch MS	7	4	24	20	5	60	20.0%	80.0%
Lake Elkhorn MS	12		28	20	1	61	20.0%	80.0%
High	383	100	339	148	65	1035	49.8%	50.2%
Glenelg HS	33	12	8	2	4	59	81.8%	18.2%
Long Reach HS	34	11	21	6	7	79	62.5%	37.5%
Guilford Park HS	18	12	19	4	7	60	56.6%	43.4%
Marriotts Ridge HS	30	10	25	10	3	78	53.3%	46.7%
Mt. Hebron HS	39	6	26	14	6	91	52.9%	47.1%
Atholton HS	31	10	25	12	4	82	52.6%	47.4%
River Hill HS	28	7	26	8	4	73	50.7%	49.3%
Reservoir HS	39	5	31	14	4	93	49.4%	50.6%
Centennial HS	27	6	28	8	6	75	47.8%	52.2%
Wilde Lake HS	27	3	20	20	4	74	42.9%	57.1%
Oakland Mills HS	31	6	36	14	6	93	42.5%	57.5%
Howard HS	23	7	40	16	5	91	34.9%	65.1%
Hammond HS	23	5	34	20	5	87	34.1%	65.9%
Special	45	17	47	30	13	152	44.6%	55.4%
Homewood School	18	8	14	5		45	57.8%	42.2%
Cedar Lane - Fulton	20	6	14	19	1	60	44.1%	55.9%
ARL	7	3	19	6	12	47	28.6%	71.4%
Non-School Based	13	5	18	16	133	185	34.6%	65.4%
Ascend One Center	2	1	1	1	71	76	60.0%	40.0%
Berger Road Building	6	3	3	5	39	56	52.9%	47.1%
Central Office	5	1	14	10	10	40	20.0%	80.0%
Mendenhall Building					4	4	N/A	N/A
Old Cedar Lane School					5	5	N/A	N/A
Warehouse					3	3	N/A	N/A
Grand Total	1049	256	1429	1526	300	4560	30.6%	69.4%