OVERVIEW

The HCEA Job Satisfaction Survey is a long-standing service provided to the Association's members and the Howard County community annually since the early 1990's. Almost 3900 HCPSS employees participated in 2014-15, well over half the 6800 eligible employees (57.3%, a 45% percent jump from the previous year). The survey is conducted by an independent firm and runs from mid-January to late February. In order for employees to have detailed information in the voluntary transfer process, results are released prior to April 1st. In the interest of openness and transparency, raw numerical survey data for the past three years is available as a downloadable Excel file at www.hceanea.org. This year's survey results show the following major themes:

- Collective bargaining appears to be a factor in improved overall morale
- Educators are troubled by increased standardized testing for students and the use of tests in teacher evaluations
- Educator confidence in the Superintendent and Board of Education remains a serious concern

IMPROVED MORALE

In a well-documented national trend, educator morale is falling; however, the new HCEA/HCPSS contract[1] may have reversed this in the short term for Howard County. Agreement with the statement "Overall, morale in my school/work site is good" was 66%, up from 59% last year. Almost twice as many educators said they are paid fairly (44%, up from 23%). More respondents say their HCPSS professional development experiences are meaningful and worthwhile (52%, up from 46%).

Respondents (86%) feel successful in their work. Like last year, 90% of respondents agree administrators respect their negotiated contracts. They believe their environment is conducive to success (83%) and are treated as professionals (83%) at their schools/work sites.

Most respondents agree the Howard County Public School System (HCPSS) offers the possibility of opportunities for advancement (72%) and provides appropriate support and training (77%). Most respondents (77%) agree administrators/ supervisors support them in enforcing discipline and their planning time is respected by administrators/supervisors (82%). There is good teamwork among school-based staff (79%), and educators' non-instructional duties are equitably assigned (74%).

[1] In August of 2014, the Howard County Public School System (HCPSS) and Howard County Education Association (HCEA) reached agreement on a one-year contract, providing the first salary scale improvement (a 3% cost of living adjustment) for most educators since 2009.

EDUCATION "REFORM" and STANDARDIZED TESTING

Common Core implementation and the Race To The Top evaluation system are causing a dramatic increase in educator workload. Eighty-two percent of the surveyed educators say there is too much instructional time spent on administering assessments (up from 69%), and only 48% say they have adequate time during the workday to plan, prepare, and do the job (up from 41%--HCEA negotiated several collaboration and planning time improvements for the 14-15 school year). Not surprisingly, workload is contributing to a decline in morale (69%). There is a steep decline in the perception that educators' work is evaluated fairly (66%, down from 88% only two years ago).

SUPERINTENDENT/BOARD LEADERSHIP

Confidence in the HCPSS Superintendent has again fallen (41.6%, down from 46% in 2014 and 74% two years ago). Last year's historic low (28%) for the Howard County Board of Education has risen to 39%, perhaps owing to the new contract and the recent election of new members to the Board.

CONFIDENCE IN HCEA

The vast majority of respondents (89%, for three consecutive years, and up five points from 84% in 2011) are confident in the leadership exhibited by the Howard County Education Association. Notably, even non-union member respondents have confidence (76%, up from 74%) in the Association.

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

Work Site	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	**237**	**1003**	**1**	**391**	**203**	**1835**	**67.6**	**32.4**
Atholton ES	15	18		1		34	97.1	2.9
Phelps Luck ES	18	29		1	1	49	95.9	4.1
Manor Woods ES	7	37		4		48	91.7	8.3
Bollman Bridge ES	10	31		3	2	46	89.1	10.9
Bellows Spring ES	14	50		6	2	72	88.9	11.1
Duckett's Lane ES	15	32		4	3	54	87.0	13.0
Dayton Oaks ES	13	26		4	2	45	86.7	13.3
Laurel Woods ES	7	25		5		37	86.5	13.5
Talbott Springs ES	3	36		7		46	84.8	15.2
Triadelphia Ridge ES	4	28		6		38	84.2	15.8
Forest Ridge ES	10	24		6	1	41	82.9	17.1
Running Brook ES	16	26		6	3	51	82.4	17.6
Hammond ES	8	19		6		33	81.8	18.2
Ilchester ES	4	33		8	1	46	80.4	19.6
Gorman Crossing ES	10	20		6	3	39	76.9	23.1
Rockburn ES	2	34		8	3	47	76.6	23.4
Veterans ES	4	45		12	4	65	75.4	24.6
Cradlerock ES	3	27		8	2	40	75.0	25.0
Pointers Run ES	10	29		11	2	52	75.0	25.0
Thunder Hill ES	2	18		7		27	74.1	25.9
Waterloo ES	4	38	1	10	5	58	73.7	26.3
Guilford ES	9	16		8	1	34	73.5	26.5
Lisbon ES	2	25		9	2	38	71.1	28.9
Worthington ES	1	23		8	3	35	68.6	31.4
Jeffers Hill ES	3	14		4	4	25	68.0	32.0
Clarksville ES	4	15		6	4	29	65.5	34.5
Hollifield Station ES	3	35		15	6	59	64.4	35.6
Fulton ES	4	19		10	4	37	62.2	37.8
Bryant Woods ES	7	16		11	4	38	60.5	39.5
Deep Run ES	2	33		17	6	58	60.3	39.7
Clemens Crossing ES	3	19		9	6	37	59.5	40.5
Waverly ES	2	31		15	8	56	58.9	41.1
Longfellow ES	3	22		15	4	44	56.8	43.2
St. John's Lane ES	4	22		16	4	46	56.5	43.5
Centennial Lane ES	3	24		12	9	48	56.3	43.8
Stevens Forest ES	4	22		15	6	47	55.3	44.7
West Friendship ES	2	9		13	3	27	40.7	59.3
Swansfield ES	1	14		20	14	49	30.6	69.4
Bushy Park ES		9		18	21	48	18.8	81.3
Northfield ES	1	5		20	34	60	10.0	90.0
Elkridge ES		5		21	26	52	9.6	90.4

Work Site	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	**102**	**437**	**1**	**160**	**109**	**809**	**66.7**	**33.3**
Mount View MS	16	28		1	1	46	95.7	4.3
Burleigh Manor MS	7	30		3		40	92.5	7.5
Bonnie Branch MS	5	36		3	1	45	91.1	8.9
Mayfield Woods MS	15	26		4	2	47	87.2	12.8
Dunloggin MS	7	24		3	2	36	86.1	13.9
Elkridge Landing MS	9	20		5	1	35	82.9	17.1
Murray Hill MS	7	19	1	5	1	33	81.3	18.8
Folly Quarter MS	3	25		6	2	36	77.8	22.2
Lime Kiln MS	6	26		9	1	42	76.2	23.8
Oakland Mills MS	3	23		4	5	35	74.3	25.7
Clarksville MS	3	30		9	3	45	73.3	26.7
Ellicott Mills MS	3	27		10	1	41	73.2	26.8
Thomas Viaduct MS	8	18		10	2	38	68.4	31.6
Hammond MS	1	22		6	5	34	67.6	32.4
Lake Elkhorn MS		26		9	5	40	65.0	35.0
Patapsco MS	6	19		10	6	41	61.0	39.0
Patuxent Valley MS	2	15		17	10	44	38.6	61.4
Wilde Lake MS		8		12	16	36	22.2	77.8
Harper's Choice MS		9		23	18	50	18.0	82.0
Glenwood MS	1	6		11	27	45	15.6	84.4
High	**105**	**498**	**1**	**238**	**144**	**986**	**61.2**	**38.8**
Hammond HS	23	60		4		87	95.4	4.6
Mt. Hebron HS	15	42		7	2	66	86.4	13.6
Reservoir HS	15	63		19	2	99	78.8	21.2
Centennial HS	19	38		13	6	76	75.0	25.0
Glenelg HS	6	33		14	5	58	67.2	32.8
Long Reach HS	1	40		18	9	68	60.3	39.7
Wilde Lake HS	3	46		22	14	85	57.6	42.4
River Hill HS	4	51	1	31	14	101	55.0	45.0
Atholton HS	2	35		25	14	76	48.7	51.3
Marriotts Ridge HS	9	31		29	24	93	43.0	57.0
Oakland Mills HS	2	26		28	17	73	38.4	61.6
Howard HS	6	33		28	37	104	37.5	62.5
Special	**27**	**109**	**1**	**49**	**18**	**204**	**67.0**	**33.0**
ARL	5	19		3	1	28	85.7	14.3
Homewood Center	5	21		4	1	31	83.9	16.1
Ascend One	3	15	1	10		29	64.3	35.7
Central Office	12	31		17	10	70	61.4	38.6
County Diagnostic/Old Cedar Lane	2	8		6	2	18	55.6	44.4
Cedar Lane		15		9	4	28	53.6	46.4
Grand Total	**471**	**2047**	**4**	**838**	**474**	**3834**	**65.7**	**34.3**

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

Work Site	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	**269**	**993**	**1**	**409**	**158**	**1830**	**69.0**	**31.0**
Phelps Luck ES	25	24				49	100.0	0.0
Atholton ES	12	20		2		34	94.1	5.9
Hammond ES	11	20		2		33	93.9	6.1
Running Brook ES	17	30		2	2	51	92.2	7.8
Duckett's Lane ES	11	38		5		54	90.7	9.3
Manor Woods ES	8	35		4	1	48	89.6	10.4
Bellows Spring ES	16	44		9	2	71	84.5	15.5
Forest Ridge ES	9	26		6	1	42	83.3	16.7
Triadelphia Ridge ES	7	24		7		38	81.6	18.4
Thunder Hill ES	5	17		4	1	27	81.5	18.5
Guilford ES	10	17		5	2	34	79.4	20.6
Laurel Woods ES	6	24		7	1	38	78.9	21.1
Pointers Run ES	12	28		10	1	51	78.4	21.6
Fulton ES	4	25		6	2	37	78.4	21.6
Ilchester ES	5	31		9	1	46	78.3	21.7
Rockburn ES	6	30		10	1	47	76.6	23.4
Clarksville ES	6	16		4	3	29	75.9	24.1
Hollifield Station ES	4	40		12	3	59	74.6	25.4
Waterloo ES	5	38		11	4	58	74.1	25.9
Cradlerock ES	1	28		11		40	72.5	27.5
Veterans ES	5	41	1	14	4	65	71.9	28.1
Gorman Crossing ES	8	20		8	3	39	71.8	28.2
Bollman Bridge ES	11	22		10	3	46	71.7	28.3
Dayton Oaks ES	8	22		8	4	42	71.4	28.6
Talbott Springs ES	7	25		12	2	46	69.6	30.4
Lisbon ES	3	23		10	2	38	68.4	31.6
Stevens Forest ES	6	26		11	4	47	68.1	31.9
Deep Run ES	4	35		15	4	58	67.2	32.8
Worthington ES	3	20		9	3	35	65.7	34.3
Centennial Lane ES	6	24		12	5	47	63.8	36.2
Waverly ES	5	30		18	4	57	61.4	38.6
Longfellow ES	5	21		14	4	44	59.1	40.9
Clemens Crossing ES	4	17		11	5	37	56.8	43.2
Jeffers Hill ES	3	11		10	1	25	56.0	44.0
St. John's Lane ES	3	19		19	4	45	48.9	51.1
Bryant Woods ES	5	13		15	5	38	47.4	52.6
Bushy Park ES		21		15	11	47	44.7	55.3
Swansfield ES	1	19		19	10	49	40.8	59.2
West Friendship ES	1	8		13	5	27	33.3	66.7
Northfield ES	1	12		21	26	60	21.7	78.3
Elkridge ES		9		19	24	52	17.3	82.7

Work Site	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	**120**	**422**	**2**	**180**	**85**	**809**	**67.2**	**32.8**
Mount View MS	16	26		3	1	46	91.3	8.7
Burleigh Manor MS	9	26		4	1	40	87.5	12.5
Murray Hill MS	7	21	1	4		33	87.5	12.5
Mayfield Woods MS	15	26		4	2	47	87.2	12.8
Bonnie Branch MS	7	31		7		45	84.4	15.6
Elkridge Landing MS	11	18		5	1	35	82.9	17.1
Folly Quarter MS	6	23		3	3	35	82.9	17.1
Ellicott Mills MS	8	25		8		41	80.5	19.5
Lime Kiln MS	7	25		8	2	42	76.2	23.8
Dunloggin MS	8	19		7	2	36	75.0	25.0
Oakland Mills MS	2	24		6	3	35	74.3	25.7
Thomas Viaduct MS	5	23		9	1	38	73.7	26.3
Lake Elkhorn MS	2	28		7	4	41	73.2	26.8
Patapsco MS	4	25		7	6	42	69.0	31.0
Clarksville MS	8	22		10	5	45	66.7	33.3
Hammond MS	3	15		13	3	34	52.9	47.1
Patuxent Valley MS	1	14		21	7	43	34.9	65.1
Wilde Lake MS		11		13	12	36	30.6	69.4
Harper's Choice MS	1	11		24	14	50	24.0	76.0
Glenwood MS		9	1	17	18	45	20.5	79.5
High	**103**	**481**	**2**	**270**	**131**	**987**	**59.3**	**40.7**
Hammond HS	22	59		7		88	92.0	8.0
Mt. Hebron HS	17	39		8	2	66	84.8	15.2
Centennial HS	19	43		11	3	76	81.6	18.4
Glenelg HS	4	38		14	2	58	72.4	27.6
Reservoir HS	6	59		20	13	98	66.3	33.7
Wilde Lake HS	5	44	1	19	17	86	57.6	42.4
Long Reach HS	3	32		26	8	69	50.7	49.3
River Hill HS	7	43		41	9	100	50.0	50.0
Marriotts Ridge HS	9	34		29	21	93	46.2	53.8
Atholton HS	1	34		27	14	76	46.1	53.9
Oakland Mills HS	3	26		32	12	73	39.7	60.3
Howard HS	7	30	1	36	30	104	35.9	64.1
Special	**34**	**101**		**51**	**18**	**204**	**66.2**	**33.8**
ARL	3	20		5		28	82.1	17.9
Ascend One	4	17		5	3	29	72.4	27.6
Cedar Lane	1	11		12	4	28	42.9	57.1
Central Office	14	26		20	10	70	57.1	42.9
Homewood Center	8	18		5		31	83.9	16.1
County Diagnostic/Old Cedar Lane	4	9		4	1	18	72.2	27.8
Grand Total	**526**	**1997**	**5**	**910**	**392**	**3830**	**66.0**	**34.0**

3) I personally feel successful in my work.

Work Site	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	**456**	**1096**	**4**	**220**	**58**	**1834**	**84.8**	**15.2**
Atholton ES	9	24		1		34	97.1	2.9
Jeffers Hill ES	4	20		1		25	96.0	4.0
Bollman Bridge ES	20	23		3		46	93.5	6.5
Dayton Oaks ES	13	29		2	1	45	93.3	6.7
Longfellow ES	10	31		1	2	44	93.2	6.8
Laurel Woods ES	13	22		3		38	92.1	7.9
Clemens Crossing ES	9	24		3		36	91.7	8.3
Guilford ES	11	21		3		35	91.4	8.6
Cradlerock ES	10	26		3	1	40	90.0	10.0
Gorman Crossing ES	10	25		4		39	89.7	10.3
Rockburn ES	13	29		5		47	89.4	10.6
Ilchester ES	15	26		5		46	89.1	10.9
Lisbon ES	8	24		4		36	88.9	11.1
Hollifield Station ES	14	37		7		58	87.9	12.1
Manor Woods ES	16	26		4	2	48	87.5	12.5
Duckett's Lane ES	18	29		6	1	54	87.0	13.0
St. John's Lane ES	8	32		5	1	46	87.0	13.0
Talbott Springs ES	9	31		5	1	46	87.0	13.0
Running Brook ES	14	30		5	2	51	86.3	13.7
Bellows Spring ES	18	44		8	2	72	86.1	13.9
Forest Ridge ES	8	28		6		42	85.7	14.3
Phelps Luck ES	17	25		4	3	49	85.7	14.3
Swansfield ES	5	37		3	4	49	85.7	14.3
Worthington ES	5	24		3	2	34	85.3	14.7
Thunder Hill ES	11	12		4		27	85.2	14.8
West Friendship ES	6	17		3	1	27	85.2	14.8
Hammond ES	8	20		4	1	33	84.8	15.2
Deep Run ES	12	37		8	1	58	84.5	15.5
Veterans ES	16	38	1	8	2	65	84.4	15.6
Triadelphia Ridge ES	11	21		6		38	84.2	15.8
Pointers Run ES	14	30		7	2	53	83.0	17.0
Clarksville ES	10	14		3	2	29	82.8	17.2
Waterloo ES	10	37	1	9	1	58	82.5	17.5
Bryant Woods ES	9	22		5	2	38	81.6	18.4
Waverly ES	18	28		8	3	57	80.7	19.3
Stevens Forest ES	13	24	1	9		47	80.4	19.6
Fulton ES	8	20		7	2	37	75.7	24.3
Northfield ES	10	35		9	6	60	75.0	25.0
Bushy Park ES	12	23	1	7	5	48	74.5	25.5
Centennial Lane ES	11	24		9	3	47	74.5	25.5
Elkridge ES		27		20	5	52	51.9	48.1

Work Site	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	**194**	**478**		**110**	**27**	**809**	**83.1**	**16.9**
Clarksville MS	13	31		1		45	97.8	2.2
Mount View MS	20	24		2		46	95.7	4.3
Folly Quarter MS	10	23		2		35	94.3	5.7
Mayfield Woods MS	16	27		3	1	47	91.5	8.5
Lime Kiln MS	10	28		4		42	90.5	9.5
Burleigh Manor MS	14	21		4	1	40	87.5	12.5
Bonnie Branch MS	12	27		3	3	45	86.7	13.3
Glenwood MS	12	26		2	5	45	84.4	15.6
Dunloggin MS	11	19		3	3	36	83.3	16.7
Elkridge Landing MS	9	20		6		35	82.9	17.1
Murray Hill MS	9	18		4	2	33	81.8	18.2
Patapsco MS	9	24		8	1	42	78.6	21.4
Lake Elkhorn MS	3	29		8	1	41	78.0	22.0
Harper's Choice MS	14	25		10	1	50	78.0	22.0
Oakland Mills MS	8	19		8		35	77.1	22.9
Ellicott Mills MS	5	26		8	2	41	75.6	24.4
Thomas Viaduct MS	4	24		7	3	38	73.7	26.3
Hammond MS	6	18		9		33	72.7	27.3
Patuxent Valley MS	6	26		9	3	44	72.7	27.3
Wilde Lake MS	3	23		9	1	36	72.2	27.8
High	**262**	**586**	**1**	**101**	**36**	**986**	**86.1**	**13.9**
Glenelg HS	15	41		2		58	96.6	3.4
River Hill HS	25	68		7	1	101	92.1	7.9
Centennial HS	26	43		5	2	76	90.8	9.2
Mt. Hebron HS	20	38	1	6		65	90.6	9.4
Reservoir HS	19	69		9	1	98	89.8	10.2
Marriotts Ridge HS	29	51		9	4	93	86.0	14.0
Atholton HS	29	36		8	3	76	85.5	14.5
Long Reach HS	24	35		6	4	69	85.5	14.5
Howard HS	31	57		10	6	104	84.6	15.4
Hammond HS	18	55		12	3	88	83.0	17.0
Wilde Lake HS	12	55		10	8	85	78.8	21.2
Oakland Mills HS	14	38		17	4	73	71.2	28.8
Special	**64**	**110**		**21**	**6**	**201**	**86.6**	**13.4**
ARL	10	16		1		27	96.3	3.7
Ascend One	13	13		2	1	29	89.7	10.3
Cedar Lane	6	17		5		28	82.1	17.9
Central Office	24	33		10	3	70	81.4	18.6
Homewood Center	7	19		3	1	30	86.7	13.3
County Diagnostic/Old Cedar Lane	4	12			1	17	94.1	5.9
Grand Total	**976**	**2270**	**5**	**452**	**127**	**3830**	**84.9**	**15.1**

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

Work Site	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	**220**	**805**	**43**	**545**	**221**	**1834**	**57.2**	**42.8**
Manor Woods ES	9	31		6	2	48	83.3	16.7
Laurel Woods ES	4	25		8	1	38	76.3	23.7
Fulton ES	7	21		7	2	37	75.7	24.3
Atholton ES	6	19		8	1	34	73.5	26.5
Thunder Hill ES	6	13	1	5	2	27	73.1	26.9
Phelps Luck ES	11	24	1	11	2	49	72.9	27.1
Dayton Oaks ES	9	23	1	9	3	45	72.7	27.3
Forest Ridge ES	7	22	2	10	1	42	72.5	27.5
Hammond ES	4	19	1	9		33	71.9	28.1
Guilford ES	9	16		9	1	35	71.4	28.6
Triadelphia Ridge ES	9	16	1	11	1	38	67.6	32.4
Pointers Run ES	8	26	1	13	4	52	66.7	33.3
Bellows Spring ES	11	34	3	16	8	72	65.2	34.8
Rockburn ES	3	27		12	4	46	65.2	34.8
Duckett's Lane ES	5	27	4	15	3	54	64.0	36.0
Running Brook ES	3	28	1	14	4	50	63.3	36.7
Ilchester ES	4	23	3	13	3	46	62.8	37.2
Cradlerock ES	4	21		12	3	40	62.5	37.5
Worthington ES	4	17	1	8	5	35	61.8	38.2
Centennial Lane ES	7	22	1	13	5	48	61.7	38.3
Talbott Springs ES	7	21		16	2	46	60.9	39.1
Jeffers Hill ES	3	12		7	3	25	60.0	40.0
Gorman Crossing ES	8	15		10	6	39	59.0	41.0
Bollman Bridge ES	14	13		16	3	46	58.7	41.3
Longfellow ES	6	18	1	17	2	44	55.8	44.2
Clarksville ES	4	11	2	8	4	29	55.6	44.4
Waterloo ES	3	26	4	17	7	57	54.7	45.3
Lisbon ES	3	17		17	1	38	52.6	47.4
West Friendship ES	2	11	1	5	7	26	52.0	48.0
Hollifield Station ES	5	24		23	6	58	50.0	50.0
Waverly ES	5	22	3	16	11	57	50.0	50.0
Deep Run ES	3	23	4	22	6	58	48.1	51.9
Stevens Forest ES	5	16	2	14	10	47	46.7	53.3
Veterans ES	5	24	2	26	8	65	46.0	54.0
Bryant Woods ES	6	10	1	15	6	38	43.2	56.8
Bushy Park ES	1	19		13	15	48	41.7	58.3
Swansfield ES	1	19		20	9	49	40.8	59.2
Clemens Crossing ES	4	10	1	16	6	37	38.9	61.1
St. John's Lane ES	2	15		19	10	46	37.0	63.0
Northfield ES	2	16	1	18	23	60	30.5	69.5
Elkridge ES	1	9		21	21	52	19.2	80.8

Work Site	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	**101**	**333**	**25**	**233**	**115**	**807**	**55.5**	**44.5**
Mount View MS	13	23	1	7	2	46	80.0	20.0
Bonnie Branch MS	6	22	6	9	1	44	73.7	26.3
Elkridge Landing MS	7	18		8	2	35	71.4	28.6
Dunloggin MS	10	15		9	2	36	69.4	30.6
Mayfield Woods MS	7	22	2	11	5	47	64.4	35.6
Burleigh Manor MS	7	18	1	12	2	40	64.1	35.9
Lake Elkhorn MS	1	21	4	8	6	40	61.1	38.9
Ellicott Mills MS	5	19		10	6	40	60.0	40.0
Murray Hill MS	9	10	1	11	2	33	59.4	40.6
Patapsco MS	7	17		11	7	42	57.1	42.9
Folly Quarter MS	4	15	1	14	1	35	55.9	44.1
Clarksville MS	7	17	2	12	7	45	55.8	44.2
Thomas Viaduct MS	2	18		14	4	38	52.6	47.4
Lime Kiln MS	3	18	2	11	8	42	52.5	47.5
Hammond MS	3	14		8	9	34	50.0	50.0
Oakland Mills MS	1	16	1	13	4	35	50.0	50.0
Wilde Lake MS	1	13	1	13	8	36	40.0	60.0
Patuxent Valley MS	3	14		20	7	44	38.6	61.4
Harper's Choice MS	1	14	1	18	16	50	30.6	69.4
Glenwood MS	4	9	2	14	16	45	30.2	69.8
High	**95**	**375**	**15**	**342**	**159**	**986**	**48.4**	**51.6**
Hammond HS	17	41	1	25	4	88	66.7	33.3
Centennial HS	10	38	1	19	8	76	64.0	36.0
Glenelg HS	4	26	1	23	4	58	52.6	47.4
River Hill HS	12	39	2	39	8	100	52.0	48.0
Long Reach HS	8	27		24	9	68	51.5	48.5
Reservoir HS	7	41	1	32	18	99	49.0	51.0
Mt. Hebron HS	7	24	2	27	6	66	48.4	51.6
Wilde Lake HS	5	35	1	29	16	86	47.1	52.9
Atholton HS	4	27	2	26	17	76	41.9	58.1
Marriotts Ridge HS	8	28	1	37	18	92	39.6	60.4
Oakland Mills HS	3	25	1	29	15	73	38.9	61.1
Howard HS	10	24	2	32	36	104	33.3	66.7
Special	**35**	**89**	**3**	**54**	**22**	**203**	**62.0**	**38.0**
ARL	2	15		7	4	28	60.7	39.3
Ascend One	9	11		3	5	28	71.4	28.6
Cedar Lane	5	12	1	8	2	28	63.0	37.0
Central Office	12	28		21	9	70	57.1	42.9
Homewood Center	6	14	2	8	1	31	69.0	31.0
County Diagnostic/Old Cedar Lane	1	9		7	1	18	55.6	44.4
Grand Total	**451**	**1602**	**86**	**1174**	**517**	**3830**	**54.8**	**45.2**

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

Work Site	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	**512**	**1136**	**43**	**121**	**19**	**1831**	**92.2**	**7.8**
Bollman Bridge ES	18	27		1		46	97.8	2.2
Centennial Lane ES	12	31	3		1	47	97.7	2.3
Longfellow ES	7	34	2	1		44	97.6	2.4
Clemens Crossing ES	9	26	1	1		37	97.2	2.8
Worthington ES	15	18	1	1		35	97.1	2.9
Duckett's Lane ES	20	29	3	2		54	96.1	3.9
Manor Woods ES	14	32		2		48	95.8	4.2
Phelps Luck ES	19	26	2	2		49	95.7	4.3
St. John's Lane ES	12	30	1	2		45	95.5	4.5
Cradlerock ES	9	28	1	2		40	94.9	5.1
Lisbon ES	11	25		2		38	94.7	5.3
Waverly ES	15	35	3	2	1	56	94.3	5.7
Bellows Spring ES	18	47	3	3	1	72	94.2	5.8
Running Brook ES	19	28	1	3		51	94.0	6.0
Bushy Park ES	13	32		3		48	93.8	6.3
Veterans ES	15	43	3	4		65	93.5	6.5
Talbott Springs ES	12	30		3		45	93.3	6.7
Clarksville ES	10	16	1	2		29	92.9	7.1
Elkridge ES	12	36		2	2	52	92.3	7.7
West Friendship ES	10	14	1	1	1	27	92.3	7.7
Laurel Woods ES	11	24		3		38	92.1	7.9
Jeffers Hill ES	6	17		2		25	92.0	8.0
Rockburn ES	10	33		3	1	47	91.5	8.5
Northfield ES	17	36	2	3	2	60	91.4	8.6
Stevens Forest ES	15	26	2	4		47	91.1	8.9
Atholton ES	8	22		3		33	90.9	9.1
Dayton Oaks ES	15	25	1	4		45	90.9	9.1
Ilchester ES	9	31	2	4		46	90.9	9.1
Hammond ES	10	19	1	3		33	90.6	9.4
Pointers Run ES	17	30		4	1	52	90.4	9.6
Gorman Crossing ES	11	23	1	3	1	39	89.5	10.5
Triadelphia Ridge ES	14	20		4		38	89.5	10.5
Waterloo ES	13	37	2	3	3	58	89.3	10.7
Fulton ES	7	25		4		36	88.9	11.1
Guilford ES	11	20		4		35	88.6	11.4
Thunder Hill ES	7	16	1	3		27	88.5	11.5
Hollifield Station ES	10	41	1	7		59	87.9	12.1
Deep Run ES	15	32	3	6	1	57	87.0	13.0
Bryant Woods ES	12	21		4	1	38	86.8	13.2
Forest Ridge ES	16	19	1	5	1	42	85.4	14.6
Swansfield ES	8	32		6	2	48	83.3	16.7

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	**202**	**486**	**23**	**88**	**10**	**809**	**87.5**	**12.5**
Harper's Choice MS	17	33				50	100.0	0.0
Bonnie Branch MS	10	28	5	2		45	95.0	5.0
Mount View MS	17	24	2	3		46	93.2	6.8
Patuxent Valley MS	10	31		2	1	44	93.2	6.8
Glenwood MS	18	22	2	3		45	93.0	7.0
Dunloggin MS	13	20		3		36	91.7	8.3
Elkridge Landing MS	8	23	1	3		35	91.2	8.8
Oakland Mills MS	2	29	1	2	1	35	91.2	8.8
Mayfield Woods MS	10	31	2	4		47	91.1	8.9
Folly Quarter MS	11	21		4		36	88.9	11.1
Ellicott Mills MS	8	28		4	1	41	87.8	12.2
Murray Hill MS	10	18	1	3	1	33	87.5	12.5
Patapsco MS	8	27	1	5	1	42	85.4	14.6
Hammond MS	7	21		4	1	33	84.8	15.2
Lake Elkhorn MS	8	24	1	7	1	41	80.0	20.0
Clarksville MS	9	25	2	8	1	45	79.1	20.9
Burleigh Manor MS	10	20	2	8		40	78.9	21.1
Wilde Lake MS	7	19	3	7		36	78.8	21.2
Lime Kiln MS	7	26		7	2	42	78.6	21.4
Thomas Viaduct MS	12	16		9		37	75.7	24.3
High	**239**	**598**	**24**	**96**	**27**	**984**	**87.2**	**12.8**
Centennial HS	22	46	2	5		75	93.2	6.8
Atholton HS	25	44	1	3	3	76	92.0	8.0
Hammond HS	22	56	2	7	1	88	90.7	9.3
Mt. Hebron HS	15	42	2	7		66	89.1	10.9
Reservoir HS	21	64	3	10	1	99	88.5	11.5
Long Reach HS	15	44		6	2	67	88.1	11.9
Oakland Mills HS	12	50	2	6	3	73	87.3	12.7
Glenelg HS	16	31	3	4	3	57	87.0	13.0
Marriotts Ridge HS	21	55	4	6	7	93	85.4	14.6
Howard HS	31	56	2	11	4	104	85.3	14.7
Wilde Lake HS	21	50	2	12	1	86	84.5	15.5
River Hill HS	18	60	1	19	2	100	78.8	21.2
Special	**76**	**98**	**10**	**16**	**1**	**201**	**91.1**	**8.9**
ARL	6	17	1	4		28	85.2	14.8
Ascend One	15	11	1	2		29	92.9	7.1
Cedar Lane	8	14	2	3	1	28	84.6	15.4
Central Office	33	30	2	3		68	95.5	4.5
Homewood Center	10	14	3	3		30	88.9	11.1
County Diagnostic/Old Cedar Lane	4	12	1	1		18	94.1	5.9
Grand Total	**1029**	**2318**	**100**	**321**	**57**	**3825**	**89.9**	**10.1**

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

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	**360**	**899**	**12**	**394**	**162**	**1827**	**69.4**	**30.6**
Phelps Luck ES	25	22		2		49	95.9	4.1
Atholton ES	10	21		2	1	34	91.2	8.8
Ilchester ES	9	32		3	1	45	91.1	8.9
Hammond ES	11	19		3		33	90.9	9.1
Running Brook ES	21	23		4	3	51	86.3	13.7
Bellows Spring ES	13	48		5	5	71	85.9	14.1
Manor Woods ES	14	27		6	1	48	85.4	14.6
Triadelphia Ridge ES	10	22		6		38	84.2	15.8
Forest Ridge ES	13	21		7	1	42	81.0	19.0
Laurel Woods ES	11	19		8		38	78.9	21.1
Rockburn ES	10	26		10		46	78.3	21.7
Duckett's Lane ES	12	30		10	2	54	77.8	22.2
Thunder Hill ES	6	15		4	2	27	77.8	22.2
Waterloo ES	14	30	1	10	3	58	77.2	22.8
Guilford ES	9	18		5	3	35	77.1	22.9
Gorman Crossing ES	8	20		7	3	38	73.7	26.3
Deep Run ES	8	31	3	11	3	56	73.6	26.4
Fulton ES	6	21		9	1	37	73.0	27.0
Dayton Oaks ES	10	22	1	8	4	45	72.7	27.3
Veterans ES	11	36		12	6	65	72.3	27.7
Bollman Bridge ES	12	21		10	3	46	71.7	28.3
Clarksville ES	5	15		4	4	28	71.4	28.6
Worthington ES	5	20		7	3	35	71.4	28.6
Centennial Lane ES	4	29		8	6	47	70.2	29.8
Stevens Forest ES	4	29		10	4	47	70.2	29.8
Cradlerock ES	6	22		11	1	40	70.0	30.0
Pointers Run ES	11	26		12	4	53	69.8	30.2
Clemens Crossing ES	9	16		8	3	36	69.4	30.6
Longfellow ES	9	20		12	3	44	65.9	34.1
Jeffers Hill ES	4	12		7	2	25	64.0	36.0
Hollifield Station ES	6	30	1	17	5	59	62.1	37.9
Lisbon ES	8	15		13	2	38	60.5	39.5
Talbott Springs ES	9	17		16	3	45	57.8	42.2
Bushy Park ES	7	19	1	15	6	48	55.3	44.7
St. John's Lane ES	5	19	1	11	10	46	53.3	46.7
Waverly ES	8	21		19	8	56	51.8	48.2
West Friendship ES	1	12		10	4	27	48.1	51.9
Swansfield ES	3	18	2	17	9	49	44.7	55.3
Bryant Woods ES	7	7	2	18	4	38	38.9	61.1
Northfield ES	4	18		21	16	59	37.3	62.7
Elkridge ES	2	10		16	23	51	23.5	76.5

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	**155**	**386**	**6**	**173**	**88**	**808**	**67.5**	**32.5**
Ellicott Mills MS	11	26		4		41	90.2	9.8
Mount View MS	13	27		6		46	87.0	13.0
Dunloggin MS	13	18		5		36	86.1	13.9
Mayfield Woods MS	17	22		5	3	47	83.0	17.0
Elkridge Landing MS	12	17		4	2	35	82.9	17.1
Burleigh Manor MS	10	23		6	1	40	82.5	17.5
Bonnie Branch MS	7	29		6	2	44	81.8	18.2
Folly Quarter MS	3	23	2	6	2	36	76.5	23.5
Lake Elkhorn MS	2	28	1	6	4	41	75.0	25.0
Murray Hill MS	10	14		8	1	33	72.7	27.3
Lime Kiln MS	6	23		9	4	42	69.0	31.0
Hammond MS	6	15		5	7	33	63.6	36.4
Patapsco MS	8	18		10	6	42	61.9	38.1
Clarksville MS	11	16	1	11	6	45	61.4	38.6
Thomas Viaduct MS	5	17		14	2	38	57.9	42.1
Oakland Mills MS	4	15		10	5	34	55.9	44.1
Harper's Choice MS	6	18	1	12	13	50	49.0	51.0
Wilde Lake MS	1	15		14	6	36	44.4	55.6
Patuxent Valley MS	5	13	1	18	7	44	41.9	58.1
Glenwood MS	5	9		14	17	45	31.1	68.9
High	**154**	**426**	**5**	**237**	**159**	**981**	**59.4**	**40.6**
Hammond HS	24	57		4	3	88	92.0	8.0
Centennial HS	20	37		15	3	75	76.0	24.0
Mt. Hebron HS	13	37		13	3	66	75.8	24.2
Glenelg HS	10	28		13	6	57	66.7	33.3
Long Reach HS	9	36		16	7	68	66.2	33.8
Reservoir HS	14	49		23	13	99	63.6	36.4
Atholton HS	14	32		18	11	75	61.3	38.7
River Hill HS	13	44		26	16	99	57.6	42.4
Wilde Lake HS	11	36	1	20	18	86	55.3	44.7
Oakland Mills HS	8	23	2	24	16	73	43.7	56.3
Marriotts Ridge HS	10	29		28	25	92	42.4	57.6
Howard HS	8	18	2	37	38	103	25.7	74.3
Special	**49**	**95**	**2**	**38**	**18**	**202**	**72.0**	**28.0**
ARL	3	18		6	1	28	75.0	25.0
Ascend One	8	14		5	2	29	75.9	24.1
Cedar Lane	5	12		8	3	28	60.7	39.3
Central Office	20	25	2	14	9	70	66.2	33.8
Homewood Center	8	17		4		29	86.2	13.8
County Diagnostic/Old Cedar Lane	5	9		1	3	18	77.8	22.2
Grand Total	**718**	**1806**	**25**	**842**	**427**	**3818**	**66.5**	**33.5**

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

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	**580**	**959**	**2**	**191**	**91**	**1823**	**84.5**	**15.5**
Hammond ES	19	13				32	100.0	0.0
Atholton ES	16	15		1		32	96.9	3.1
Thunder Hill ES	7	18		1		26	96.2	3.8
Phelps Luck ES	31	16		1	1	49	95.9	4.1
Bellows Spring ES	29	40		3		72	95.8	4.2
Cradlerock ES	10	28		2		40	95.0	5.0
Laurel Woods ES	17	19		2		38	94.7	5.3
Duckett's Lane ES	25	26		2	1	54	94.4	5.6
Talbott Springs ES	10	33		2	1	46	93.5	6.5
Waverly ES	17	36		1	3	57	93.0	7.0
Running Brook ES	28	19		2	2	51	92.2	7.8
Manor Woods ES	21	23		3	1	48	91.7	8.3
Bollman Bridge ES	22	20		2	2	46	91.3	8.7
Ilchester ES	14	28		2	2	46	91.3	8.7
Dayton Oaks ES	13	27		3	1	44	90.9	9.1
Gorman Crossing ES	15	20		4		39	89.7	10.3
Rockburn ES	19	23		4	1	47	89.4	10.6
Fulton ES	13	19		3	1	36	88.9	11.1
Waterloo ES	17	31	1	5	1	55	88.9	11.1
Guilford ES	13	18		4		35	88.6	11.4
West Friendship ES	4	19		3		26	88.5	11.5
Jeffers Hill ES	7	15		3		25	88.0	12.0
Deep Run ES	16	33	1	3	4	57	87.5	12.5
Stevens Forest ES	9	31		4	2	46	87.0	13.0
Clarksville ES	9	16		2	2	29	86.2	13.8
Forest Ridge ES	19	17		5	1	42	85.7	14.3
Veterans ES	22	33		8	2	65	84.6	15.4
Triadelphia Ridge ES	14	18		6		38	84.2	15.8
Longfellow ES	11	24		7	1	43	81.4	18.6
Hollifield Station ES	12	36		9	2	59	81.4	18.6
Centennial Lane ES	11	28		7	2	48	81.3	18.8
Pointers Run ES	20	22		9	1	52	80.8	19.2
Lisbon ES	8	22		6	2	38	78.9	21.1
Worthington ES	7	19		6	2	34	76.5	23.5
Swansfield ES	5	31		7	6	49	73.5	26.5
St. John's Lane ES	9	23		8	5	45	71.1	28.9
Clemens Crossing ES	9	17		6	5	37	70.3	29.7
Bryant Woods ES	13	13		9	3	38	68.4	31.6
Bushy Park ES	10	22		7	9	48	66.7	33.3
Northfield ES	6	26		10	17	59	54.2	45.8
Elkridge ES	3	22		19	8	52	48.1	51.9

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	**253**	**419**		**101**	**37**	**810**	**83.0**	**17.0**
Murray Hill MS	12	21				33	100.0	0.0
Mayfield Woods MS	25	19		1	2	47	93.6	6.4
Thomas Viaduct MS	13	22		3		38	92.1	7.9
Dunloggin MS	17	16		3		36	91.7	8.3
Lime Kiln MS	15	23		4		42	90.5	9.5
Ellicott Mills MS	15	22		3	1	41	90.2	9.8
Burleigh Manor MS	13	23		4		40	90.0	10.0
Mount View MS	25	16		5		46	89.1	10.9
Bonnie Branch MS	13	27		5		45	88.9	11.1
Elkridge Landing MS	17	14		3	1	35	88.6	11.4
Folly Quarter MS	17	14		3	2	36	86.1	13.9
Lake Elkhorn MS	6	28		6	1	41	82.9	17.1
Clarksville MS	14	22		7	2	45	80.0	20.0
Patuxent Valley MS	9	25		6	3	43	79.1	20.9
Patapsco MS	10	23		7	2	42	78.6	21.4
Wilde Lake MS	2	26		6	2	36	77.8	22.2
Hammond MS	6	20		7	1	34	76.5	23.5
Oakland Mills MS	10	15		6	4	35	71.4	28.6
Harper's Choice MS	8	24		11	7	50	64.0	36.0
Glenwood MS	6	19		11	9	45	55.6	44.4
High	**261**	**520**		**131**	**73**	**985**	**79.3**	**20.7**
Hammond HS	32	49		5	2	88	92.0	8.0
Mt. Hebron HS	27	33		4	2	66	90.9	9.1
Centennial HS	29	37		7	3	76	86.8	13.2
Reservoir HS	27	55		12	5	99	82.8	17.2
Glenelg HS	14	34		7	3	58	82.8	17.2
River Hill HS	20	61		13	5	99	81.8	18.2
Long Reach HS	20	34		8	6	68	79.4	20.6
Marriotts Ridge HS	27	46		10	10	93	78.5	21.5
Wilde Lake HS	15	48		13	9	85	74.1	25.9
Atholton HS	17	36		15	8	76	69.7	30.3
Oakland Mills HS	13	37		17	6	73	68.5	31.5
Howard HS	20	50		20	14	104	67.3	32.7
Special	**63**	**104**	**1**	**24**	**10**	**202**	**83.1**	**16.9**
ARL	5	19		4		28	85.7	14.3
Ascend One	11	13		3	2	29	82.8	17.2
Cedar Lane	5	17	1	4	1	28	81.5	18.5
Central Office	23	33		9	4	69	81.2	18.8
Homewood Center	14	13		3		30	90.0	10.0
County Diagnostic/Old Cedar Lane	5	9		1	3	18	77.8	22.2
Grand Total	**1157**	**2002**	**3**	**447**	**211**	**3820**	**82.8**	**17.2**

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

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	**478**	**1023**	**2**	**253**	**79**	**1835**	**81.9**	**18.1**
Atholton ES	20	14				34	100.0	0.0
Hammond ES	13	20				33	100.0	0.0
Phelps Luck ES	27	20		2		49	95.9	4.1
Talbott Springs ES	13	30		2	1	46	93.5	6.5
Hollifield Station ES	22	32		4		58	93.1	6.9
Running Brook ES	25	22		2	2	51	92.2	7.8
Laurel Woods ES	13	22		3		38	92.1	7.9
Jeffers Hill ES	7	16			2	25	92.0	8.0
Duckett's Lane ES	28	21		4	1	54	90.7	9.3
Bollman Bridge ES	16	25		4	1	46	89.1	10.9
Dayton Oaks ES	11	29		4	1	45	88.9	11.1
Manor Woods ES	14	28		5	1	48	87.5	12.5
Rockburn ES	9	32		6		47	87.2	12.8
Bellows Spring ES	20	42		7	3	72	86.1	13.9
Gorman Crossing ES	12	21		4	2	39	84.6	15.4
Forest Ridge ES	10	24		5	2	41	82.9	17.1
Guilford ES	9	20		6		35	82.9	17.1
Deep Run ES	15	33		7	3	58	82.8	17.2
Lisbon ES	8	23		7		38	81.6	18.4
Triadelphia Ridge ES	8	23		7		38	81.6	18.4
Thunder Hill ES	6	16		4	1	27	81.5	18.5
Veterans ES	15	37	1	8	4	65	81.3	18.8
Pointers Run ES	15	28		8	2	53	81.1	18.9
Clemens Crossing ES	6	24		5	2	37	81.1	18.9
Waterloo ES	13	34		8	3	58	81.0	19.0
West Friendship ES	4	17	1	5		27	80.8	19.2
Clarksville ES	7	16		3	3	29	79.3	20.7
Centennial Lane ES	9	29		9	1	48	79.2	20.8
Cradlerock ES	4	27		8	1	40	77.5	22.5
Longfellow ES	5	29		10		44	77.3	22.7
Elkridge ES	10	30		10	2	52	76.9	23.1
Bryant Woods ES	9	20		4	5	38	76.3	23.7
St. John's Lane ES	9	26		6	5	46	76.1	23.9
Northfield ES	13	31		11	4	59	74.6	25.4
Stevens Forest ES	11	24		9	3	47	74.5	25.5
Waverly ES	12	30		9	6	57	73.7	26.3
Worthington ES	3	22		6	4	35	71.4	28.6
Fulton ES	6	19		7	4	36	69.4	30.6
Bushy Park ES	9	21		12	6	48	62.5	37.5
Ilchester ES	4	24		16	1	45	62.2	37.8
Swansfield ES	8	22		16	3	49	61.2	38.8

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	**227**	**414**	**1**	**122**	**40**	**804**	**79.8**	**20.2**
Mayfield Woods MS	28	16		3		47	93.6	6.4
Bonnie Branch MS	12	29		3		44	93.2	6.8
Patapsco MS	12	27		1	2	42	92.9	7.1
Thomas Viaduct MS	18	17		3		38	92.1	7.9
Mount View MS	20	22		4		46	91.3	8.7
Murray Hill MS	10	19		4		33	87.9	12.1
Lime Kiln MS	15	21	1	5		42	87.8	12.2
Dunloggin MS	12	19		3	2	36	86.1	13.9
Ellicott Mills MS	14	21		5	1	41	85.4	14.6
Elkridge Landing MS	8	21		5		34	85.3	14.7
Burleigh Manor MS	9	24		1	5	39	84.6	15.4
Clarksville MS	9	27		8	1	45	80.0	20.0
Oakland Mills MS	11	16		5	2	34	79.4	20.6
Lake Elkhorn MS	11	20		7	2	40	77.5	22.5
Hammond MS	10	16		5	3	34	76.5	23.5
Patuxent Valley MS	10	20		11	2	43	69.8	30.2
Folly Quarter MS	7	17		10	2	36	66.7	33.3
Glenwood MS	8	22		10	5	45	66.7	33.3
Harper's Choice MS	2	24		16	7	49	53.1	46.9
Wilde Lake MS	1	16		13	6	36	47.2	52.8
High	**205**	**526**	**2**	**178**	**72**	**983**	**74.5**	**25.5**
Hammond HS	36	46		6		88	93.2	6.8
Howard HS	30	59	1	11	3	104	86.4	13.6
Mt. Hebron HS	18	39		7	2	66	86.4	13.6
Reservoir HS	23	54		18	4	99	77.8	22.2
Glenelg HS	8	35		10	5	58	74.1	25.9
Marriotts Ridge HS	12	55		16	10	93	72.0	28.0
Centennial HS	17	36		18	4	75	70.7	29.3
Long Reach HS	5	43		15	6	69	69.6	30.4
Oakland Mills HS	13	37		14	8	72	69.4	30.6
River Hill HS	23	45	1	22	9	100	68.7	31.3
Atholton HS	12	39		14	11	76	67.1	32.9
Wilde Lake HS	8	38		27	10	83	55.4	44.6
Special	**67**	**91**	**2**	**28**	**12**	**200**	**79.8**	**20.2**
ARL	6	14		5	2	27	74.1	25.9
Ascend One	12	15		1		28	96.4	3.6
Cedar Lane	4	11	2	10	1	28	57.7	42.3
Central Office	25	29		11	4	69	78.3	21.7
Homewood Center	13	16			1	30	96.7	3.3
County Diagnostic/Old Cedar Lane	7	6		1	4	18	72.2	27.8
Grand Total	**977**	**2054**	**7**	**581**	**203**	**3822**	**79.4**	**20.6**

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

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	**317**	**950**	**129**	**300**	**126**	**1822**	**74.8**	**25.2**
Bollman Bridge ES	15	23	4	3	1	46	90.5	9.5
Deep Run ES	11	33	7	5	1	57	88.0	12.0
Manor Woods ES	11	29	2	4	2	48	87.0	13.0
Duckett's Lane ES	11	29	7	5	2	54	85.1	14.9
Talbott Springs ES	6	31	1	7		45	84.1	15.9
Jeffers Hill ES	6	14	1	3	1	25	83.3	16.7
Phelps Luck ES	16	23	2	6	2	49	83.0	17.0
Bryant Woods ES	14	15	2	5	1	37	82.9	17.1
Atholton ES	10	18		3	3	34	82.4	17.6
Clarksville ES	10	13	1	4	1	29	82.1	17.9
Bellows Spring ES	15	38	7	7	5	72	81.5	18.5
Pointers Run ES	13	26	5	8	1	53	81.3	18.8
Thunder Hill ES	7	10	6	4		27	81.0	19.0
Cradlerock ES	6	22	4	6	1	39	80.0	20.0
Rockburn ES	4	31	3	7	2	47	79.5	20.5
Hammond ES	7	16	4	4	2	33	79.3	20.7
Elkridge ES	5	33	3	8	2	51	79.2	20.8
Guilford ES	8	18	2	4	3	35	78.8	21.2
Gorman Crossing ES	6	22	3	4	4	39	77.8	22.2
Running Brook ES	13	24	3	4	7	51	77.1	22.9
West Friendship ES	4	16	1	6		27	76.9	23.1
Worthington ES	4	21	1	6	2	34	75.8	24.2
Centennial Lane ES	7	27	3	7	4	48	75.6	24.4
Forest Ridge ES	9	21	2	8	2	42	75.0	25.0
Laurel Woods ES	8	19	2	6	3	38	75.0	25.0
Longfellow ES	7	22	1	7	3	40	74.4	25.6
Clemens Crossing ES	8	18	2	4	5	37	74.3	25.7
Lisbon ES	6	21		9	1	37	73.0	27.0
Ilchester ES	5	27	1	11	1	45	72.7	27.3
Waverly ES	5	31	5	9	5	55	72.0	28.0
Swansfield ES	4	28	4	10	3	49	71.1	28.9
Waterloo ES	9	30	2	9	7	57	70.9	29.1
Stevens Forest ES	5	26	1	10	5	47	67.4	32.6
Veterans ES	7	29	8	13	6	63	65.5	34.5
Dayton Oaks ES	8	18	5	11	3	45	65.0	35.0
Bushy Park ES	5	21	7	9	6	48	63.4	36.6
Fulton ES	3	17	5	9	3	37	62.5	37.5
Hollifield Station ES	5	30	3	17	4	59	62.5	37.5
Triadelphia Ridge ES	5	16	2	13	1	37	60.0	40.0
St. John's Lane ES	4	20	2	13	7	46	54.5	45.5
Northfield ES	5	24	5	12	14	60	52.7	47.3

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	**129**	**418**	**43**	**138**	**81**	**809**	**71.4**	**28.6**
Mayfield Woods MS	13	25	2	4	2	46	86.4	13.6
Mount View MS	15	23	1	6	1	46	84.4	15.6
Dunloggin MS	9	18	3	3	3	36	81.8	18.2
Lime Kiln MS	9	21	5	6	1	42	81.1	18.9
Lake Elkhorn MS	4	27	2	6	2	41	79.5	20.5
Thomas Viaduct MS	9	21		4	4	38	78.9	21.1
Burleigh Manor MS	10	19	3	8		40	78.4	21.6
Elkridge Landing MS	7	19	1	4	4	35	76.5	23.5
Folly Quarter MS	7	20		7	2	36	75.0	25.0
Ellicott Mills MS	4	24	3	7	3	41	73.7	26.3
Harper's Choice MS	6	29	1	9	5	50	71.4	28.6
Hammond MS	4	19	1	5	5	34	69.7	30.3
Murray Hill MS	6	15	2	7	3	33	67.7	32.3
Patapsco MS	6	21	1	8	5	41	67.5	32.5
Patuxent Valley MS	4	23	2	7	8	44	64.3	35.7
Oakland Mills MS	4	17	2	9	3	35	63.6	36.4
Bonnie Branch MS	3	23	3	12	4	45	61.9	38.1
Clarksville MS	4	21	4	9	7	45	61.0	39.0
Wilde Lake MS	3	17		9	7	36	55.6	44.4
Glenwood MS	2	16	7	8	12	45	47.4	52.6
High	**190**	**489**	**82**	**141**	**79**	**981**	**75.5**	**24.5**
River Hill HS	36	51	3	4	6	100	89.7	10.3
Centennial HS	29	29	6	6	5	75	84.1	15.9
Hammond HS	17	54	2	12	3	88	82.6	17.4
Marriotts Ridge HS	18	47	10	12	5	92	79.3	20.7
Glenelg HS	12	28	6	8	4	58	76.9	23.1
Reservoir HS	23	43	11	15	7	99	75.0	25.0
Atholton HS	13	39	3	13	5	73	74.3	25.7
Mt. Hebron HS	12	31	8	11	4	66	74.1	25.9
Long Reach HS	4	40	9	10	6	69	73.3	26.7
Howard HS	16	54	8	14	12	104	72.9	27.1
Oakland Mills HS	5	35	7	16	8	71	62.5	37.5
Wilde Lake HS	5	38	9	20	14	86	55.8	44.2
Special	**29**	**80**	**62**	**22**	**9**	**202**	**77.9**	**22.1**
ARL	2	13	9	2	1	27	83.3	16.7
Ascend One	10	8	9	1	1	29	90.0	10.0
Cedar Lane	1	17	3	3	3	27	75.0	25.0
Central Office	7	20	31	10	2	70	69.2	30.8
Homewood Center	8	17	2	4		31	86.2	13.8
County Diagnostic/Old Cedar Lane	1	5	8	2	2	18	60.0	40.0
Grand Total	**665**	**1937**	**316**	**601**	**295**	**3814**	**74.4**	**25.6**

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

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	**556**	**974**	**4**	**204**	**97**	**1835**	**83.6**	**16.4**
Bushy Park ES	25	23				48	100.0	0.0
Triadelphia Ridge ES	19	18		1		38	97.4	2.6
Ilchester ES	21	23		2		46	95.7	4.3
Fulton ES	12	23			2	37	94.6	5.4
Duckett's Lane ES	23	28		3		54	94.4	5.6
Worthington ES	9	24		1	1	35	94.3	5.7
West Friendship ES	10	15		2		27	92.6	7.4
Jeffers Hill ES	8	15		2		25	92.0	8.0
Bellows Spring ES	32	34		4	2	72	91.7	8.3
Northfield ES	10	45		1	4	60	91.7	8.3
Dayton Oaks ES	22	19		3	1	45	91.1	8.9
Forest Ridge ES	10	28		2	2	42	90.5	9.5
Running Brook ES	19	27		4	1	51	90.2	9.8
Gorman Crossing ES	14	21		2	2	39	89.7	10.3
Clarksville ES	12	14		1	2	29	89.7	10.3
Laurel Woods ES	17	17		4		38	89.5	10.5
Rockburn ES	20	22		3	2	47	89.4	10.6
Lisbon ES	15	18		3	1	37	89.2	10.8
Thunder Hill ES	9	15		3		27	88.9	11.1
Atholton ES	19	11		2	2	34	88.2	11.8
Elkridge ES	8	37		4	2	51	88.2	11.8
Hammond ES	13	16		1	3	33	87.9	12.1
Veterans ES	19	37		5	4	65	86.2	13.8
Guilford ES	13	17		3	2	35	85.7	14.3
Manor Woods ES	15	25	1	5	2	48	85.1	14.9
Hollifield Station ES	18	31		9	1	59	83.1	16.9
Bollman Bridge ES	18	20		7	1	46	82.6	17.4
Pointers Run ES	16	26	1	7	3	53	80.8	19.2
Waverly ES	13	33		7	4	57	80.7	19.3
St. John's Lane ES	6	30	1	6	3	46	80.0	20.0
Cradlerock ES	8	23		7	2	40	77.5	22.5
Phelps Luck ES	14	23		11	1	49	75.5	24.5
Talbott Springs ES	9	25		11	1	46	73.9	26.1
Waterloo ES	10	32		11	4	57	73.7	26.3
Stevens Forest ES	6	27	1	5	8	47	71.7	28.3
Swansfield ES	6	28		6	8	48	70.8	29.2
Deep Run ES	12	29		14	3	58	70.7	29.3
Centennial Lane ES	7	26		9	6	48	68.8	31.3
Clemens Crossing ES	8	15		11	2	36	63.9	36.1
Bryant Woods ES	9	14		8	7	38	60.5	39.5
Longfellow ES	2	20		14	8	44	50.0	50.0

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	**226**	**421**	**1**	**104**	**53**	**805**	**80.5**	**19.5**
Folly Quarter MS	24	12				36	100.0	0.0
Burleigh Manor MS	15	23		1	1	40	95.0	5.0
Murray Hill MS	10	21		2		33	93.9	6.1
Mayfield Woods MS	25	18		2	1	46	93.5	6.5
Dunloggin MS	13	20		3		36	91.7	8.3
Elkridge Landing MS	12	20		2	1	35	91.4	8.6
Oakland Mills MS	9	23		3		35	91.4	8.6
Ellicott Mills MS	13	24		4		41	90.2	9.8
Patapsco MS	8	28		3	1	40	90.0	10.0
Thomas Viaduct MS	17	17		3	1	38	89.5	10.5
Clarksville MS	15	25		4	1	45	88.9	11.1
Hammond MS	12	17		3	2	34	85.3	14.7
Lime Kiln MS	4	28		4	5	41	78.0	22.0
Harper's Choice MS	13	26		9	2	50	78.0	22.0
Bonnie Branch MS	10	22		8	4	44	72.7	27.3
Patuxent Valley MS	6	24	1	9	4	44	69.8	30.2
Mount View MS	11	19		9	6	45	66.7	33.3
Lake Elkhorn MS	2	25		12	2	41	65.9	34.1
Wilde Lake MS	3	15		11	7	36	50.0	50.0
Glenwood MS	4	14		12	15	45	40.0	60.0
High	**308**	**523**	**2**	**106**	**47**	**986**	**84.5**	**15.5**
River Hill HS	57	39		3	1	100	96.0	4.0
Reservoir HS	45	46	1	5	2	99	92.9	7.1
Marriotts Ridge HS	35	49		4	5	93	90.3	9.7
Glenelg HS	14	38		4	2	58	89.7	10.3
Centennial HS	26	42		6	2	76	89.5	10.5
Howard HS	40	50		10	4	104	86.5	13.5
Long Reach HS	20	39		9	1	69	85.5	14.5
Mt. Hebron HS	16	35		9	5	65	78.5	21.5
Wilde Lake HS	15	51		11	8	85	77.6	22.4
Atholton HS	17	41		12	6	76	76.3	23.7
Hammond HS	16	48		18	6	88	72.7	27.3
Oakland Mills HS	7	45	1	15	5	73	72.2	27.8
Special	**61**	**106**	**3**	**22**	**11**	**203**	**83.5**	**16.5**
ARL	5	15		6	1	27	74.1	25.9
Ascend One	16	10	1	2		29	92.9	7.1
Cedar Lane	4	19		4	1	28	82.1	17.9
Central Office	21	38		7	4	70	84.3	15.7
Homewood Center	10	18	1		2	31	93.3	6.7
County Diagnostic/Old Cedar Lane	5	6	1	3	3	18	64.7	35.3
Grand Total	**1151**	**2024**	**10**	**436**	**208**	**3829**	**83.1**	**16.9**

11) My work performance is evaluated fairly.

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	405	1019	17	285	99	1825	78.8	21.2
Laurel Woods ES	15	22		1		38	97.4	2.6
Atholton ES	10	22			2	34	94.1	5.9
Manor Woods ES	12	33		2	1	48	93.8	6.3
Jeffers Hill ES	4	19		2		25	92.0	8.0
Bollman Bridge ES	16	25		4		45	91.1	8.9
Ilchester ES	9	32		4		45	91.1	8.9
Hammond ES	10	18	1	3	1	33	87.5	12.5
Deep Run ES	10	38	1	4	4	57	85.7	14.3
Clarksville ES	9	14	1	2	2	28	85.2	14.8
Rockburn ES	16	24		7		47	85.1	14.9
Running Brook ES	20	20	2	5	2	49	85.1	14.9
Gorman Crossing ES	13	19	1	6		39	84.2	15.8
Waterloo ES	12	34	2	6	3	57	83.6	16.4
Phelps Luck ES	23	17	1	6	2	49	83.3	16.7
Bellows Spring ES	16	43	1	9	3	72	83.1	16.9
Talbott Springs ES	13	25		8		46	82.6	17.4
Cradlerock ES	8	25		6	1	40	82.5	17.5
Longfellow ES	8	28		6	2	44	81.8	18.2
Triadelphia Ridge ES	8	23		7		38	81.6	18.4
Fulton ES	7	23		4	3	37	81.1	18.9
Guilford ES	11	17		5	2	35	80.0	20.0
Forest Ridge ES	11	22		7	2	42	78.6	21.4
Thunder Hill ES	4	17		5	1	27	77.8	22.2
Duckett's Lane ES	18	23	1	9	3	54	77.4	22.6
West Friendship ES	2	18	1	4	2	27	76.9	23.1
Waverly ES	11	32		10	3	56	76.8	23.2
Lisbon ES	7	22		9		38	76.3	23.7
Stevens Forest ES	7	28	1	8	3	47	76.1	23.9
Northfield ES	6	38		10	4	58	75.9	24.1
Pointers Run ES	15	24		11	2	52	75.0	25.0
St. John's Lane ES	4	29	1	7	4	45	75.0	25.0
Bryant Woods ES	8	20		6	4	38	73.7	26.3
Worthington ES	6	19		6	3	34	73.5	26.5
Veterans ES	15	32		15	3	65	72.3	27.7
Centennial Lane ES	10	23	2	8	5	48	71.7	28.3
Hollifield Station ES	7	34		12	5	58	70.7	29.3
Dayton Oaks ES	8	22		9	6	45	66.7	33.3
Swansfield ES	6	26		13	3	48	66.7	33.3
Clemens Crossing ES	4	19		9	5	37	62.2	37.8
Bushy Park ES	4	25		13	6	48	60.4	39.6
Elkridge ES	2	25	1	17	7	52	52.9	47.1

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	**169**	**411**	**7**	**143**	**72**	**802**	**73.0**	**27.0**
Lake Elkhorn MS	3	33		3	1	40	90.0	10.0
Dunloggin MS	16	14	1	4	1	36	85.7	14.3
Folly Quarter MS	10	20		3	3	36	83.3	16.7
Mount View MS	17	21		5	3	46	82.6	17.4
Harper's Choice MS	11	24	2	9	1	47	77.8	22.2
Ellicott Mills MS	7	24	1	8	1	41	77.5	22.5
Elkridge Landing MS	10	17		8		35	77.1	22.9
Murray Hill MS	7	18		6	2	33	75.8	24.2
Patapsco MS	6	25		8	2	41	75.6	24.4
Clarksville MS	8	26		7	4	45	75.6	24.4
Thomas Viaduct MS	9	18	1	5	4	37	75.0	25.0
Lime Kiln MS	10	21		7	4	42	73.8	26.2
Mayfield Woods MS	17	15		12	3	47	68.1	31.9
Bonnie Branch MS	7	22		8	7	44	65.9	34.1
Patuxent Valley MS	4	25		9	6	44	65.9	34.1
Oakland Mills MS	4	18		8	4	34	64.7	35.3
Burleigh Manor MS	8	17	1	8	6	40	64.1	35.9
Hammond MS	7	14		9	4	34	61.8	38.2
Wilde Lake MS	2	20		8	6	36	61.1	38.9
Glenwood MS	6	19	1	8	10	44	58.1	41.9
High	**172**	**527**	**8**	**168**	**107**	**982**	**71.8**	**28.2**
Hammond HS	19	58		10	1	88	87.5	12.5
Glenelg HS	10	35	1	5	7	58	78.9	21.1
Mt. Hebron HS	7	44		8	6	65	78.5	21.5
Reservoir HS	29	48		13	9	99	77.8	22.2
Long Reach HS	14	38	1	14	2	69	76.5	23.5
Atholton HS	10	45	1	11	7	74	75.3	24.7
River Hill HS	11	59	2	13	15	100	71.4	28.6
Wilde Lake HS	10	49	2	17	7	85	71.1	28.9
Howard HS	16	53		20	14	103	67.0	33.0
Centennial HS	22	28		19	6	75	66.7	33.3
Marriotts Ridge HS	13	45	1	20	14	93	63.0	37.0
Oakland Mills HS	11	25		18	19	73	49.3	50.7
Special	**53**	**97**	**9**	**33**	**11**	**203**	**77.3**	**22.7**
ARL	4	21		3		28	89.3	10.7
Ascend One	9	8	1	9	2	29	60.7	39.3
Cedar Lane	4	17	1	6		28	77.8	22.2
Central Office	18	34	4	8	5	69	80.0	20.0
Homewood Center	13	12		5	1	31	80.6	19.4
County Diagnostic/Old Cedar Lane	5	5	3	2	3	18	66.7	33.3
Grand Total	**799**	**2054**	**41**	**629**	**289**	**3812**	**75.7**	**24.3**

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

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	**165**	**692**	**39**	**540**	**395**	**1831**	**47.8**	**52.2**
Laurel Woods ES	7	22	2	2	5	38	80.6	19.4
Jeffers Hill ES	2	17		3	3	25	76.0	24.0
Rockburn ES	5	26	1	8	7	47	67.4	32.6
Bollman Bridge ES	8	22	1	9	6	46	66.7	33.3
Atholton ES	4	17	1	7	5	34	63.6	36.4
Bellows Spring ES	9	34	3	18	8	72	62.3	37.7
Bryant Woods ES	7	16	1	9	5	38	62.2	37.8
Guilford ES	3	16	1	4	10	34	57.6	42.4
Clemens Crossing ES	8	13		9	7	37	56.8	43.2
Cradlerock ES	3	19	1	11	6	40	56.4	43.6
Running Brook ES	9	19	1	15	7	51	56.0	44.0
Stevens Forest ES	5	20	1	16	4	46	55.6	44.4
Clarksville ES	3	13		8	5	29	55.2	44.8
Longfellow ES	2	21	2	11	8	44	54.8	45.2
Phelps Luck ES	11	15	1	15	7	49	54.2	45.8
Gorman Crossing ES	6	14	1	10	8	39	52.6	47.4
Ilchester ES	3	20	1	10	11	45	52.3	47.7
West Friendship ES	3	11		8	5	27	51.9	48.1
Talbott Springs ES	6	17	1	18	4	46	51.1	48.9
Duckett's Lane ES	4	23	1	14	12	54	50.9	49.1
Forest Ridge ES	7	13		16	6	42	47.6	52.4
Worthington ES	2	13	3	10	7	35	46.9	53.1
Lisbon ES	1	15	2	13	6	37	45.7	54.3
Waverly ES	3	22	2	18	12	57	45.5	54.5
Triadelphia Ridge ES	2	15		12	9	38	44.7	55.3
Veterans ES	4	24	2	25	10	65	44.4	55.6
Hammond ES	2	12		11	7	32	43.8	56.3
Dayton Oaks ES	4	15	1	14	11	45	43.2	56.8
Pointers Run ES	4	18	1	14	16	53	42.3	57.7
Waterloo ES	1	23	1	21	12	58	42.1	57.9
Thunder Hill ES	3	8		9	7	27	40.7	59.3
Northfield ES	2	21	1	20	16	60	39.0	61.0
Hollifield Station ES	2	20		21	15	58	37.9	62.1
Deep Run ES	2	19	1	24	12	58	36.8	63.2
St. John's Lane ES	2	14	1	14	15	46	35.6	64.4
Centennial Lane ES	3	13	1	17	13	47	34.8	65.2
Manor Woods ES	4	12		20	12	48	33.3	66.7
Swansfield ES	3	12	1	18	13	47	32.6	67.4
Elkridge ES	1	14		19	18	52	28.8	71.2
Fulton ES	3	6	2	9	17	37	25.7	74.3
Bushy Park ES	2	8		10	28	48	20.8	79.2

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	**89**	**267**	**13**	**215**	**226**	**810**	**44.7**	**55.3**
Harper's Choice MS	11	23	2	8	6	50	70.8	29.2
Dunloggin MS	9	14		6	7	36	63.9	36.1
Mayfield Woods MS	9	20	1	10	7	47	63.0	37.0
Burleigh Manor MS	4	19		11	6	40	57.5	42.5
Mount View MS	5	20		9	12	46	54.3	45.7
Lime Kiln MS	6	16	1	11	8	42	53.7	46.3
Clarksville MS	5	15	3	9	13	45	47.6	52.4
Murray Hill MS	3	12		8	10	33	45.5	54.5
Glenwood MS	7	12		12	14	45	42.2	57.8
Folly Quarter MS	5	10		13	8	36	41.7	58.3
Elkridge Landing MS	5	9		12	9	35	40.0	60.0
Lake Elkhorn MS	2	14	1	17	7	41	40.0	60.0
Bonnie Branch MS	4	13	1	11	16	45	38.6	61.4
Patuxent Valley MS	4	12	1	15	12	44	37.2	62.8
Ellicott Mills MS	1	14		10	16	41	36.6	63.4
Patapsco MS	4	11		11	16	42	35.7	64.3
Thomas Viaduct MS	2	10		12	14	38	31.6	68.4
Oakland Mills MS		10	2	10	13	35	30.3	69.7
Hammond MS	2	7	1	8	16	34	27.3	72.7
Wilde Lake MS	1	6		12	16	35	20.0	80.0
High	**95**	**359**	**26**	**252**	**253**	**985**	**47.3**	**52.7**
Glenelg HS	5	28	1	17	7	58	57.9	42.1
Reservoir HS	11	43	4	25	16	99	56.8	43.2
Centennial HS	17	24		19	15	75	54.7	45.3
River Hill HS	7	43	3	23	24	100	51.5	48.5
Atholton HS	4	33	2	18	19	76	50.0	50.0
Marriotts Ridge HS	9	34	2	20	26	91	48.3	51.7
Long Reach HS	12	19	3	24	11	69	47.0	53.0
Howard HS	8	38	4	27	27	104	46.0	54.0
Mt. Hebron HS	8	20	2	17	19	66	43.8	56.3
Oakland Mills HS	2	27	2	14	28	73	40.8	59.2
Hammond HS	9	24	1	24	30	88	37.9	62.1
Wilde Lake HS	3	26	2	24	31	86	34.5	65.5
Special	**48**	**83**	**10**	**37**	**26**	**204**	**67.5**	**32.5**
ARL	9	15	2		2	28	92.3	7.7
Ascend One	6	11	1	4	7	29	60.7	39.3
Cedar Lane	2	10		12	4	28	42.9	57.1
Central Office	18	36	4	8	4	70	81.8	18.2
Homewood Center	7	8	1	9	6	31	50.0	50.0
County Diagnostic/Old Cedar Lane	6	3	2	4	3	18	56.3	43.8
Grand Total	**397**	**1401**	**88**	**1044**	**900**	**3830**	**48.0**	**52.0**

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

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	**414**	**1048**	**11**	**236**	**122**	**1831**	**80.3**	**19.7**
Bushy Park ES	16	31		1		48	97.9	2.1
Waterloo ES	7	46	2	2	1	58	94.6	5.4
Hammond ES	13	18		1	1	33	93.9	6.1
Dayton Oaks ES	13	28		4		45	91.1	8.9
Duckett's Lane ES	16	31		5		52	90.4	9.6
Clemens Crossing ES	15	18		2	2	37	89.2	10.8
Veterans ES	16	39	1	4	3	63	88.7	11.3
Worthington ES	8	23		2	2	35	88.6	11.4
Pointers Run ES	14	32		5	1	52	88.5	11.5
Atholton ES	11	19		3	1	34	88.2	11.8
Bellows Spring ES	23	39	1	7	2	72	87.3	12.7
Gorman Crossing ES	15	19		4	1	39	87.2	12.8
Bollman Bridge ES	19	20	1	4	2	46	86.7	13.3
Northfield ES	11	41		3	5	60	86.7	13.3
Phelps Luck ES	22	20		5	2	49	85.7	14.3
Rockburn ES	14	25	1	5	2	47	84.8	15.2
Laurel Woods ES	9	22		6	1	38	81.6	18.4
West Friendship ES	4	18		3	2	27	81.5	18.5
Lisbon ES	3	27	1	5	2	38	81.1	18.9
Elkridge ES	6	36		9	1	52	80.8	19.2
Talbott Springs ES	8	29		5	4	46	80.4	19.6
Running Brook ES	15	26		7	3	51	80.4	19.6
Guilford ES	10	18		3	4	35	80.0	20.0
Ilchester ES	7	29		4	5	45	80.0	20.0
Triadelphia Ridge ES	7	23		5	3	38	78.9	21.1
Manor Woods ES	8	29		5	5	47	78.7	21.3
Forest Ridge ES	9	24		6	3	42	78.6	21.4
Thunder Hill ES	8	13		3	3	27	77.8	22.2
Hollifield Station ES	11	32		12	3	58	74.1	25.9
Stevens Forest ES	6	28	1	6	6	47	73.9	26.1
Waverly ES	6	35		12	3	56	73.2	26.8
Longfellow ES	8	24		4	8	44	72.7	27.3
Cradlerock ES	4	25		7	4	40	72.5	27.5
Bryant Woods ES	13	14		4	7	38	71.1	28.9
Fulton ES	8	18		10	1	37	70.3	29.7
Clarksville ES	8	12		8	1	29	69.0	31.0
Centennial Lane ES	5	28		10	5	48	68.8	31.3
Jeffers Hill ES	5	12		5	3	25	68.0	32.0
St. John's Lane ES	3	27		11	5	46	65.2	34.8
Deep Run ES	5	28	2	18	5	58	58.9	41.1
Swansfield ES	5	22	1	11	10	49	56.3	43.8

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	**224**	**468**	**2**	**82**	**33**	**809**	**85.7**	**14.3**
Mayfield Woods MS	21	25			1	47	97.9	2.1
Thomas Viaduct MS	15	21		2		38	94.7	5.3
Elkridge Landing MS	14	19		2		35	94.3	5.7
Mount View MS	20	22		1	2	45	93.3	6.7
Patapsco MS	7	32		1	2	42	92.9	7.1
Folly Quarter MS	14	19		2	1	36	91.7	8.3
Harper's Choice MS	17	28		5		50	90.0	10.0
Clarksville MS	13	27		3	2	45	88.9	11.1
Dunloggin MS	14	18		4		36	88.9	11.1
Murray Hill MS	8	20		3	1	32	87.5	12.5
Patuxent Valley MS	11	27		4	2	44	86.4	13.6
Oakland Mills MS	4	26		4	1	35	85.7	14.3
Bonnie Branch MS	13	25		5	2	45	84.4	15.6
Lime Kiln MS	13	21	1	5	2	42	82.9	17.1
Ellicott Mills MS	8	25	1	5	2	41	82.5	17.5
Hammond MS	9	19		5	1	34	82.4	17.6
Lake Elkhorn MS	2	29		6	4	41	75.6	24.4
Glenwood MS	10	24		10	1	45	75.6	24.4
Burleigh Manor MS	11	18		8	3	40	72.5	27.5
Wilde Lake MS		23		7	6	36	63.9	36.1
High	**265**	**554**	**8**	**111**	**48**	**986**	**83.7**	**16.3**
Marriotts Ridge HS	40	46	2	4	1	93	94.5	5.5
River Hill HS	27	64		8	1	100	91.0	9.0
Centennial HS	29	39		4	4	76	89.5	10.5
Reservoir HS	26	60	1	7	5	99	87.8	12.2
Mt. Hebron HS	20	36	1	8	1	66	86.2	13.8
Long Reach HS	20	37	1	8	3	69	83.8	16.2
Glenelg HS	13	35		9	1	58	82.8	17.2
Atholton HS	19	43		11	3	76	81.6	18.4
Oakland Mills HS	13	44	1	8	7	73	79.2	20.8
Howard HS	28	52	2	17	5	104	78.4	21.6
Hammond HS	18	50		11	9	88	77.3	22.7
Wilde Lake HS	12	48		16	8	84	71.4	28.6
Special	**66**	**111**	**2**	**13**	**8**	**200**	**89.4**	**10.6**
ARL	9	18		1		28	96.4	3.6
Ascend One	11	15		2		28	92.9	7.1
Cedar Lane	4	22		2		28	92.9	7.1
Central Office	20	38	1	6	4	69	85.3	14.7
Homewood Center	16	11		2		29	93.1	6.9
County Diagnostic/Old Cedar Lane	6	7	1		4	18	76.5	23.5
Grand Total	**969**	**2181**	**23**	**442**	**211**	**3826**	**82.8**	**17.2**

14) My administrators/supervisors respect the negotiated contracts.

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	**649**	**1000**	**12**	**124**	**43**	**1828**	**90.8**	**9.2**
Atholton ES	18	15				33	100.0	0.0
Hammond ES	21	12				33	100.0	0.0
Ilchester ES	19	26				45	100.0	0.0
Laurel Woods ES	23	15				38	100.0	0.0
Thunder Hill ES	11	16				27	100.0	0.0
Bellows Spring ES	34	36	1	1		72	98.6	1.4
Duckett's Lane ES	25	27	1		1	54	98.1	1.9
Phelps Luck ES	29	19		1		49	98.0	2.0
Manor Woods ES	21	26		1		48	97.9	2.1
Cradlerock ES	14	25		1		40	97.5	2.5
Pointers Run ES	14	35	2	2		53	96.1	3.9
Jeffers Hill ES	9	15			1	25	96.0	4.0
Rockburn ES	21	24		2		47	95.7	4.3
Stevens Forest ES	19	26		2		47	95.7	4.3
Bollman Bridge ES	23	21		1	1	46	95.7	4.3
Talbott Springs ES	14	30		2		46	95.7	4.3
Dayton Oaks ES	15	26	1	1	1	44	95.3	4.7
Forest Ridge ES	23	17		2		42	95.2	4.8
Triadelphia Ridge ES	16	20		2		38	94.7	5.3
Guilford ES	19	14		1	1	35	94.3	5.7
Running Brook ES	28	20		1	2	51	94.1	5.9
Longfellow ES	12	28		3		43	93.0	7.0
Gorman Crossing ES	16	20		3		39	92.3	7.7
Lisbon ES	8	27		2	1	38	92.1	7.9
Fulton ES	11	23		2	1	37	91.9	8.1
Deep Run ES	14	38		6		58	89.7	10.3
Waterloo ES	17	34		6		57	89.5	10.5
Centennial Lane ES	19	23		4	2	48	87.5	12.5
Bryant Woods ES	16	17		3	2	38	86.8	13.2
Clarksville ES	12	13		3	1	29	86.2	13.8
Veterans ES	21	32	2	6	3	64	85.5	14.5
Swansfield ES	5	35	1	3	4	48	85.1	14.9
St. John's Lane ES	10	29		4	3	46	84.8	15.2
Waverly ES	13	33	1	6	4	57	82.1	17.9
Elkridge ES	7	34	1	7	2	51	82.0	18.0
Worthington ES	6	21	1	6	1	35	79.4	20.6
Hollifield Station ES	12	34		10	2	58	79.3	20.7
Bushy Park ES	9	28		9	1	47	78.7	21.3
Clemens Crossing ES	13	15		5	3	36	77.8	22.2
Northfield ES	10	33	1	9	6	59	74.1	25.9
West Friendship ES	2	18		7		27	74.1	25.9

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	**281**	**445**	**11**	**59**	**13**	**809**	**91.0**	**9.0**
Mount View MS	30	15		1		46	97.8	2.2
Lime Kiln MS	17	23		1		41	97.6	2.4
Folly Quarter MS	15	20		1		36	97.2	2.8
Murray Hill MS	13	19		1		33	97.0	3.0
Bonnie Branch MS	16	27		2		45	95.6	4.4
Lake Elkhorn MS	9	28	2	1	1	41	94.9	5.1
Dunloggin MS	14	20		2		36	94.4	5.6
Hammond MS	10	21	1	2		34	93.9	6.1
Mayfield Woods MS	23	20	1	3		47	93.5	6.5
Clarksville MS	14	25	3	3		45	92.9	7.1
Ellicott Mills MS	14	24		3		41	92.7	7.3
Burleigh Manor MS	17	20		3		40	92.5	7.5
Elkridge Landing MS	16	16		1	2	35	91.4	8.6
Oakland Mills MS	12	19		2	1	34	91.2	8.8
Patapsco MS	12	24	1	5		42	87.8	12.2
Patuxent Valley MS	10	28		5	1	44	86.4	13.6
Harper's Choice MS	13	29		7	1	50	84.0	16.0
Thomas Viaduct MS	13	17	2	6		38	83.3	16.7
Glenwood MS	11	24	1	6	3	45	79.5	20.5
Wilde Lake MS	2	26		4	4	36	77.8	22.2
High	**302**	**558**	**11**	**77**	**29**	**977**	**89.0**	**11.0**
Hammond HS	33	53		2		88	97.7	2.3
Long Reach HS	23	42		3		68	95.6	4.4
Mt. Hebron HS	35	28		2	1	66	95.5	4.5
Reservoir HS	26	66	1	4	1	98	94.8	5.2
Glenelg HS	18	36	1	2	1	58	94.7	5.3
Centennial HS	36	34	1	2	2	75	94.6	5.4
River Hill HS	34	56	1	5	2	98	92.8	7.2
Marriotts Ridge HS	30	46		11	4	91	83.5	16.5
Oakland Mills HS	12	46	2	11	1	72	82.9	17.1
Atholton HS	18	43	2	8	5	76	82.4	17.6
Howard HS	23	57	2	13	6	101	80.8	19.2
Wilde Lake HS	14	51	1	14	6	86	76.5	23.5
Special	**72**	**97**	**8**	**18**	**6**	**201**	**87.6**	**12.4**
ARL	10	16		1		27	96.3	3.7
Ascend One	12	11	1	5		29	82.1	17.9
Cedar Lane	6	14	2	6		28	76.9	23.1
Central Office	21	36	4	5	3	69	87.7	12.3
Homewood Center	15	13		1	1	30	93.3	6.7
County Diagnostic/Old Cedar Lane	8	7	1		2	18	88.2	11.8
Grand Total	**1304**	**2100**	**42**	**278**	**91**	**3815**	**90.2**	**9.8**

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

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	**426**	**865**	**226**	**216**	**89**	**1822**	**80.9**	**19.1**
Atholton ES	10	20	3			33	100.0	0.0
Forest Ridge ES	13	23	5	1		42	97.3	2.7
Bellows Spring ES	27	28	14	3		72	94.8	5.2
Laurel Woods ES	14	17	5	2		38	93.9	6.1
Duckett's Lane ES	17	28	6	3		54	93.8	6.3
Jeffers Hill ES	6	16		1	1	24	91.7	8.3
Centennial Lane ES	8	29	7	1	3	48	90.2	9.8
Hammond ES	12	15	1	3		31	90.0	10.0
Talbott Springs ES	11	25	6	3	1	46	90.0	10.0
Ilchester ES	16	19	6	3	1	45	89.7	10.3
Manor Woods ES	16	22	5	4	1	48	88.4	11.6
Triadelphia Ridge ES	12	18	4	4		38	88.2	11.8
Rockburn ES	14	22	5	4	1	46	87.8	12.2
Cradlerock ES	9	19	6	4		38	87.5	12.5
Lisbon ES	6	23	4	5		38	85.3	14.7
Guilford ES	11	17	2	3	2	35	84.8	15.2
Dayton Oaks ES	9	22	8	5	1	45	83.8	16.2
Bollman Bridge ES	16	20	3	5	2	46	83.7	16.3
Stevens Forest ES	11	24	5	7		47	83.3	16.7
Deep Run ES	5	36	8	7	2	58	82.0	18.0
Running Brook ES	24	17	1	6	3	51	82.0	18.0
Phelps Luck ES	24	11	6	6	2	49	81.4	18.6
Pointers Run ES	10	24	11	5	3	53	81.0	19.0
Veterans ES	12	30	11	7	3	63	80.8	19.2
Gorman Crossing ES	10	19	3	4	3	39	80.6	19.4
Clarksville ES	8	12	4	5		29	80.0	20.0
Bryant Woods ES	12	15	4	4	3	38	79.4	20.6
Thunder Hill ES	7	12	3	5		27	79.2	20.8
Longfellow ES	7	19	10	7		43	78.8	21.2
Worthington ES	4	18	7	3	3	35	78.6	21.4
Waterloo ES	10	28	7	10	1	56	77.6	22.4
West Friendship ES	1	16	4	4	1	26	77.3	22.7
Clemens Crossing ES	8	18	3	4	4	37	76.5	23.5
Hollifield Station ES	7	31	8	11	1	58	76.0	24.0
St. John's Lane ES	9	21	6	5	5	46	75.0	25.0
Waverly ES	8	29	6	7	6	56	74.0	26.0
Swansfield ES	4	23	6	13	3	49	62.8	37.2
Bushy Park ES	5	20	7	9	7	48	61.0	39.0
Fulton ES	4	16	4	9	4	37	60.6	39.4
Northfield ES	3	26	9	11	10	59	58.0	42.0
Elkridge ES	6	17	3	13	12	51	47.9	52.1

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	**207**	**391**	**81**	**95**	**32**	**806**	**82.5**	**17.5**
Dunloggin MS	13	20	3			36	100.0	0.0
Mayfield Woods MS	22	20	3		2	47	95.5	4.5
Mount View MS	24	18	1	2		45	95.5	4.5
Folly Quarter MS	18	14	2	1	1	36	94.1	5.9
Murray Hill MS	12	14	5	2		33	92.9	7.1
Burleigh Manor MS	11	19	7	3		40	90.9	9.1
Ellicott Mills MS	10	25	2	3	1	41	89.7	10.3
Lime Kiln MS	15	20	3	4		42	89.7	10.3
Harper's Choice MS	12	26	7	4	1	50	88.4	11.6
Elkridge Landing MS	13	17	1	3	1	35	88.2	11.8
Lake Elkhorn MS	3	26	5	5	2	41	80.6	19.4
Bonnie Branch MS	9	23	4	7	1	44	80.0	20.0
Patuxent Valley MS	6	23	4	3	6	42	76.3	23.7
Oakland Mills MS	6	19	2	7	1	35	75.8	24.2
Clarksville MS	10	17	8	9		44	75.0	25.0
Glenwood MS	7	19	8	9	2	45	70.3	29.7
Thomas Viaduct MS	6	17	5	8	2	38	69.7	30.3
Hammond MS	5	15	4	7	3	34	66.7	33.3
Patapsco MS	4	21	4	10	3	42	65.8	34.2
Wilde Lake MS	1	18	3	8	6	36	57.6	42.4
High	**233**	**476**	**137**	**91**	**44**	**981**	**84.0**	**16.0**
Glenelg HS	17	30	8	1	1	57	95.9	4.1
Reservoir HS	25	56	13	3	1	98	95.3	4.7
River Hill HS	25	59	10	6		100	93.3	6.7
Mt. Hebron HS	27	27	8	1	3	66	93.1	6.9
Centennial HS	27	32	5	7	4	75	84.3	15.7
Long Reach HS	19	29	11	7	3	69	82.8	17.2
Hammond HS	26	38	10	11	3	88	82.1	17.9
Marriotts Ridge HS	21	43	14	7	8	93	81.0	19.0
Atholton HS	12	34	14	9	5	74	76.7	23.3
Howard HS	20	49	14	18	3	104	76.7	23.3
Wilde Lake HS	7	45	14	8	11	85	73.2	26.8
Oakland Mills HS	7	34	16	13	2	72	73.2	26.8
Special	**34**	**53**	**89**	**20**	**7**	**203**	**76.3**	**23.7**
ARL	7	11	7	2		27	90.0	10.0
Ascend One	6	8	10	2	3	29	73.7	26.3
Cedar Lane	2	13	6	6	1	28	68.2	31.8
Central Office	5	11	52	2		70	88.9	11.1
Homewood Center	10	9	4	6	2	31	70.4	29.6
County Diagnostic/Old Cedar Lane	4	1	10	2	1	18	62.5	37.5
Grand Total	**900**	**1785**	**533**	**422**	**172**	**3812**	**81.9**	**18.1**

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

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	**427**	**959**	**116**	**214**	**109**	**1825**	**81.1**	**18.9**
Laurel Woods ES	16	22				38	100.0	0.0
Thunder Hill ES	6	18	3			27	100.0	0.0
Phelps Luck ES	31	15	1	2		49	95.8	4.2
Bollman Bridge ES	21	21	2	2		46	95.5	4.5
Talbott Springs ES	11	31	2	1	1	46	95.5	4.5
Centennial Lane ES	19	22	5	1	1	48	95.3	4.7
Cradlerock ES	7	27	3	2		39	94.4	5.6
Atholton ES	14	17	1	2		34	93.9	6.1
Clarksville ES	8	17	2	1	1	29	92.6	7.4
Lisbon ES	8	26		3		37	91.9	8.1
Hammond ES	19	9	2	1	2	33	90.3	9.7
Running Brook ES	19	25	2	2	3	51	89.8	10.2
Fulton ES	9	20	4	2	2	37	87.9	12.1
Duckett's Lane ES	14	27	7	4	2	54	87.2	12.8
Bellows Spring ES	19	39	5	8	1	72	86.6	13.4
Deep Run ES	9	36	5	4	3	57	86.5	13.5
Manor Woods ES	10	27	5	5	1	48	86.0	14.0
Waverly ES	13	32	2	7	1	55	84.9	15.1
Hollifield Station ES	17	30	2	7	2	58	83.9	16.1
Waterloo ES	6	35	7	3	5	56	83.7	16.3
Bryant Woods ES	9	21	2	2	4	38	83.3	16.7
Forest Ridge ES	13	22		6	1	42	83.3	16.7
Guilford ES	11	17	1	5	1	35	82.4	17.6
Stevens Forest ES	7	28	4	7	1	47	81.4	18.6
Rockburn ES	9	27	2	7	2	47	80.0	20.0
Pointers Run ES	14	25	4	5	5	53	79.6	20.4
Triadelphia Ridge ES	4	22	4	6	1	37	78.8	21.2
Northfield ES	9	34	4	6	6	59	78.2	21.8
Ilchester ES	7	25	3	9	1	45	76.2	23.8
Jeffers Hill ES	6	12		3	3	24	75.0	25.0
Veterans ES	9	32	8	11	4	64	73.2	26.8
Dayton Oaks ES	7	22	4	7	4	44	72.5	27.5
West Friendship ES	3	15	2	7		27	72.0	28.0
Gorman Crossing ES	9	18	1	7	4	39	71.1	28.9
Elkridge ES	7	27	3	7	8	52	69.4	30.6
Longfellow ES	7	19	4	7	6	43	66.7	33.3
Clemens Crossing ES	6	15	4	6	6	37	63.6	36.4
Bushy Park ES	2	27	2	10	7	48	63.0	37.0
St. John's Lane ES	7	19	2	11	7	46	59.1	40.9
Worthington ES	3	17	1	13	1	35	58.8	41.2
Swansfield ES	2	19	1	15	12	49	43.8	56.3

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	**146**	**399**	**46**	**137**	**80**	**808**	**71.5**	**28.5**
Ellicott Mills MS	10	28	1	2		41	95.0	5.0
Folly Quarter MS	17	16	1	1	1	36	94.3	5.7
Mount View MS	17	23	3	3		46	93.0	7.0
Thomas Viaduct MS	10	21	3	4		38	88.6	11.4
Elkridge Landing MS	10	20		4	1	35	85.7	14.3
Dunloggin MS	9	18	3	5		35	84.4	15.6
Burleigh Manor MS	8	22	4	2	4	40	83.3	16.7
Patapsco MS	8	24	3	6	1	42	82.1	17.9
Clarksville MS	6	25	6	6	2	45	79.5	20.5
Bonnie Branch MS	10	23		10	1	44	75.0	25.0
Lime Kiln MS	4	25	3	8	2	42	74.4	25.6
Hammond MS	8	16	1	6	3	34	72.7	27.3
Mayfield Woods MS	11	21	2	11	2	47	71.1	28.9
Murray Hill MS	4	18	2	6	3	33	71.0	29.0
Glenwood MS	3	20	7	9	6	45	60.5	39.5
Oakland Mills MS	1	20		10	4	35	60.0	40.0
Lake Elkhorn MS	2	19	1	13	5	40	53.8	46.2
Patuxent Valley MS	2	17	2	8	15	44	45.2	54.8
Harper's Choice MS	5	13	2	11	19	50	37.5	62.5
Wilde Lake MS	1	10	2	12	11	36	32.4	67.6
High	**180**	**469**	**94**	**173**	**68**	**984**	**72.9**	**27.1**
Howard HS	35	49	9	5	5	103	89.4	10.6
Centennial HS	26	35	5	8	2	76	85.9	14.1
Hammond HS	16	51	6	13	2	88	81.7	18.3
River Hill HS	17	52	10	13	7	99	77.5	22.5
Long Reach HS	7	37	10	10	4	68	75.9	24.1
Glenelg HS	10	27	4	12	5	58	68.5	31.5
Marriotts Ridge HS	13	41	13	18	8	93	67.5	32.5
Wilde Lake HS	14	40	5	19	7	85	67.5	32.5
Oakland Mills HS	8	34	10	13	8	73	66.7	33.3
Reservoir HS	14	45	8	24	8	99	64.8	35.2
Atholton HS	9	34	8	17	8	76	63.2	36.8
Mt. Hebron HS	11	24	6	21	4	66	58.3	41.7
Special	**23**	**52**	**112**	**10**	**5**	**202**	**83.3**	**16.7**
ARL	4	11	10	1		26	93.8	6.3
Ascend One	4	7	17	1		29	91.7	8.3
Cedar Lane	2	12	8	3	3	28	70.0	30.0
Central Office	2	5	62	1		70	87.5	12.5
Homewood Center	9	16	1	3	2	31	83.3	16.7
County Diagnostic/Old Cedar Lane	2	1	14	1		18	75.0	25.0
Grand Total	**776**	**1879**	**368**	**534**	**262**	**3819**	**76.9**	**23.1**

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

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	**295**	**667**	**75**	**565**	**223**	**1825**	**55.0**	**45.0**
Centennial Lane ES	1	4	1	25	16	47	10.9	89.1
Clarksville ES	1	3	1	15	9	29	14.3	85.7
Manor Woods ES	1	8	2	23	14	48	19.6	80.4
Ilchester ES		11	3	20	11	45	26.2	73.8
Northfield ES	5	13	1	31	9	59	31.0	69.0
Bushy Park ES	3	11	3	21	10	48	31.1	68.9
Waverly ES	2	15	3	24	12	56	32.1	67.9
Atholton ES	1	9	2	17	4	33	32.3	67.7
Lisbon ES	2	11		19	6	38	34.2	65.8
Talbott Springs ES	3	13	2	25	3	46	36.4	63.6
Dayton Oaks ES	2	15		23	5	45	37.8	62.2
Clemens Crossing ES	3	10	2	16	5	36	38.2	61.8
West Friendship ES		10	1	8	8	27	38.5	61.5
Rockburn ES	5	13	1	15	12	46	40.0	60.0
Fulton ES	1	13	4	12	6	36	43.8	56.3
Veterans ES	9	17	5	25	7	63	44.8	55.2
Triadelphia Ridge ES	2	16	2	12	6	38	50.0	50.0
Worthington ES	4	13	1	12	5	35	50.0	50.0
Gorman Crossing ES	6	14		11	8	39	51.3	48.7
Pointers Run ES	6	20	3	16	8	53	52.0	48.0
Hollifield Station ES	9	23	2	20	4	58	57.1	42.9
Duckett's Lane ES	8	19	6	15	5	53	57.4	42.6
Thunder Hill ES	1	14	1	7	4	27	57.7	42.3
Bollman Bridge ES	10	16	2	15	3	46	59.1	40.9
Bellows Spring ES	15	25	5	23	4	72	59.7	40.3
Forest Ridge ES	2	23	1	13	3	42	61.0	39.0
Deep Run ES	10	26	2	14	6	58	64.3	35.7
Jeffers Hill ES	7	10		7	1	25	68.0	32.0
Phelps Luck ES	12	22	2	11	2	49	72.3	27.7
St. John's Lane ES	7	26	1	10	2	46	73.3	26.7
Stevens Forest ES	20	14	2	9	2	47	75.6	24.4
Laurel Woods ES	6	22	1	8	1	38	75.7	24.3
Guilford ES	9	17	1	5	3	35	76.5	23.5
Cradlerock ES	11	19	1	9		40	76.9	23.1
Hammond ES	5	20	1	5	2	33	78.1	21.9
Running Brook ES	7	33	1	7	3	51	80.0	20.0
Bryant Woods ES	13	18	1	3	3	38	83.8	16.2
Swansfield ES	27	14	1	2	5	49	85.4	14.6
Waterloo ES	29	18	2	5	2	56	87.0	13.0
Longfellow ES	11	23	4	3	2	43	87.2	12.8
Elkridge ES	19	26	1	4	2	52	88.2	11.8
Worksite	**Strongly**	**Agree**	**Does**	**Disagree**	**Strongly**	**Grand**	**%**	**%**

	Agree		Not Apply		Disagree	Total	AGREE	DISAGREE
Middle	**159**	**252**	**32**	**201**	**164**	**808**	**53.0**	**47.0**
Folly Quarter MS	1	1	2	13	19	36	5.9	94.1
Glenwood MS		3	4	19	19	45	7.3	92.7
Elkridge Landing MS	1	3		19	12	35	11.4	88.6
Mount View MS	1	5	2	11	27	46	13.6	86.4
Clarksville MS	1	5	3	14	21	44	14.6	85.4
Lime Kiln MS		7	4	17	14	42	18.4	81.6
Burleigh Manor MS	1	6	4	15	14	40	19.4	80.6
Dunloggin MS	3	10	2	13	8	36	38.2	61.8
Patapsco MS	1	15	1	19	6	42	39.0	61.0
Ellicott Mills MS	5	22		11	2	40	67.5	32.5
Mayfield Woods MS	8	24	1	10	4	47	69.6	30.4
Murray Hill MS	6	16	2	7	2	33	71.0	29.0
Thomas Viaduct MS	9	19	1	6	3	38	75.7	24.3
Bonnie Branch MS	5	29	1	9	1	45	77.3	22.7
Hammond MS	9	17	1	6	1	34	78.8	21.2
Harper's Choice MS	24	14	2	4	6	50	79.2	20.8
Patuxent Valley MS	23	14	1	4	2	44	86.0	14.0
Wilde Lake MS	21	12		1	2	36	91.7	8.3
Oakland Mills MS	17	15	1	2		35	94.1	5.9
Lake Elkhorn MS	23	15		1	1	40	95.0	5.0
High	**144**	**290**	**83**	**286**	**178**	**981**	**48.3**	**51.7**
River Hill HS	1	17	8	29	46	101	19.4	80.6
Glenelg HS	1	10	5	26	15	57	21.2	78.8
Centennial HS	3	12	8	27	26	76	22.1	77.9
Marriotts Ridge HS	4	14	15	31	28	92	23.4	76.6
Howard HS	9	17	6	46	25	103	26.8	73.2
Mt. Hebron HS	6	17	6	28	9	66	38.3	61.7
Atholton HS	6	32	2	26	10	76	51.4	48.6
Reservoir HS	10	37	7	32	10	96	52.8	47.2
Long Reach HS	19	30	4	14	2	69	75.4	24.6
Hammond HS	29	36	7	13	3	88	80.2	19.8
Wilde Lake HS	26	35	8	12	3	84	80.3	19.7
Oakland Mills HS	30	33	7	2	1	73	95.5	4.5
Special	**32**	**27**	**112**	**19**	**13**	**203**	**64.8**	**35.2**
ARL		3	9	8	7	27	16.7	83.3
Ascend One	1	8	16	4		29	69.2	30.8
Cedar Lane	4	10	7	4	3	28	66.7	33.3
Central Office	1	3	64		2	70	66.7	33.3
Homewood Center	25	3		2	1	31	90.3	9.7
County Diagnostic/Old Cedar Lane	1		16	1		18	50.0	50.0
Grand Total	**630**	**1236**	**302**	**1071**	**578**	**3817**	**53.1**	**46.9**

18) Too much instructional time is spent administering assessments.

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	**852**	**562**	**143**	**211**	**49**	**1817**	**84.5**	**15.5**
Thunder Hill ES	17	9	1			27	100.0	0.0
Gorman Crossing ES	20	17		1		38	97.4	2.6
Bushy Park ES	34	10	2	1	1	48	95.7	4.3
Lisbon ES	28	7	1	2		38	94.6	5.4
Bellows Spring ES	37	18	12	3	1	71	93.2	6.8
St. John's Lane ES	27	12	2	1	2	44	92.9	7.1
Waterloo ES	23	22	8	4		57	91.8	8.2
Centennial Lane ES	36	7	1	2	2	48	91.5	8.5
Fulton ES	21	10	3	2	1	37	91.2	8.8
Deep Run ES	29	21	3	3	2	58	90.9	9.1
Hollifield Station ES	28	19	6	5		58	90.4	9.6
Worthington ES	17	11	2	2	1	33	90.3	9.7
Elkridge ES	25	20	2	3	2	52	90.0	10.0
Northfield ES	35	18	1	4	2	60	89.8	10.2
Running Brook ES	34	8	3	4	1	50	89.4	10.6
Swansfield ES	30	11	3	3	2	49	89.1	10.9
Dayton Oaks ES	26	12	2	5		45	88.4	11.6
Guilford ES	14	15	1	3	1	34	87.9	12.1
Triadelphia Ridge ES	11	18	5	4		38	87.9	12.1
Phelps Luck ES	25	16	1	4	2	48	87.2	12.8
Ilchester ES	18	15	6	5		44	86.8	13.2
Veterans ES	27	20	9	7	1	64	85.5	14.5
Pointers Run ES	22	17	5	5	3	52	83.0	17.0
Waverly ES	25	18	5	8	1	57	82.7	17.3
Laurel Woods ES	15	14	2	7		38	80.6	19.4
Longfellow ES	14	15	7	7		43	80.6	19.4
Clarksville ES	6	14	3	4	1	28	80.0	20.0
Forest Ridge ES	18	14	1	7	1	41	80.0	20.0
Stevens Forest ES	19	15	4	8	1	47	79.1	20.9
Clemens Crossing ES	13	13	4	6	1	37	78.8	21.2
Cradlerock ES	13	13	5	5	2	38	78.8	21.2
Duckett's Lane ES	24	14	5	9	2	54	77.6	22.4
West Friendship ES	10	9	2	6		27	76.0	24.0
Manor Woods ES	20	14	3	9	2	48	75.6	24.4
Atholton ES	13	7	6	7		33	74.1	25.9
Bollman Bridge ES	17	14	4	6	5	46	73.8	26.2
Talbott Springs ES	15	17	2	10	2	46	72.7	27.3
Hammond ES	10	11	1	10		32	67.7	32.3
Jeffers Hill ES	6	10	1	8		25	66.7	33.3
Bryant Woods ES	15	7	3	8	4	37	64.7	35.3
Rockburn ES	15	10	6	13	3	47	61.0	39.0

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	**342**	**289**	**65**	**88**	**23**	**807**	**85.0**	**15.0**
Folly Quarter MS	20	15	1			36	100.0	0.0
Glenwood MS	21	17	4	3		45	92.7	7.3
Mount View MS	25	14	3	1	3	46	90.7	9.3
Patuxent Valley MS	24	13	2	3	1	43	90.2	9.8
Patapsco MS	20	16	2	3	1	42	90.0	10.0
Clarksville MS	16	18	7	4		45	89.5	10.5
Elkridge Landing MS	20	11		3	1	35	88.6	11.4
Wilde Lake MS	22	9	1	3	1	36	88.6	11.4
Lime Kiln MS	19	15	2	5		41	87.2	12.8
Bonnie Branch MS	17	18	4	5	1	45	85.4	14.6
Dunloggin MS	15	14	2	4	1	36	85.3	14.7
Burleigh Manor MS	18	8	9	3	2	40	83.9	16.1
Murray Hill MS	14	12	2	5		33	83.9	16.1
Oakland Mills MS	16	12	1	5	1	35	82.4	17.6
Ellicott Mills MS	19	12	2	7		40	81.6	18.4
Mayfield Woods MS	19	15	4	6	2	46	81.0	19.0
Hammond MS	12	13	2	5	2	34	78.1	21.9
Lake Elkhorn MS	10	21	1	8	1	41	77.5	22.5
Harper's Choice MS	9	18	12	8	3	50	71.1	28.9
Thomas Viaduct MS	6	18	4	7	3	38	70.6	29.4
High	**363**	**314**	**96**	**177**	**36**	**986**	**76.1**	**23.9**
Oakland Mills HS	34	20	9	9	1	73	84.4	15.6
Glenelg HS	23	20	6	6	3	58	82.7	17.3
Wilde Lake HS	38	22	11	14	1	86	80.0	20.0
Hammond HS	29	33	9	14	2	87	79.5	20.5
Long Reach HS	23	26	6	13		68	79.0	21.0
Mt. Hebron HS	27	21	5	11	2	66	78.7	21.3
Atholton HS	29	24	7	12	3	75	77.9	22.1
Howard HS	41	33	7	20	3	104	76.3	23.7
Centennial HS	28	23	8	13	4	76	75.0	25.0
River Hill HS	33	36	7	17	8	101	73.4	26.6
Marriotts Ridge HS	34	26	10	20	3	93	72.3	27.7
Reservoir HS	24	30	11	28	6	99	61.4	38.6
Special	**35**	**38**	**98**	**26**	**4**	**201**	**70.9**	**29.1**
ARL	2	5	10	9	1	27	41.2	58.8
Ascend One	7	9	9	4		29	80.0	20.0
Cedar Lane	5	9	6	8		28	63.6	36.4
Central Office	4	4	60	1	1	70	80.0	20.0
Homewood Center	14	9	1	4	2	30	79.3	20.7
County Diagnostic/Old Cedar Lane	3	2	12			17	100.0	0.0
Grand Total	**1592**	**1203**	**402**	**502**	**112**	**3811**	**82.0**	**18.0**

19) HCPSS professional development experiences are meaningful and worthwhile.

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	**129**	**883**	**33**	**558**	**208**	**1811**	**56.9**	**43.1**
Cradlerock ES	5	25		7	3	40	75.0	25.0
West Friendship ES	1	19		6	1	27	74.1	25.9
Hammond ES	3	21		6	3	33	72.7	27.3
Stevens Forest ES	7	25	2	9	3	46	72.7	27.3
Bryant Woods ES	3	22	1	8	3	37	69.4	30.6
Duckett's Lane ES	6	29	2	14	2	53	68.6	31.4
St. John's Lane ES	3	26	2	11	3	45	67.4	32.6
Bollman Bridge ES	6	25		11	4	46	67.4	32.6
Centennial Lane ES	8	23	2	11	4	48	67.4	32.6
Guilford ES	7	16		9	3	35	65.7	34.3
Jeffers Hill ES	2	13	1	8		24	65.2	34.8
Phelps Luck ES	6	25		14	3	48	64.6	35.4
Forest Ridge ES		26		8	8	42	61.9	38.1
Atholton ES	3	18		9	4	34	61.8	38.2
Gorman Crossing ES	3	21		12	3	39	61.5	38.5
Deep Run ES		35	1	19	3	58	61.4	38.6
Rockburn ES	4	23	1	15	3	46	60.0	40.0
Thunder Hill ES	3	13		9	2	27	59.3	40.7
Running Brook ES	6	23		15	5	49	59.2	40.8
Waverly ES	2	30	1	14	9	56	58.2	41.8
Talbott Springs ES	5	20	1	16	2	44	58.1	41.9
Lisbon ES	1	21		9	7	38	57.9	42.1
Longfellow ES		24	2	14	4	44	57.1	42.9
Elkridge ES	2	27	1	20	2	52	56.9	43.1
Waterloo ES		30	1	18	5	54	56.6	43.4
Triadelphia Ridge ES	1	20		13	4	38	55.3	44.7
Bellows Spring ES	6	33		24	9	72	54.2	45.8
Manor Woods ES	1	25		16	6	48	54.2	45.8
Worthington ES		18		13	3	34	52.9	47.1
Laurel Woods ES	1	18	2	12	5	38	52.8	47.2
Pointers Run ES	5	21	2	19	5	52	52.0	48.0
Hollifield Station ES	6	23		17	10	56	51.8	48.2
Veterans ES	4	29		24	7	64	51.6	48.4
Northfield ES	5	23	2	17	12	59	49.1	50.9
Clarksville ES	2	11	2	9	5	29	48.1	51.9
Dayton Oaks ES	2	18	3	16	6	45	47.6	52.4
Fulton ES	1	15	1	15	4	36	45.7	54.3
Swansfield ES	5	16	1	16	9	47	45.7	54.3
Ilchester ES	2	12	2	20	8	44	33.3	66.7
Clemens Crossing ES	1	11		14	11	37	32.4	67.6
Bushy Park ES	1	10		21	15	47	23.4	76.6

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	**46**	**387**	**22**	**241**	**109**	**805**	**55.3**	**44.7**
Thomas Viaduct MS	6	22		8	1	37	75.7	24.3
Bonnie Branch MS	5	24	2	11	3	45	67.4	32.6
Lake Elkhorn MS	2	24	2	10	3	41	66.7	33.3
Patuxent Valley MS	4	24		9	6	43	65.1	34.9
Mayfield Woods MS	4	23	3	8	8	46	62.8	37.2
Dunloggin MS	4	17	2	9	4	36	61.8	38.2
Hammond MS	2	17	1	9	4	33	59.4	40.6
Folly Quarter MS	1	19	1	9	6	36	57.1	42.9
Mount View MS	6	20		16	4	46	56.5	43.5
Lime Kiln MS		22	1	16	2	41	55.0	45.0
Glenwood MS	2	21	3	7	12	45	54.8	45.2
Harper's Choice MS	2	23	3	11	11	50	53.2	46.8
Clarksville MS	1	21	2	16	5	45	51.2	48.8
Burleigh Manor MS		19	1	16	4	40	48.7	51.3
Murray Hill MS	3	13		10	7	33	48.5	51.5
Elkridge Landing MS	2	14		14	5	35	45.7	54.3
Ellicott Mills MS	1	17	1	15	7	41	45.0	55.0
Oakland Mills MS	1	14		14	6	35	42.9	57.1
Patapsco MS		18		18	6	42	42.9	57.1
Wilde Lake MS		15		15	5	35	42.9	57.1
High	**43**	**305**	**44**	**343**	**248**	**983**	**37.1**	**62.9**
River Hill HS	9	35	1	36	20	101	44.0	56.0
Howard HS	7	34	4	30	29	104	41.0	59.0
Marriotts Ridge HS	5	30	7	31	20	93	40.7	59.3
Mt. Hebron HS	2	23	3	17	21	66	39.7	60.3
Long Reach HS	2	22	7	25	12	68	39.3	60.7
Hammond HS	6	27	3	29	23	88	38.8	61.2
Atholton HS	2	24	5	20	23	74	37.7	62.3
Reservoir HS	4	29	3	43	19	98	34.7	65.3
Oakland Mills HS	4	20	2	31	16	73	33.8	66.2
Centennial HS	2	20	5	29	19	75	31.4	68.6
Wilde Lake HS		25	4	28	28	85	30.9	69.1
Glenelg HS		16		24	18	58	27.6	72.4
Special	24	81	21	55	22	203	57.7	42.3
ARL	2	13	2	9	2	28	57.7	42.3
Ascend One	4	14	1	6	3	28	66.7	33.3
Cedar Lane	1	13	3	8	3	28	56.0	44.0
Central Office	13	20	14	18	5	70	58.9	41.1
Homewood Center	3	13		8	7	31	51.6	48.4
County Diagnostic/Old Cedar Lane	1	8	1	6	2	18	52.9	47.1
Grand Total	**242**	**1656**	**120**	**1197**	**587**	**3802**	**51.5**	**48.5**

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

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	**572**	**682**	**46**	**434**	**96**	**1830**	**70.3**	**29.7**
Elkridge ES	28	20	1	3		52	94.1	5.9
Bushy Park ES	29	15		2	2	48	91.7	8.3
Northfield ES	34	18		7		59	88.1	11.9
Thunder Hill ES	8	14		3	1	26	84.6	15.4
St. John's Lane ES	17	21		6	2	46	82.6	17.4
Manor Woods ES	16	22	1	7	2	48	80.9	19.1
Centennial Lane ES	21	16	1	9	1	48	78.7	21.3
Running Brook ES	12	27	1	10	1	51	78.0	22.0
Ilchester ES	12	23	1	10		46	77.8	22.2
Waterloo ES	12	30	3	11	1	57	77.8	22.2
Rockburn ES	15	21		8	3	47	76.6	23.4
Fulton ES	19	8	1	7	2	37	75.0	25.0
Hollifield Station ES	21	22		12	3	58	74.1	25.9
Lisbon ES	13	15		6	4	38	73.7	26.3
Triadelphia Ridge ES	10	18		10		38	73.7	26.3
Deep Run ES	23	18	1	12	4	58	71.9	28.1
Duckett's Lane ES	12	25	2	11	4	54	71.2	28.8
Pointers Run ES	17	19	1	13	2	52	70.6	29.4
Worthington ES	8	16	1	6	4	35	70.6	29.4
West Friendship ES	8	11		6	2	27	70.4	29.6
Cradlerock ES	8	19	1	10	2	40	69.2	30.8
Swansfield ES	23	8	4	9	5	49	68.9	31.1
Bryant Woods ES	11	13	3	8	3	38	68.6	31.4
Clarksville ES	8	11	1	9		29	67.9	32.1
Veterans ES	18	24	2	16	5	65	66.7	33.3
Waverly ES	19	17	1	14	4	55	66.7	33.3
Jeffers Hill ES	7	9		8	1	25	64.0	36.0
Forest Ridge ES	12	13	2	12	3	42	62.5	37.5
Guilford ES	9	11	2	9	3	34	62.5	37.5
Hammond ES	9	11	1	10	2	33	62.5	37.5
Talbott Springs ES	11	17	1	16	1	46	62.2	37.8
Clemens Crossing ES	9	14		11	3	37	62.2	37.8
Gorman Crossing ES	11	13		15		39	61.5	38.5
Dayton Oaks ES	11	16	1	17		45	61.4	38.6
Stevens Forest ES	11	17	1	10	8	47	60.9	39.1
Bellows Spring ES	23	18	4	24	3	72	60.3	39.7
Bollman Bridge ES	7	19	2	14	4	46	59.1	40.9
Longfellow ES	8	15	3	14	3	43	57.5	42.5
Phelps Luck ES	10	15	3	15	6	49	54.3	45.7
Atholton ES	4	13		16		33	51.5	48.5
Laurel Woods ES	8	10		18	2	38	47.4	52.6

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	**229**	**312**	**23**	**193**	**51**	**808**	**68.9**	**31.1**
Hammond MS	17	13		4		34	88.2	11.8
Patapsco MS	18	17	1	5	1	42	85.4	14.6
Wilde Lake MS	15	14		7		36	80.6	19.4
Elkridge Landing MS	16	12		5	2	35	80.0	20.0
Patuxent Valley MS	15	19	1	6	3	44	79.1	20.9
Ellicott Mills MS	15	14		10	1	40	72.5	27.5
Bonnie Branch MS	16	15	2	10	2	45	72.1	27.9
Oakland Mills MS	8	15	1	8	3	35	67.6	32.4
Glenwood MS	12	17	1	11	3	44	67.4	32.6
Folly Quarter MS	10	14		10	2	36	66.7	33.3
Mount View MS	9	20	2	12	3	46	65.9	34.1
Lime Kiln MS	11	16	1	12	2	42	65.9	34.1
Lake Elkhorn MS	13	12	2	13		40	65.8	34.2
Murray Hill MS	7	13	2	9	2	33	64.5	35.5
Dunloggin MS	2	20	1	6	7	36	62.9	37.1
Thomas Viaduct MS	12	11	1	13	1	38	62.2	37.8
Clarksville MS	11	15	3	13	3	45	61.9	38.1
Burleigh Manor MS	6	17	2	11	4	40	60.5	39.5
Mayfield Woods MS	7	20	2	14	4	47	60.0	40.0
Harper's Choice MS	9	18	1	14	8	50	55.1	44.9
High	**321**	**336**	**30**	**232**	**61**	**980**	**69.2**	**30.8**
Oakland Mills HS	30	22	4	13	4	73	75.4	24.6
River Hill HS	38	34	3	21	3	99	75.0	25.0
Howard HS	44	30	5	20	5	104	74.7	25.3
Atholton HS	24	32		17	3	76	73.7	26.3
Marriotts Ridge HS	32	31	2	18	7	90	71.6	28.4
Mt. Hebron HS	20	27		15	4	66	71.2	28.8
Wilde Lake HS	38	20	1	22	3	84	69.9	30.1
Centennial HS	16	35	3	13	9	76	69.9	30.1
Long Reach HS	16	27	2	20	3	68	65.2	34.8
Glenelg HS	19	15	4	15	5	58	63.0	37.0
Reservoir HS	23	36	3	29	8	99	61.5	38.5
Hammond HS	21	27	3	29	7	87	57.1	42.9
Special	**30**	**61**	**12**	**70**	**30**	**203**	**47.6**	**52.4**
ARL	1	11	3	8	4	27	50.0	50.0
Ascend One	7	8	1	8	5	29	53.6	46.4
Cedar Lane	6	14	1	6	1	28	74.1	25.9
Central Office	10	16	5	27	12	70	40.0	60.0
Homewood Center	4	9	1	11	6	31	43.3	56.7
County Diagnostic/Old Cedar Lane	2	3	1	10	2	18	29.4	70.6
Grand Total	**1152**	**1391**	**111**	**929**	**238**	**3821**	**68.5**	**31.5**

21) I am paid fairly.

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	**73**	**692**	**3**	**674**	**387**	**1829**	**41.9**	**58.1**
Bryant Woods ES	4	18		7	8	37	59.5	40.5
West Friendship ES	2	14		11		27	59.3	40.7
Bollman Bridge ES	3	24		13	6	46	58.7	41.3
Laurel Woods ES	7	15		15	1	38	57.9	42.1
Stevens Forest ES	3	24		9	11	47	57.4	42.6
Clemens Crossing ES	1	18		14	4	37	51.4	48.6
Rockburn ES	4	20		16	7	47	51.1	48.9
Deep Run ES	2	26		20	10	58	48.3	51.7
Waverly ES	1	26		21	8	56	48.2	51.8
Cradlerock ES	1	18		16	5	40	47.5	52.5
Triadelphia Ridge ES	2	16		15	5	38	47.4	52.6
Longfellow ES	2	18		15	8	43	46.5	53.5
Gorman Crossing ES	1	17		13	8	39	46.2	53.8
Clarksville ES	2	11		12	4	29	44.8	55.2
Duckett's Lane ES	2	22		18	12	54	44.4	55.6
Atholton ES		15		11	8	34	44.1	55.9
Bushy Park ES	3	18		13	14	48	43.8	56.3
Pointers Run ES	3	20		14	16	53	43.4	56.6
Thunder Hill ES	1	10		13	2	26	42.3	57.7
Bellows Spring ES	2	28		27	15	72	41.7	58.3
Phelps Luck ES	2	18		19	9	48	41.7	58.3
Waterloo ES		24		22	12	58	41.4	58.6
Manor Woods ES	2	17		18	10	47	40.4	59.6
Worthington ES	1	13		10	11	35	40.0	60.0
Swansfield ES	2	17		18	12	49	38.8	61.2
Elkridge ES	1	19		21	11	52	38.5	61.5
Jeffers Hill ES	2	7	1	8	7	25	37.5	62.5
Guilford ES	2	11		14	8	35	37.1	62.9
Hammond ES	2	10		11	10	33	36.4	63.6
Northfield ES		21		25	13	59	35.6	64.4
Dayton Oaks ES	1	15		20	9	45	35.6	64.4
Ilchester ES		16		19	10	45	35.6	64.4
Veterans ES	4	19		25	17	65	35.4	64.6
Running Brook ES	1	17		22	11	51	35.3	64.7
St. John's Lane ES	1	15		18	12	46	34.8	65.2
Hollifield Station ES	1	19		25	13	58	34.5	65.5
Forest Ridge ES	1	13	1	10	17	42	34.1	65.9
Centennial Lane ES		14	1	19	13	47	30.4	69.6
Talbott Springs ES	2	11		19	13	45	28.9	71.1
Fulton ES	1	9		16	11	37	27.0	73.0
Lisbon ES	1	9		22	6	38	26.3	73.7

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	**44**	**327**	**3**	**297**	**137**	**808**	**46.1**	**53.9**
Lake Elkhorn MS		24		11	4	39	61.5	38.5
Patapsco MS	1	23		13	5	42	57.1	42.9
Thomas Viaduct MS	5	16		11	6	38	55.3	44.7
Burleigh Manor MS		22		17	1	40	55.0	45.0
Dunloggin MS	3	16		11	6	36	52.8	47.2
Lime Kiln MS		21		15	6	42	50.0	50.0
Mayfield Woods MS	7	16	1	15	8	47	50.0	50.0
Glenwood MS	3	19		14	9	45	48.9	51.1
Bonnie Branch MS	1	20		17	7	45	46.7	53.3
Mount View MS	2	19	1	15	9	46	46.7	53.3
Elkridge Landing MS	4	12		14	5	35	45.7	54.3
Wilde Lake MS	1	15		12	8	36	44.4	55.6
Harper's Choice MS	5	17		20	8	50	44.0	56.0
Patuxent Valley MS	5	14		19	6	44	43.2	56.8
Oakland Mills MS		13	1	11	10	35	38.2	61.8
Ellicott Mills MS	1	14		16	9	40	37.5	62.5
Murray Hill MS	1	11		15	6	33	36.4	63.6
Clarksville MS	1	15		21	8	45	35.6	64.4
Hammond MS	3	9		13	9	34	35.3	64.7
Folly Quarter MS	1	11		17	7	36	33.3	66.7
High	**42**	**392**	**3**	**325**	**222**	**984**	**44.2**	**55.8**
Long Reach HS	4	34		17	13	68	55.9	44.1
Glenelg HS	3	28		14	13	58	53.4	46.6
Centennial HS	5	32		25	13	75	49.3	50.7
Hammond HS	2	40	1	29	16	88	48.3	51.7
Oakland Mills HS	4	30		23	16	73	46.6	53.4
Howard HS	7	41		29	27	104	46.2	53.8
River Hill HS	3	41	2	31	24	101	44.4	55.6
Reservoir HS	2	41		36	20	99	43.4	56.6
Atholton HS		31		25	18	74	41.9	58.1
Wilde Lake HS	4	28		32	21	85	37.6	62.4
Marriotts Ridge HS	7	26		42	18	93	35.5	64.5
Mt. Hebron HS	1	20		22	23	66	31.8	68.2
Special	**15**	**99**	**2**	**58**	**28**	**202**	**57.0**	**43.0**
ARL	2	14	1	9	2	28	59.3	40.7
Ascend One	3	14		9	3	29	58.6	41.4
Cedar Lane	2	11	1	10	3	27	50.0	50.0
Central Office	6	36		13	14	69	60.9	39.1
Homewood Center	2	14		10	5	31	51.6	48.4
County Diagnostic/Old Cedar Lane		10		7	1	18	55.6	44.4
Grand Total	**174**	**1510**	**11**	**1354**	**774**	**3823**	**44.2**	**55.8**

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

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	**82**	**614**	**39**	**611**	**459**	**1805**	**39.4**	**60.6**
Jeffers Hill ES	1	15	1	2	6	25	66.7	33.3
Bryant Woods ES	9	14		12	3	38	60.5	39.5
Longfellow ES	1	25	1	11	6	44	60.5	39.5
Cradlerock ES	1	21	2	9	6	39	59.5	40.5
Atholton ES	1	18		9	5	33	57.6	42.4
Clarksville ES	2	13		7	6	28	53.6	46.4
Phelps Luck ES	7	17	1	10	11	46	53.3	46.7
Stevens Forest ES	4	19	2	17	4	46	52.3	47.7
Rockburn ES		24	1	11	11	47	52.2	47.8
Hammond ES	1	13	4	2	11	31	51.9	48.1
Laurel Woods ES	2	17		13	5	37	51.4	48.6
Hollifield Station ES	4	25	1	20	8	58	50.9	49.1
Bollman Bridge ES	3	19	2	18	4	46	50.0	50.0
Waterloo ES	1	26	1	22	6	56	49.1	50.9
Waverly ES	3	24		19	9	55	49.1	50.9
Gorman Crossing ES	3	16		11	9	39	48.7	51.3
Guilford ES	3	13	2	9	8	35	48.5	51.5
Dayton Oaks ES	5	16		14	10	45	46.7	53.3
Lisbon ES	3	14		14	7	38	44.7	55.3
Manor Woods ES	3	17		20	7	47	42.6	57.4
Running Brook ES	4	16	2	14	13	49	42.6	57.4
Talbott Springs ES	1	17	1	19	7	45	40.9	59.1
Triadelphia Ridge ES	1	14		12	11	38	39.5	60.5
Fulton ES	1	12	1	12	10	36	37.1	62.9
St. John's Lane ES		17		16	13	46	37.0	63.0
Forest Ridge ES	1	13	3	13	12	42	35.9	64.1
Swansfield ES	3	14		19	12	48	35.4	64.6
West Friendship ES	1	8		12	6	27	33.3	66.7
Pointers Run ES	1	16		17	18	52	32.7	67.3
Clemens Crossing ES	1	10	1	12	11	35	32.4	67.6
Veterans ES	3	15	4	26	15	63	30.5	69.5
Worthington ES	1	9	1	13	10	34	30.3	69.7
Duckett's Lane ES	3	12	3	17	19	54	29.4	70.6
Thunder Hill ES		7	1	11	6	25	29.2	70.8
Elkridge ES		14	1	17	18	50	28.6	71.4
Deep Run ES		15	1	17	24	57	26.8	73.2
Centennial Lane ES	2	8		20	17	47	21.3	78.7
Ilchester ES		8		28	9	45	17.8	82.2
Bellows Spring ES	1	10		32	29	72	15.3	84.7
Northfield ES		9		20	31	60	15.0	85.0
Bushy Park ES	1	4	2	14	26	47	11.1	88.9

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	**35**	**311**	**21**	**255**	**178**	**800**	**44.4**	**55.6**
Thomas Viaduct MS	5	20	2	9	1	37	71.4	28.6
Lake Elkhorn MS		22	3	7	8	40	59.5	40.5
Murray Hill MS	1	18		8	6	33	57.6	42.4
Patapsco MS	1	22	1	10	7	41	57.5	42.5
Hammond MS	2	17		8	7	34	55.9	44.1
Harper's Choice MS	2	22	4	15	7	50	52.2	47.8
Dunloggin MS	3	15		14	4	36	50.0	50.0
Oakland Mills MS	1	15	1	10	6	33	50.0	50.0
Mayfield Woods MS	5	16	1	15	9	46	46.7	53.3
Clarksville MS	1	19	1	6	17	44	46.5	53.5
Burleigh Manor MS	4	14		13	8	39	46.2	53.8
Patuxent Valley MS	2	17	1	16	8	44	44.2	55.8
Bonnie Branch MS	3	16		17	8	44	43.2	56.8
Elkridge Landing MS	2	11	1	13	7	34	39.4	60.6
Wilde Lake MS	1	12	2	16	5	36	38.2	61.8
Lime Kiln MS		13	1	15	13	42	31.7	68.3
Ellicott Mills MS		12	2	12	15	41	30.8	69.2
Glenwood MS	1	12		12	19	44	29.5	70.5
Mount View MS	1	11		20	14	46	26.1	73.9
Folly Quarter MS		7	1	19	9	36	20.0	80.0
High	**37**	**334**	**23**	**315**	**268**	**977**	**38.9**	**61.1**
Hammond HS	2	42	3	23	16	86	53.0	47.0
Howard HS	6	43	3	31	20	103	49.0	51.0
Reservoir HS	3	41	1	28	25	98	45.4	54.6
Glenelg HS	2	22	1	23	9	57	42.9	57.1
Long Reach HS	7	21	3	30	8	69	42.4	57.6
Mt. Hebron HS	1	24	2	15	23	65	39.7	60.3
Marriotts Ridge HS	7	28	1	27	30	93	38.0	62.0
Centennial HS	4	24		28	20	76	36.8	63.2
River Hill HS	1	31	2	33	31	98	33.3	66.7
Wilde Lake HS	3	23	1	26	33	86	30.6	69.4
Atholton HS		20	4	20	31	75	28.2	71.8
Oakland Mills HS	1	15	2	31	22	71	23.2	76.8
Special	**28**	**94**	**10**	**44**	**22**	**198**	**64.9**	**35.1**
ARL	2	16	3	7		28	72.0	28.0
Ascend One	5	13	2	3	6	29	66.7	33.3
Cedar Lane	2	15	1	6	4	28	63.0	37.0
Central Office	12	30	2	17	4	65	66.7	33.3
Homewood Center	4	15	2	5	5	31	65.5	34.5
County Diagnostic/Old Cedar Lane	3	5		6	3	17	47.1	52.9
Grand Total	**182**	**1353**	**93**	**1225**	**927**	**3780**	**41.6**	**58.4**

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

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	**50**	**659**	**66**	**677**	**350**	**1802**	**40.8**	**59.2**
Jeffers Hill ES	2	14	1	3	5	25	66.7	33.3
Longfellow ES	2	26	1	9	5	43	66.7	33.3
Bryant Woods ES	6	19		11	2	38	65.8	34.2
Rockburn ES		27	3	12	5	47	61.4	38.6
Cradlerock ES	1	22	1	11	5	40	59.0	41.0
Dayton Oaks ES	4	22		14	5	45	57.8	42.2
Guilford ES	4	14	1	12	3	34	54.5	45.5
Laurel Woods ES	4	16		11	6	37	54.1	45.9
Bollman Bridge ES	1	21	1	17	5	45	50.0	50.0
Lisbon ES	1	17	1	14	5	38	48.6	51.4
Waverly ES	1	26		22	7	56	48.2	51.8
Manor Woods ES		23		21	4	48	47.9	52.1
West Friendship ES		12		11	3	26	46.2	53.8
Clarksville ES		13		10	6	29	44.8	55.2
Hollifield Station ES	2	23	2	23	8	58	44.6	55.4
Waterloo ES		24	3	23	7	57	44.4	55.6
Gorman Crossing ES	2	15		16	6	39	43.6	56.4
Phelps Luck ES	1	19	2	20	6	48	43.5	56.5
Triadelphia Ridge ES	1	15	1	18	3	38	43.2	56.8
Fulton ES	1	14		10	10	35	42.9	57.1
Pointers Run ES	1	20	1	15	14	51	42.0	58.0
Atholton ES		14		16	4	34	41.2	58.8
Worthington ES		13	2	13	6	34	40.6	59.4
St. John's Lane ES		17	1	19	8	45	38.6	61.4
Running Brook ES	3	15	3	18	11	50	38.3	61.7
Deep Run ES		21	2	17	17	57	38.2	61.8
Swansfield ES	1	17		23	8	49	36.7	63.3
Stevens Forest ES	3	13	3	22	6	47	36.4	63.6
Veterans ES	2	18	4	26	13	63	33.9	66.1
Hammond ES	1	8	4	7	11	31	33.3	66.7
Duckett's Lane ES	2	13	7	21	10	53	32.6	67.4
Elkridge ES		15	1	17	16	49	31.3	68.8
Talbott Springs ES	2	11		21	9	43	30.2	69.8
Centennial Lane ES	1	12	2	21	11	47	28.9	71.1
Ilchester ES		11	4	22	8	45	26.8	73.2
Northfield ES		15	1	24	20	60	25.4	74.6
Clemens Crossing ES		8	3	14	10	35	25.0	75.0
Forest Ridge ES		9	4	17	12	42	23.7	76.3
Bellows Spring ES	1	15	1	30	23	70	23.2	76.8
Bushy Park ES		8	5	15	19	47	19.0	81.0
Thunder Hill ES		4	1	11	8	24	17.4	82.6

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	**19**	**284**	**26**	**295**	**174**	**798**	**39.2**	**60.8**
Murray Hill MS		20	1	8	4	33	62.5	37.5
Thomas Viaduct MS	2	21	1	13	1	38	62.2	37.8
Hammond MS	2	15	1	8	7	33	53.1	46.9
Lake Elkhorn MS		20	2	8	10	40	52.6	47.4
Patapsco MS		17	4	15	5	41	45.9	54.1
Mayfield Woods MS	4	16	1	14	10	45	45.5	54.5
Dunloggin MS	1	15		14	6	36	44.4	55.6
Oakland Mills MS		15		12	7	34	44.1	55.9
Patuxent Valley MS	1	15	2	18	7	43	39.0	61.0
Bonnie Branch MS	2	15		16	11	44	38.6	61.4
Mount View MS	2	15	2	18	9	46	38.6	61.4
Harper's Choice MS		18	3	21	8	50	38.3	61.7
Clarksville MS		14	2	15	13	44	33.3	66.7
Ellicott Mills MS		13	2	15	11	41	33.3	66.7
Lime Kiln MS	1	13		16	12	42	33.3	66.7
Glenwood MS	1	12	2	16	13	44	31.0	69.0
Elkridge Landing MS	2	8		18	7	35	28.6	71.4
Burleigh Manor MS	1	9	3	15	11	39	27.8	72.2
Wilde Lake MS		7		19	9	35	20.0	80.0
Folly Quarter MS		6		16	13	35	17.1	82.9
High	**12**	**300**	**34**	**365**	**258**	**969**	**33.4**	**66.6**
Hammond HS	2	32	6	32	15	87	42.0	58.0
Howard HS	1	36	8	32	25	102	39.4	60.6
Reservoir HS	2	34	4	34	23	97	38.7	61.3
Glenelg HS	2	20	1	23	12	58	38.6	61.4
Long Reach HS	1	22	6	30	10	69	36.5	63.5
River Hill HS		34	2	36	26	98	35.4	64.6
Centennial HS	1	25		22	26	74	35.1	64.9
Wilde Lake HS	1	23	1	33	26	84	28.9	71.1
Mt. Hebron HS		17	1	21	23	62	27.9	72.1
Atholton HS	1	19	3	30	22	75	27.8	72.2
Marriotts Ridge HS	1	24		36	31	92	27.2	72.8
Oakland Mills HS		14	2	36	19	71	20.3	79.7
Special	**13**	**94**	**11**	**57**	**23**	**198**	**57.2**	**42.8**
ARL	1	14	3	9	1	28	60.0	40.0
Ascend One	3	11	2	8	5	29	51.9	48.1
Cedar Lane	2	13	2	6	4	27	60.0	40.0
Central Office	3	29	2	24	7	65	50.8	49.2
Homewood Center	2	16	2	7	4	31	62.1	37.9
County Diagnostic/Old Cedar Lane	2	11		3	2	18	72.2	27.8
Grand Total	**94**	**1337**	**137**	**1394**	**805**	**3767**	**39.4**	**60.6**

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

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	**503**	**1065**	**60**	**150**	**37**	**1815**	**89.3**	**10.7**
Rockburn ES	14	29	3	1		47	97.7	2.3
Cradlerock ES	13	25			1	39	97.4	2.6
Gorman Crossing ES	10	28			1	39	97.4	2.6
Thunder Hill ES	12	12		1		25	96.0	4.0
Bellows Spring ES	20	48	1	2	1	72	95.8	4.2
Guilford ES	12	21		1	1	35	94.3	5.7
Worthington ES	21	11	1	2		35	94.1	5.9
Atholton ES	8	22	1	2		33	93.8	6.3
Talbott Springs ES	14	29		2	1	46	93.5	6.5
Fulton ES	10	24		3		37	91.9	8.1
Elkridge ES	15	30	1	4		50	91.8	8.2
Pointers Run ES	17	28	3	2	2	52	91.8	8.2
Jeffers Hill ES	8	14	1	2		25	91.7	8.3
Swansfield ES	22	22		4		48	91.7	8.3
Bollman Bridge ES	8	34		3	1	46	91.3	8.7
Bushy Park ES	16	26	2	4		48	91.3	8.7
St. John's Lane ES	11	31		3	1	46	91.3	8.7
Waterloo ES	10	37	5	5		57	90.4	9.6
Veterans ES	16	38	4	6		64	90.0	10.0
Duckett's Lane ES	13	31	5	5		54	89.8	10.2
Hammond ES	6	20	3	2	1	32	89.7	10.3
Manor Woods ES	12	30	1	5		48	89.4	10.6
Running Brook ES	19	23	3	2	3	50	89.4	10.6
Waverly ES	9	41		5	1	56	89.3	10.7
Laurel Woods ES	8	25		4		37	89.2	10.8
Centennial Lane ES	16	24	3	5		48	88.9	11.1
Longfellow ES	9	29	1	4	1	44	88.4	11.6
Stevens Forest ES	14	24	4	4	1	47	88.4	11.6
Northfield ES	11	40	2	5	2	60	87.9	12.1
Forest Ridge ES	12	24	1	4	1	42	87.8	12.2
Deep Run ES	14	35	1	5	2	57	87.5	12.5
Triadelphia Ridge ES	10	22	1	5		38	86.5	13.5
Dayton Oaks ES	14	23	1	5	1	44	86.0	14.0
Clemens Crossing ES	8	22	1	3	2	36	85.7	14.3
Lisbon ES	14	16	2	5		37	85.7	14.3
West Friendship ES	5	18		3	1	27	85.2	14.8
Phelps Luck ES	12	26	2	7	1	48	82.6	17.4
Hollifield Station ES	17	27	4	7	3	58	81.5	18.5
Ilchester ES	5	28	2	7	2	44	78.6	21.4
Bryant Woods ES	14	15		6	2	37	78.4	21.6
Clarksville ES	4	13	1	5	4	27	65.4	34.6

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	**207**	**501**	**19**	**61**	**16**	**804**	**90.2**	**9.8**
Bonnie Branch MS	16	27		1		44	97.7	2.3
Patapsco MS	11	26	3	1		41	97.4	2.6
Thomas Viaduct MS	6	30	1	1		38	97.3	2.7
Glenwood MS	13	26	2	2		43	95.1	4.9
Clarksville MS	17	24	1	2	1	45	93.2	6.8
Harper's Choice MS	12	32	2	4		50	91.7	8.3
Mount View MS	13	29		4		46	91.3	8.7
Oakland Mills MS	7	24	1	3		35	91.2	8.8
Elkridge Landing MS	8	22	2	3		35	90.9	9.1
Murray Hill MS	6	24		1	2	33	90.9	9.1
Patuxent Valley MS	14	26		3	1	44	90.9	9.1
Lake Elkhorn MS	5	31		4		40	90.0	10.0
Burleigh Manor MS	15	20	1	3	1	40	89.7	10.3
Wilde Lake MS	6	25	1	3	1	36	88.6	11.4
Hammond MS	8	21		1	3	33	87.9	12.1
Ellicott Mills MS	7	29		3	2	41	87.8	12.2
Dunloggin MS	15	16		4	1	36	86.1	13.9
Folly Quarter MS	11	19	1	5		36	85.7	14.3
Lime Kiln MS	10	23	2	4	3	42	82.5	17.5
Mayfield Woods MS	7	27	2	9	1	46	77.3	22.7
High	**264**	**558**	**30**	**97**	**30**	**979**	**86.6**	**13.4**
Wilde Lake HS	30	49	2	3	2	86	94.0	6.0
Marriotts Ridge HS	32	50	1	8		91	91.1	8.9
Hammond HS	30	44	4	8	1	87	89.2	10.8
Howard HS	33	55	5	8	3	104	88.9	11.1
Reservoir HS	28	56	2	9	4	99	86.6	13.4
River Hill HS	25	56	3	10	3	97	86.2	13.8
Mt. Hebron HS	19	37	1	5	4	66	86.2	13.8
Oakland Mills HS	16	43	3	8	2	72	85.5	14.5
Glenelg HS	12	37		8	1	58	84.5	15.5
Atholton HS	14	48	1	7	5	75	83.8	16.2
Centennial HS	14	47	2	9	3	75	83.6	16.4
Long Reach HS	11	36	6	14	2	69	74.6	25.4
Special	**37**	**118**	**11**	**25**	**9**	**200**	**82.0**	**18.0**
ARL	3	16	3	5	1	28	76.0	24.0
Ascend One	9	15	2	1	2	29	88.9	11.1
Cedar Lane	5	19	1	2	1	28	88.9	11.1
Central Office	10	35	4	12	5	66	72.6	27.4
Homewood Center	6	20	1	4		31	86.7	13.3
County Diagnostic/Old Cedar Lane	4	13		1		18	94.4	5.6
Grand Total	**1011**	**2242**	**120**	**333**	**92**	**3798**	**88.4**	**11.6**

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

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	**198**	**1104**	**71**	**348**	**96**	**1817**	**74.6**	**25.4**
Duckett's Lane ES	9	35	5	5		54	89.8	10.2
Laurel Woods ES	7	24	1	4	1	37	86.1	13.9
Running Brook ES	6	35	2	6	1	50	85.4	14.6
Thunder Hill ES	5	17	1	3	1	27	84.6	15.4
West Friendship ES	1	21		4	1	27	81.5	18.5
Phelps Luck ES	10	28	1	4	5	48	80.9	19.1
Talbott Springs ES	11	26		8	1	46	80.4	19.6
Jeffers Hill ES	7	13		5		25	80.0	20.0
Atholton ES	4	23		6	1	34	79.4	20.6
Cradlerock ES	3	27	1	7	1	39	78.9	21.1
Forest Ridge ES	4	26	4	7	1	42	78.9	21.1
Hammond ES	5	21		7		33	78.8	21.2
Bollman Bridge ES	7	29		8	2	46	78.3	21.7
Centennial Lane ES	7	25	5	6	3	46	78.0	22.0
Veterans ES	5	40	5	12	1	63	77.6	22.4
Gorman Crossing ES	5	25		7	2	39	76.9	23.1
Worthington ES		26	1	6	2	35	76.5	23.5
Rockburn ES	9	26	1	9	2	47	76.1	23.9
St. John's Lane ES	2	33		10	1	46	76.1	23.9
Hollifield Station ES	4	37	3	11	2	57	75.9	24.1
Waverly ES	5	36	3	10	3	57	75.9	24.1
Waterloo ES	4	36	4	11	2	57	75.5	24.5
Manor Woods ES	5	30	1	9	3	48	74.5	25.5
Guilford ES	7	19		8	1	35	74.3	25.7
Dayton Oaks ES	8	23	2	9	2	44	73.8	26.2
Stevens Forest ES	6	27	2	10	2	47	73.3	26.7
Ilchester ES	5	27	1	10	2	45	72.7	27.3
Bellows Spring ES	8	42	3	15	4	72	72.5	27.5
Bryant Woods ES	6	20	2	8	2	38	72.2	27.8
Triadelphia Ridge ES	3	23	2	6	4	38	72.2	27.8
Pointers Run ES	7	28	3	13	1	52	71.4	28.6
Elkridge ES	3	34		11	4	52	71.2	28.8
Longfellow ES	3	25	3	7	5	43	70.0	30.0
Deep Run ES	4	33	4	11	5	57	69.8	30.2
Northfield ES		40		11	8	59	67.8	32.2
Fulton ES	2	22	1	8	4	37	66.7	33.3
Lisbon ES	2	22		13	1	38	63.2	36.8
Swansfield ES	4	24	2	12	5	47	62.2	37.8
Clarksville ES	2	14	2	9	1	28	61.5	38.5
Clemens Crossing ES	1	18	3	9	4	35	59.4	40.6
Bushy Park ES	2	24	3	13	5	47	59.1	40.9

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	**94**	**459**	**42**	**166**	**43**	**804**	**72.6**	**27.4**
Mount View MS	6	33	1	5	1	46	86.7	13.3
Patapsco MS	5	26	4	6	1	42	81.6	18.4
Thomas Viaduct MS	8	22	1	6	1	38	81.1	18.9
Lime Kiln MS	5	27	2	6	2	42	80.0	20.0
Folly Quarter MS	5	20	2	5	2	34	78.1	21.9
Mayfield Woods MS	4	28	5	9		46	78.0	22.0
Dunloggin MS	10	17	1	6	2	36	77.1	22.9
Elkridge Landing MS	3	23	1	5	3	35	76.5	23.5
Harper's Choice MS	9	26	3	11	1	50	74.5	25.5
Lake Elkhorn MS	2	25	3	6	4	40	73.0	27.0
Ellicott Mills MS	2	26	1	9	3	41	70.0	30.0
Glenwood MS	2	28	2	11	2	45	69.8	30.2
Murray Hill MS	4	18	1	8	2	33	68.8	31.3
Hammond MS	6	16		10	1	33	66.7	33.3
Patuxent Valley MS	4	22	5	8	5	44	66.7	33.3
Burleigh Manor MS	5	20	2	13		40	65.8	34.2
Oakland Mills MS	3	19	1	8	4	35	64.7	35.3
Wilde Lake MS	2	19	3	8	4	36	63.6	36.4
Bonnie Branch MS	6	20	2	14	1	43	63.4	36.6
Clarksville MS	3	24	2	12	4	45	62.8	37.2
High	**86**	**535**	**52**	**212**	**95**	**980**	**66.9**	**33.1**
Marriotts Ridge HS	9	55	7	16	6	93	74.4	25.6
Reservoir HS	7	61	6	19	6	99	73.1	26.9
Glenelg HS	8	30	4	13	2	57	71.7	28.3
Centennial HS	8	42	4	16	5	75	70.4	29.6
Hammond HS	5	54	2	20	6	87	69.4	30.6
Howard HS	12	57	3	19	13	104	68.3	31.7
River Hill HS	11	50	6	22	9	98	66.3	33.7
Atholton HS	7	39	6	12	12	76	65.7	34.3
Mt. Hebron HS	3	37	4	14	8	66	64.5	35.5
Long Reach HS	3	38	3	19	6	69	62.1	37.9
Wilde Lake HS	5	46	1	23	9	84	61.4	38.6
Oakland Mills HS	8	26	6	19	13	72	51.5	48.5
Special	**29**	**94**	**6**	**53**	**19**	**201**	**63.1**	**36.9**
ARL	3	15	2	8		28	69.2	30.8
Ascend One	8	11	2	7	1	29	70.4	29.6
Cedar Lane	3	16	1	6		26	76.0	24.0
Central Office	10	30		20	10	70	57.1	42.9
Homewood Center	5	15		6	5	31	64.5	35.5
County Diagnostic/Old Cedar Lane		7	1	6	3	17	43.8	56.3
Grand Total	**407**	**2192**	**171**	**779**	**253**	**3802**	**71.6**	**28.4**

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

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	**284**	**1151**	**7**	**290**	**93**	**1825**	**78.9**	**21.1**
Bryant Woods ES	11	25	1		1	38	97.3	2.7
Hammond ES	6	25		2		33	93.9	6.1
Thunder Hill ES	9	16		2		27	92.6	7.4
Hollifield Station ES	9	43	1	5		58	91.2	8.8
Bollman Bridge ES	16	25		3	1	45	91.1	8.9
Gorman Crossing ES	9	26		4		39	89.7	10.3
Laurel Woods ES	10	23		4		37	89.2	10.8
Clemens Crossing ES	6	25		2	2	35	88.6	11.4
Waterloo ES	7	43	1	6	1	58	87.7	12.3
Duckett's Lane ES	12	33		6	1	52	86.5	13.5
Dayton Oaks ES	4	33		4	2	43	86.0	14.0
Guilford ES	9	21		2	3	35	85.7	14.3
Atholton ES	7	22		4	1	34	85.3	14.7
Jeffers Hill ES	5	16		3	1	25	84.0	16.0
Talbott Springs ES	13	25		6	2	46	82.6	17.4
Waverly ES	5	42		7	3	57	82.5	17.5
Lisbon ES	5	26		6	1	38	81.6	18.4
West Friendship ES	2	20		3	2	27	81.5	18.5
Stevens Forest ES	10	28		7	2	47	80.9	19.1
Running Brook ES	8	33		6	4	51	80.4	19.6
Pointers Run ES	9	33		9	2	53	79.2	20.8
Bellows Spring ES	10	47		11	4	72	79.2	20.8
Deep Run ES	7	38		10	2	57	78.9	21.1
Phelps Luck ES	17	21		9	2	49	77.6	22.4
Rockburn ES	7	29		8	3	47	76.6	23.4
Fulton ES	5	23		6	3	37	75.7	24.3
Forest Ridge ES	5	26		9	1	41	75.6	24.4
Clarksville ES	1	20		5	2	28	75.0	25.0
Ilchester ES	4	29		11	1	45	73.3	26.7
Manor Woods ES	5	30		13		48	72.9	27.1
Longfellow ES	3	29		9	3	44	72.7	27.3
Cradlerock ES	7	20		8	3	38	71.1	28.9
Triadelphia Ridge ES	6	21		10	1	38	71.1	28.9
Veterans ES	6	39	1	15	4	65	70.3	29.7
Bushy Park ES	3	30	1	10	4	48	70.2	29.8
Elkridge ES	3	33		12	4	52	69.2	30.8
St. John's Lane ES	6	25	1	11	3	46	68.9	31.1
Worthington ES	1	23		9	2	35	68.6	31.4
Centennial Lane ES	8	23	1	12	4	48	66.0	34.0
Northfield ES	3	36		10	11	60	65.0	35.0
Swansfield ES	5	26		11	7	49	63.3	36.7

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	**126**	**483**	**4**	**161**	**30**	**804**	**76.1**	**23.9**
Bonnie Branch MS	10	27		4	2	43	86.0	14.0
Lake Elkhorn MS	3	32		4	2	41	85.4	14.6
Dunloggin MS	9	20		5	1	35	82.9	17.1
Mayfield Woods MS	8	30	1	7	1	47	82.6	17.4
Mount View MS	12	25	1	8		46	82.2	17.8
Lime Kiln MS	8	26		8		42	81.0	19.0
Clarksville MS	7	29		7	2	45	80.0	20.0
Thomas Viaduct MS	3	27		6	2	38	78.9	21.1
Hammond MS	8	18		4	3	33	78.8	21.2
Murray Hill MS	8	18		6	1	33	78.8	21.2
Oakland Mills MS	2	24	2	7		35	78.8	21.2
Harper's Choice MS	10	29		10	1	50	78.0	22.0
Folly Quarter MS	4	23		7	1	35	77.1	22.9
Burleigh Manor MS	5	25		7	2	39	76.9	23.1
Elkridge Landing MS	5	21		7	2	35	74.3	25.7
Patuxent Valley MS	9	22		10	3	44	70.5	29.5
Glenwood MS	6	24		13	2	45	66.7	33.3
Patapsco MS	6	20		13	2	41	63.4	36.6
Ellicott Mills MS	2	23		14	2	41	61.0	39.0
Wilde Lake MS	1	20		14	1	36	58.3	41.7
High	**117**	**598**	**9**	**190**	**67**	**981**	**73.6**	**26.4**
Reservoir HS	17	59	2	12	7	97	80.0	20.0
Howard HS	13	70		16	5	104	79.8	20.2
Centennial HS	15	44	1	11	4	75	79.7	20.3
Long Reach HS	7	45	1	13	2	68	77.6	22.4
Glenelg HS	7	37	1	11	2	58	77.2	22.8
Marriotts Ridge HS	9	61	1	17	5	93	76.1	23.9
Mt. Hebron HS	4	45		10	6	65	75.4	24.6
Hammond HS	10	56		20	2	88	75.0	25.0
River Hill HS	11	59	1	21	7	99	71.4	28.6
Wilde Lake HS	8	46	2	14	15	85	65.1	34.9
Oakland Mills HS	5	42		24	2	73	64.4	35.6
Atholton HS	11	34		21	10	76	59.2	40.8
Special	**34**	**109**	**4**	**45**	**10**	**202**	**72.2**	**27.8**
ARL	3	17	1	5		26	80.0	20.0
Ascend One	5	15		9		29	69.0	31.0
Cedar Lane	3	13	2	8	2	28	61.5	38.5
Central Office	11	39	1	14	5	70	72.5	27.5
Homewood Center	9	16		5	1	31	80.6	19.4
County Diagnostic/Old Cedar Lane	3	9		4	2	18	66.7	33.3
Grand Total	**561**	**2341**	**24**	**686**	**200**	**3812**	**76.6**	**23.4**

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

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	**64**	**136**	**95**	**587**	**947**	**1829**	**11.5**	**88.5**
Clemens Crossing ES	3	7	1	13	13	37	27.8	72.2
Worthington ES	4	5		15	11	35	25.7	74.3
Fulton ES	3	5	1	11	16	36	22.9	77.1
West Friendship ES		5	1	8	13	27	19.2	80.8
Bushy Park ES	3	5	4	18	17	47	18.6	81.4
Clarksville ES		5	1	8	14	28	18.5	81.5
Gorman Crossing ES	1	6	1	11	20	39	18.4	81.6
Centennial Lane ES		8	2	16	22	48	17.4	82.6
Veterans ES	1	8	9	22	23	63	16.7	83.3
Waverly ES	5	4	2	19	27	57	16.4	83.6
Bryant Woods ES	3	3	1	8	23	38	16.2	83.8
Cradlerock ES	1	5	1	16	17	40	15.4	84.6
Longfellow ES	5	1	5	21	12	44	15.4	84.6
Guilford ES	1	4	2	9	19	35	15.2	84.8
Thunder Hill ES		4		7	16	27	14.8	85.2
Deep Run ES	3	5		20	28	56	14.3	85.7
Ilchester ES	5	1	3	16	21	46	14.0	86.0
Waterloo ES	2	5	5	17	29	58	13.2	86.8
Triadelphia Ridge ES	1	4		11	22	38	13.2	86.8
Jeffers Hill ES	1	2	1	10	11	25	12.5	87.5
Forest Ridge ES	4	1	1	14	22	42	12.2	87.8
Lisbon ES		4	1	17	16	38	10.8	89.2
Dayton Oaks ES	1	3	5	13	23	45	10.0	90.0
Talbott Springs ES	1	3	3	21	18	46	9.3	90.7
Bellows Spring ES	2	4	6	24	35	71	9.2	90.8
Manor Woods ES	2	2	4	12	28	48	9.1	90.9
Northfield ES	2	3	2	21	32	60	8.6	91.4
Swansfield ES	1	3	2	22	21	49	8.5	91.5
Hollifield Station ES	1	3	4	22	28	58	7.4	92.6
St. John's Lane ES	1	2	3	17	23	46	7.0	93.0
Phelps Luck ES		3	4	10	32	49	6.7	93.3
Running Brook ES	1	2	2	11	35	51	6.1	93.9
Elkridge ES	2	1	2	17	30	52	6.0	94.0
Pointers Run ES	1	2	2	15	33	53	5.9	94.1
Laurel Woods ES		2	1	10	24	37	5.6	94.4
Bollman Bridge ES		2	4	13	27	46	4.8	95.2
Stevens Forest ES	1	1	5	16	24	47	4.8	95.2
Rockburn ES		2	1	10	34	47	4.3	95.7
Duckett's Lane ES	2		3	7	41	53	4.0	96.0
Hammond ES		1		10	22	33	3.0	97.0
Atholton ES				9	25	34	0.0	100.0

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	**24**	**60**	**41**	**255**	**424**	**804**	**11.0**	**89.0**
Wilde Lake MS	5	6	1	13	10	35	32.4	67.6
Patuxent Valley MS	3	6	1	14	19	43	21.4	78.6
Elkridge Landing MS	2	5	2	12	14	35	21.2	78.8
Folly Quarter MS	2	5	2	9	18	36	20.6	79.4
Dunloggin MS	1	5	5	9	16	36	19.4	80.6
Harper's Choice MS	4	4		15	26	49	16.3	83.7
Glenwood MS	2	5	2	12	24	45	16.3	83.7
Oakland Mills MS	1	3	3	7	21	35	12.5	87.5
Lime Kiln MS	3	1	1	16	20	41	10.0	90.0
Lake Elkhorn MS		3	4	16	18	41	8.1	91.9
Mayfield Woods MS		3	2	10	31	46	6.8	93.2
Hammond MS		2	3	13	16	34	6.5	93.5
Murray Hill MS		2	1	10	20	33	6.3	93.8
Burleigh Manor MS		2	2	17	18	39	5.4	94.6
Thomas Viaduct MS		2	1	8	27	38	5.4	94.6
Clarksville MS		2	2	14	27	45	4.7	95.3
Mount View MS	1	1	2	16	25	45	4.7	95.3
Bonnie Branch MS		1	5	18	21	45	2.5	97.5
Ellicott Mills MS		1	1	14	25	41	2.5	97.5
Patapsco MS		1	1	12	28	42	2.4	97.6
High	**39**	**91**	**58**	**324**	**469**	**981**	**14.1**	**85.9**
Long Reach HS	5	10	2	23	29	69	22.4	77.6
Atholton HS	7	8	6	22	33	76	21.4	78.6
Oakland Mills HS	2	11	5	27	27	72	19.4	80.6
River Hill HS	4	12	6	33	45	100	17.0	83.0
Glenelg HS	3	6	1	25	23	58	15.8	84.2
Centennial HS	5	5	7	20	38	75	14.7	85.3
Wilde Lake HS	3	9	4	33	37	86	14.6	85.4
Marriotts Ridge HS	1	10	3	35	42	91	12.5	87.5
Mt. Hebron HS	3	4	5	14	40	66	11.5	88.5
Reservoir HS	4	6	6	30	51	97	11.0	89.0
Howard HS	2	5	7	32	57	103	7.3	92.7
Hammond HS		5	6	30	47	88	6.1	93.9
Special	**8**	**21**	**14**	**58**	**99**	**200**	**15.6**	**84.4**
ARL	1	4	2	7	13	27	20.0	80.0
Ascend One	1	2	1	3	22	29	10.7	89.3
Cedar Lane	2	5		12	8	27	25.9	74.1
Central Office	3	5	5	24	33	70	12.3	87.7
Homewood Center		2	3	7	17	29	7.7	92.3
County Diagnostic/Old Cedar Lane	1	3	3	5	6	18	26.7	73.3
Grand Total	**135**	**308**	**208**	**1224**	**1939**	**3814**	**12.3**	**87.7**

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

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	**44**	**97**	**101**	**575**	**1014**	**1831**	**8.2**	**91.8**
Elkridge ES	5	8	2	12	25	52	26.0	74.0
Northfield ES	3	8	3	24	22	60	19.3	80.7
Deep Run ES	3	7	2	19	27	58	17.9	82.1
Worthington ES	2	4		15	14	35	17.1	82.9
Clemens Crossing ES		5	1	14	17	37	13.9	86.1
Waverly ES	3	4	3	18	29	57	13.0	87.0
West Friendship ES		3	2	13	9	27	12.0	88.0
St. John's Lane ES	2	3	3	16	21	45	11.9	88.1
Fulton ES	2	2	1	15	16	36	11.4	88.6
Bushy Park ES	1	4	4	18	21	48	11.4	88.6
Centennial Lane ES	3	2	2	16	25	48	10.9	89.1
Clarksville ES	1	2	1	10	15	29	10.7	89.3
Swansfield ES	2	3	1	23	19	48	10.6	89.4
Bellows Spring ES	3	4	6	21	38	72	10.6	89.4
Longfellow ES	1	3	6	19	15	44	10.5	89.5
Hollifield Station ES	1	4	3	20	30	58	9.1	90.9
Manor Woods ES		4	4	10	30	48	9.1	90.9
Jeffers Hill ES	1	1	1	11	11	25	8.3	91.7
Gorman Crossing ES	1	2	1	9	26	39	7.9	92.1
Dayton Oaks ES	1	2	5	11	26	45	7.5	92.5
Veterans ES	1	3	9	25	26	64	7.3	92.7
Talbott Springs ES	1	2	2	19	21	45	7.0	93.0
Running Brook ES	2	1	3	9	36	51	6.3	93.8
Pointers Run ES	2	1	2	17	31	53	5.9	94.1
Waterloo ES	1	2	6	16	32	57	5.9	94.1
Bryant Woods ES	1	1	1	10	25	38	5.4	94.6
Laurel Woods ES		2	1	7	28	38	5.4	94.6
Forest Ridge ES		2		9	31	42	4.8	95.2
Ilchester ES	1	1	3	14	27	46	4.7	95.3
Rockburn ES		2	2	10	33	47	4.4	95.6
Thunder Hill ES		1		9	17	27	3.7	96.3
Guilford ES		1	2	8	23	34	3.1	96.9
Lisbon ES		1	1	21	15	38	2.7	97.3
Cradlerock ES		1	1	15	23	40	2.6	97.4
Stevens Forest ES		1	4	14	28	47	2.3	97.7
Atholton ES			1	9	24	34	0.0	100.0
Bollman Bridge ES			5	12	29	46	0.0	100.0
Duckett's Lane ES			2	5	47	54	0.0	100.0
Hammond ES				9	24	33	0.0	100.0
Phelps Luck ES			5	10	34	49	0.0	100.0
Triadelphia Ridge ES				13	24	37	0.0	100.0

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	**17**	**33**	**45**	**268**	**444**	**807**	**6.6**	**93.4**
Oakland Mills MS	3	3	3	5	21	35	18.8	81.3
Patuxent Valley MS	3	5	1	13	22	44	18.6	81.4
Harper's Choice MS	1	5		16	28	50	12.0	88.0
Glenwood MS	1	4	2	13	25	45	11.6	88.4
Wilde Lake MS	3		2	20	11	36	8.8	91.2
Lime Kiln MS	1	2	1	16	21	41	7.5	92.5
Patapsco MS		3	2	13	24	42	7.5	92.5
Clarksville MS		3	3	15	24	45	7.1	92.9
Mayfield Woods MS	1	2	2	9	32	46	6.8	93.2
Hammond MS		2	3	12	17	34	6.5	93.5
Folly Quarter MS	2		3	12	18	35	6.3	93.8
Dunloggin MS		1	5	12	18	36	3.2	96.8
Elkridge Landing MS	1		3	11	20	35	3.1	96.9
Thomas Viaduct MS		1	1	9	27	38	2.7	97.3
Bonnie Branch MS		1	5	17	22	45	2.5	97.5
Ellicott Mills MS		1	1	12	27	41	2.5	97.5
Mount View MS	1		2	19	23	45	2.3	97.7
Burleigh Manor MS			1	15	24	40	0.0	100.0
Lake Elkhorn MS			4	17	20	41	0.0	100.0
Murray Hill MS			1	12	20	33	0.0	100.0
High	**45**	**78**	**58**	**351**	**452**	**984**	**13.3**	**86.7**
Howard HS	11	13	6	30	44	104	24.5	75.5
Wilde Lake HS	5	11	5	27	38	86	19.8	80.2
Glenelg HS	4	6		28	20	58	17.2	82.8
Marriotts Ridge HS	6	6	3	37	41	93	13.3	86.7
Oakland Mills HS	2	7	5	33	26	73	13.2	86.8
Long Reach HS	4	4	1	24	34	67	12.1	87.9
Centennial HS	1	7	7	22	39	76	11.6	88.4
River Hill HS	3	8	5	39	45	100	11.6	88.4
Atholton HS	2	5	7	32	30	76	10.1	89.9
Reservoir HS	4	5	6	38	46	99	9.7	90.3
Hammond HS	2	4	5	26	50	87	7.3	92.7
Mt. Hebron HS	1	2	8	15	39	65	5.3	94.7
Special	**6**	**14**	**14**	**65**	**104**	**203**	**10.6**	**89.4**
ARL		2	3	9	14	28	8.0	92.0
Ascend One	1	3	1	6	18	29	14.3	85.7
Cedar Lane		1		16	11	28	3.6	96.4
Central Office	5	5	5	22	32	69	15.6	84.4
Homewood Center		1	3	7	20	31	3.6	96.4
County Diagnostic/Old Cedar Lane		2	2	5	9	18	12.5	87.5
Grand Total	**112**	**222**	**218**	**1259**	**2014**	**3825**	**9.3**	**90.7**

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

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Elementary	**82**	**289**	**91**	**691**	**684**	**1837**	**21.2**	**78.8**
Bushy Park ES	6	11	2	18	11	48	37.0	63.0
Gorman Crossing ES	2	12	1	13	11	39	36.8	63.2
Dayton Oaks ES	4	9	3	14	15	45	31.0	69.0
Pointers Run ES	1	15	1	17	19	53	30.8	69.2
Waterloo ES	7	9	5	17	20	58	30.2	69.8
St. John's Lane ES	2	10	5	18	11	46	29.3	70.7
Cradlerock ES	1	10	1	13	15	40	28.2	71.8
Ilchester ES	5	7	3	21	10	46	27.9	72.1
Laurel Woods ES	2	8	1	12	15	38	27.0	73.0
Centennial Lane ES	3	9	2	13	21	48	26.1	73.9
Clarksville ES		7	2	9	11	29	25.9	74.1
Triadelphia Ridge ES	3	6	1	16	12	38	24.3	75.7
Bellows Spring ES	4	12	6	23	27	72	24.2	75.8
Hammond ES	2	6		11	14	33	24.2	75.8
West Friendship ES	1	5	2	12	7	27	24.0	76.0
Elkridge ES	3	9		25	15	52	23.1	76.9
Hollifield Station ES	2	10	6	22	18	58	23.1	76.9
Running Brook ES	4	7	3	14	23	51	22.9	77.1
Clemens Crossing ES		8	2	13	14	37	22.9	77.1
Fulton ES	1	7	2	16	11	37	22.9	77.1
Thunder Hill ES	1	5		12	9	27	22.2	77.8
Forest Ridge ES	3	6	1	13	19	42	22.0	78.0
Waverly ES	3	9	1	26	18	57	21.4	78.6
Longfellow ES	1	7	4	22	10	44	20.0	80.0
Northfield ES	2	9	2	24	22	59	19.3	80.7
Veterans ES	5	6	7	24	23	65	19.0	81.0
Lisbon ES	1	6	1	18	12	38	18.9	81.1
Swansfield ES	2	7	1	26	13	49	18.8	81.3
Worthington ES		6	1	19	9	35	17.6	82.4
Jeffers Hill ES	2	2	1	10	10	25	16.7	83.3
Stevens Forest ES		7	4	16	19	46	16.7	83.3
Manor Woods ES	2	5	3	20	18	48	15.6	84.4
Bollman Bridge ES	3	3	4	13	23	46	14.3	85.7
Deep Run ES		8		20	30	58	13.8	86.2
Phelps Luck ES		6	4	15	24	49	13.3	86.7
Talbott Springs ES	1	4	2	25	14	46	11.4	88.6
Rockburn ES		5	1	15	26	47	10.9	89.1
Duckett's Lane ES	1	4	2	20	27	54	9.6	90.4
Guilford ES	1	2	3	13	16	35	9.4	90.6
Atholton ES		3		11	20	34	8.8	91.2
Bryant Woods ES	1	2	1	12	22	38	8.1	91.9

Worksite	Strongly Agree	Agree	Does Not Apply	Disagree	Strongly Disagree	Grand Total	% AGREE	% DISAGREE
Middle	**59**	**182**	**34**	**281**	**252**	**808**	**31.1**	**68.9**
Mount View MS	13	9	1	10	13	46	48.9	51.1
Clarksville MS	5	16	2	12	10	45	48.8	51.2
Patuxent Valley MS	7	12	1	13	11	44	44.2	55.8
Lime Kiln MS	2	15		12	13	42	40.5	59.5
Oakland Mills MS	1	11	1	8	14	35	35.3	64.7
Ellicott Mills MS	2	11		16	11	40	32.5	67.5
Glenwood MS	3	10	5	16	11	45	32.5	67.5
Folly Quarter MS	1	10	1	13	11	36	31.4	68.6
Bonnie Branch MS	4	9	3	17	12	45	31.0	69.0
Harper's Choice MS	6	9		16	19	50	30.0	70.0
Wilde Lake MS	3	7	2	19	5	36	29.4	70.6
Patapsco MS	3	9	1	16	13	42	29.3	70.7
Hammond MS	4	5	2	13	10	34	28.1	71.9
Burleigh Manor MS	1	9		14	16	40	25.0	75.0
Dunloggin MS		8	4	11	13	36	25.0	75.0
Elkridge Landing MS	2	6	3	16	8	35	25.0	75.0
Murray Hill MS		8	1	11	13	33	25.0	75.0
Mayfield Woods MS	1	9	3	13	19	45	23.8	76.2
Lake Elkhorn MS	1	8	3	20	9	41	23.7	76.3
Thomas Viaduct MS		1	1	15	21	38	2.7	97.3
High	**107**	**239**	**49**	**325**	**266**	**986**	**36.9**	**63.1**
River Hill HS	21	28	3	28	21	101	50.0	50.0
Mt. Hebron HS	10	19	2	13	22	66	45.3	54.7
Marriotts Ridge HS	8	31	2	29	23	93	42.9	57.1
Howard HS	13	25	6	30	30	104	38.8	61.2
Atholton HS	10	18	1	32	14	75	37.8	62.2
Centennial HS	5	21	5	24	20	75	37.1	62.9
Glenelg HS	4	14	5	23	12	58	34.0	66.0
Oakland Mills HS	5	17	5	28	18	73	32.4	67.6
Reservoir HS	10	19	6	36	28	99	31.2	68.8
Wilde Lake HS	12	13	4	30	26	85	30.9	69.1
Hammond HS	6	19	6	25	32	88	30.5	69.5
Long Reach HS	3	15	4	27	20	69	27.7	72.3
Special	**9**	**17**	**59**	**55**	**62**	**202**	**18.2**	**81.8**
ARL	2	1	6	9	9	27	14.3	85.7
Ascend One	1	2	2	6	18	29	11.1	88.9
Cedar Lane	2	4	1	14	7	28	22.2	77.8
Central Office	3	5	45	7	10	70	32.0	68.0
Homewood Center	1	3	2	12	12	30	14.3	85.7
County Diagnostic/Old Cedar Lane		2	3	7	6	18	13.3	86.7
Grand Total	**257**	**727**	**233**	**1352**	**1264**	**3833**	**27.3**	**72.7**

Level	(All)
HCEA Member	(All)
Profession	(All)
Years in Education	(All)
Years with HCPSS	(All)

Questions	**Strongly Agree**	**Agree**	**Disagree**	**Strongly Disagree**	**Does Not Apply**	**Grand Total**
1. Overall, morale at my school/worksite is good.	472	2051	840	475	4	3842
	12.3%	53.4%	21.9%	12.4%		
2. There is an atmosphere of open communication and trust in my school/worksite.	526	2004	910	393	5	3838
	13.7%	52.3%	23.7%	10.3%		
3. I personally feel successful in my work.	978	2276	452	127	5	3838
	25.5%	59.4%	11.8%	3.3%		
4. I feel involved in decision-making at my school/worksite.	452	1607	1175	518	86	3838
	12.0%	42.8%	31.3%	13.8%		
5. I want to be involved in decision-making at my school/worksite.	1033	2322	321	57	100	3833
	27.7%	62.2%	8.6%	1.5%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	720	1810	843	428	25	3826
	18.9%	47.6%	22.2%	11.3%		
7. In my school/worksite, I am treated as a professional.	1160	2006	447	212	3	3828
	30.3%	52.4%	11.7%	5.5%		
8. There is good teamwork among staff in my school/worksite.	980	2058	581	203	7	3829
	25.6%	53.8%	15.2%	5.3%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	666	1941	601	295	319	3822
	19.0%	55.4%	17.2%	8.4%		
10. My working environment (i.e. safety, cleanliness. is conducive to success.	1153	2027	438	208	11	3837
	30.1%	53.0%	11.4%	5.4%		
11. My work performance is evaluated fairly.	800	2057	631	289	43	3820
	21.2%	54.5%	16.7%	7.7%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	397	1404	1046	903	88	3838
	10.6%	37.4%	27.9%	24.1%		
13. I am provided adequate work and storage space to prepare for and do my job.	969	2183	445	214	23	3834
	25.4%	57.3%	11.7%	5.6%		
14. My administrators/supervisors respect the negotiated contracts.	1305	2106	278	92	42	3823

	34.5%	55.7%	7.4%	2.4%		
15. My planning time is respected by my school administrations/supervisors.	902	1788	422	173	534	3819
	27.5%	54.4%	12.8%	5.3%		
16. In my school, administrators/supervisors support me in enforcing discipline.	777	1883	534	262	371	3827
	22.5%	54.5%	15.5%	7.6%		
17. In my school, student misbehavior interferes with learning.	632	1237	1074	578	304	3825
	17.9%	35.1%	30.5%	16.4%		
18. Too much instructional time is spent administering assessments.	1594	1207	502	112	404	3819
	46.7%	35.3%	14.7%	3.3%		
19. HCPSS professional development experiences are meaningful and worthwhile.	243	1660	1199	588	120	3810
	6.6%	45.0%	32.5%	15.9%		
20. Increased workload has contributed to a decline in my morale.	1156	1392	932	238	111	3829
	31.1%	37.4%	25.1%	6.4%		
21. I am paid fairly	177	1513	1355	775	11	3831
	4.6%	39.6%	35.5%	20.3%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	182	1355	1229	928	93	3787
	4.9%	36.7%	33.3%	25.1%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	94	1340	1397	806	138	3775
	2.6%	36.8%	38.4%	22.2%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	1012	2249	333	92	120	3806
	27.5%	61.0%	9.0%	2.5%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	407	2196	782	254	171	3810
	11.2%	60.3%	21.5%	7.0%		
26. In my position, I receive appropriate and adequate support and training.	562	2347	686	201	24	3820
	14.8%	61.8%	18.1%	5.3%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	136	308	1226	1944	208	3822
	3.8%	8.5%	33.9%	53.8%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	113	222	1261	2019	218	3833
	3.1%	6.1%	34.9%	55.9%		
29. In the last 12 months, I have experienced harassing behavior from parents.	257	730	1355	1266	233	3841
	7.1%	20.2%	37.6%	35.1%		

Level	(All)
HCEA Member	(All)
Profession	Teacher
Years in Education	less than 5
Years with HCPSS	(All)

Questions	**Strongly Agree**	**Agree**	**Disagree**	**Strongly Disagree**	**Does Not Apply**	**Grand Total**
1. Overall, morale at my school/worksite is good.	42	162	49	17		270
	15.6%	60.0%	18.1%	6.3%		
2. There is an atmosphere of open communication and trust in my school/worksite.	43	157	52	16	1	269
	16.0%	58.6%	19.4%	6.0%		
3. I personally feel successful in my work.	56	176	29	8		269
	20.8%	65.4%	10.8%	3.0%		
4. I feel involved in decision-making at my school/worksite.	22	124	89	29	5	269
	8.3%	47.0%	33.7%	11.0%		
5. I want to be involved in decision-making at my school/worksite.	79	163	23	1	4	270
	29.7%	61.3%	8.6%	0.4%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	49	127	62	27	2	267
	18.5%	47.9%	23.4%	10.2%		
7. In my school/worksite, I am treated as a professional.	100	142	22	5		269
	37.2%	52.8%	8.2%	1.9%		
8. There is good teamwork among staff in my school/worksite.	84	145	29	10		268
	31.3%	54.1%	10.8%	3.7%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	50	153	35	18	14	270
	19.5%	59.8%	13.7%	7.0%		
10. My working environment (i.e. safety, cleanliness. is conducive to success.	88	147	23	11	1	270
	32.7%	54.6%	8.6%	4.1%		
11. My work performance is evaluated fairly.	67	138	49	14	1	269
	25.0%	51.5%	18.3%	5.2%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	23	84	91	71	1	270
	8.6%	31.2%	33.8%	26.4%		
13. I am provided adequate work and storage space to prepare for and do my job.	69	158	32	9	1	269
	25.7%	59.0%	11.9%	3.4%		
14. My administrators/supervisors respect the negotiated contracts.	105	146	13	3	3	270
	39.3%	54.7%	4.9%	1.1%		

15. My planning time is respected by my school administrations/supervisors.	74	142	39	12	2	269
	27.7%	53.2%	14.6%	4.5%		
16. In my school, administrators/supervisors support me in enforcing discipline.	61	142	42	14	10	269
	23.6%	54.8%	16.2%	5.4%		
17. In my school, student misbehavior interferes with learning.	50	99	82	33	4	268
	18.9%	37.5%	31.1%	12.5%		
18. Too much instructional time is spent administering assessments.	94	102	58	10	5	269
	35.6%	38.6%	22.0%	3.8%		
19. HCPSS professional development experiences are meaningful and worthwhile.	25	133	78	31	2	269
	9.4%	49.8%	29.2%	11.6%		
20. Increased workload has contributed to a decline in my morale.	72	99	76	14	9	270
	27.6%	37.9%	29.1%	5.4%		
21. I am paid fairly	7	95	106	59	1	268
	2.6%	35.6%	39.7%	22.1%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	12	118	73	52	11	266
	4.7%	46.3%	28.6%	20.4%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	9	115	87	41	15	267
	3.6%	45.6%	34.5%	16.3%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	60	173	20	3	12	268
	23.4%	67.6%	7.8%	1.2%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	51	181	24	6	6	268
	19.5%	69.1%	9.2%	2.3%		
26. In my position, I receive appropriate and adequate support and training.	42	170	46	11		269
	15.6%	63.2%	17.1%	4.1%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	6	13	65	173	9	266
	2.3%	5.1%	25.3%	67.3%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3	7	57	192	10	269
	1.2%	2.7%	22.0%	74.1%		
29. In the last 12 months, I have experienced harassing behavior from parents.	12	60	82	109	7	270
	4.6%	22.8%	31.2%	41.4%		

Level	(All)

HCEA Member	(All)
Profession	Teacher
Years in Education	5 to 10
Years with HCPSS	(All)

Questions	**Strongly Agree**	**Agree**	**Disagree**	**Strongly Disagree**	**Does Not Apply**	**Grand Total**
1. Overall, morale at my school/worksite is good.	84	341	114	72	1	612
	13.7%	55.8%	18.7%	11.8%		
2. There is an atmosphere of open communication and trust in my school/worksite.	88	336	125	61		610
	14.4%	55.1%	20.5%	10.0%		
3. I personally feel successful in my work.	150	364	77	21	1	613
	24.5%	59.5%	12.6%	3.4%		
4. I feel involved in decision-making at my school/worksite.	75	269	186	81	1	612
	12.3%	44.0%	30.4%	13.3%		
5. I want to be involved in decision-making at my school/worksite.	171	374	55	8	5	613
	28.1%	61.5%	9.0%	1.3%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	125	299	115	67	6	612
	20.6%	49.3%	19.0%	11.1%		
7. In my school/worksite, I am treated as a professional.	198	315	66	31	1	611
	32.5%	51.6%	10.8%	5.1%		
8. There is good teamwork among staff in my school/worksite.	163	330	91	25	1	610
	26.8%	54.2%	14.9%	4.1%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	122	324	90	49	26	611
	20.9%	55.4%	15.4%	8.4%		
10. My working environment (i.e. safety, cleanliness. is conducive to success.	190	314	75	32	1	612
	31.1%	51.4%	12.3%	5.2%		
11. My work performance is evaluated fairly.	139	340	79	51	1	610
	22.8%	55.8%	13.0%	8.4%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	49	210	191	161	2	613
	8.0%	34.4%	31.3%	26.4%		
13. I am provided adequate work and storage space to prepare for and do my job.	154	359	62	36	1	612
	25.2%	58.8%	10.1%	5.9%		
14. My administrators/supervisors respect the negotiated contracts.	229	327	40	17	1	614
	37.4%	53.3%	6.5%	2.8%		

15. My planning time is respected by my school administrations/supervisors.	178	325	69	29	11	612
	29.6%	54.1%	11.5%	4.8%		
16. In my school, administrators/supervisors support me in enforcing discipline.	145	297	97	53	20	612
	24.5%	50.2%	16.4%	9.0%		
17. In my school, student misbehavior interferes with learning.	107	205	185	99	15	611
	18.0%	34.4%	31.0%	16.6%		
18. Too much instructional time is spent administering assessments.	254	225	95	18	19	611
	42.9%	38.0%	16.0%	3.0%		
19. HCPSS professional development experiences are meaningful and worthwhile.	35	263	200	109	6	613
	5.8%	43.3%	32.9%	18.0%		
20. Increased workload has contributed to a decline in my morale.	190	246	140	30	7	613
	31.4%	40.6%	23.1%	5.0%		
21. I am paid fairly	19	198	254	143		614
	3.1%	32.2%	41.4%	23.3%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	20	205	218	147	16	606
	3.4%	34.7%	36.9%	24.9%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	9	205	245	128	23	610
	1.5%	34.9%	41.7%	21.8%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	148	383	50	13	18	612
	24.9%	64.5%	8.4%	2.2%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	78	384	105	31	11	609
	13.0%	64.2%	17.6%	5.2%		
26. In my position, I receive appropriate and adequate support and training.	89	389	105	25	1	609
	14.6%	64.0%	17.3%	4.1%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	18	49	191	330	24	612
	3.1%	8.3%	32.5%	56.1%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	17	29	184	354	29	613
	2.9%	5.0%	31.5%	60.6%		
29. In the last 12 months, I have experienced harassing behavior from parents.	49	141	214	191	18	613
	8.2%	23.7%	36.0%	32.1%		

Level	(All)

HCEA Member	(All)
Profession	Teacher
Years in Education	More than 10
Years with HCPSS	(All)

Questions	**Strongly Agree**	**Agree**	**Disagree**	**Strongly Disagree**	**Does Not Apply**	**Grand Total**
1. Overall, morale at my school/worksite is good.	189	917	422	274		1802
	10.5%	50.9%	23.4%	15.2%		
2. There is an atmosphere of open communication and trust in my school/worksite.	238	896	454	213	2	1803
	13.2%	49.8%	25.2%	11.8%		
3. I personally feel successful in my work.	463	1024	241	72	1	1801
	25.7%	56.9%	13.4%	4.0%		
4. I feel involved in decision-making at my school/worksite.	235	747	560	247	17	1806
	13.1%	41.8%	31.3%	13.8%		
5. I want to be involved in decision-making at my school/worksite.	526	1083	136	30	25	1800
	29.6%	61.0%	7.7%	1.7%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	344	815	410	223	9	1801
	19.2%	45.5%	22.9%	12.4%		
7. In my school/worksite, I am treated as a professional.	561	925	202	107	1	1796
	31.3%	51.5%	11.3%	6.0%		
8. There is good teamwork among staff in my school/worksite.	451	975	266	103	5	1800
	25.1%	54.3%	14.8%	5.7%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	354	955	258	135	94	1796
	20.8%	56.1%	15.2%	7.9%		
10. My working environment (i.e. safety, cleanliness. is conducive to success.	547	933	205	113	3	1801
	30.4%	51.9%	11.4%	6.3%		
11. My work performance is evaluated fairly.	332	928	354	165	11	1790
	18.7%	52.2%	19.9%	9.3%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	165	568	524	542	4	1803
	9.2%	31.6%	29.1%	30.1%		
13. I am provided adequate work and storage space to prepare for and do my job.	446	1007	224	122	2	1801
	24.8%	56.0%	12.5%	6.8%		
14. My administrators/supervisors respect the negotiated contracts.	629	1000	117	43	5	1794
	35.2%	55.9%	6.5%	2.4%		

15. My planning time is respected by my school administrations/supervisors.	503	977	208	89	17	1794
	28.3%	55.0%	11.7%	5.0%		
16. In my school, administrators/supervisors support me in enforcing discipline.	376	952	259	127	82	1796
	21.9%	55.5%	15.1%	7.4%		
17. In my school, student misbehavior interferes with learning.	272	565	567	329	66	1799
	15.7%	32.6%	32.7%	19.0%		
18. Too much instructional time is spent administering assessments.	913	549	224	53	55	1794
	52.5%	31.6%	12.9%	3.0%		
19. HCPSS professional development experiences are meaningful and worthwhile.	94	749	588	335	23	1789
	5.3%	42.4%	33.3%	19.0%		
20. Increased workload has contributed to a decline in my morale.	718	695	282	88	15	1798
	40.3%	39.0%	15.8%	4.9%		
21. I am paid fairly	89	782	586	335	4	1796
	5.0%	43.6%	32.7%	18.7%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	60	519	619	548	33	1779
	3.4%	29.7%	35.5%	31.4%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	33	501	697	474	61	1766
	1.9%	29.4%	40.9%	27.8%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	559	982	148	53	43	1785
	32.1%	56.4%	8.5%	3.0%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	173	1028	385	131	68	1785
	10.1%	59.9%	22.4%	7.6%		
26. In my position, I receive appropriate and adequate support and training.	242	1121	314	99	10	1786
	13.6%	63.1%	17.7%	5.6%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	65	157	582	888	106	1798
	3.8%	9.3%	34.4%	52.5%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	58	123	627	881	112	1801
	3.4%	7.3%	37.1%	52.2%		
29. In the last 12 months, I have experienced harassing behavior from parents.	150	376	650	555	73	1804
	8.7%	21.7%	37.6%	32.1%		

Level	Elementary

HCEA Member	(All)
Profession	Teacher
Years in Education	(All)
Years with HCPSS	(All)

Questions	**Strongly Agree**	**Agree**	**Disagree**	**Strongly Disagree**	**Does Not Apply**	**Grand Total**
1. Overall, morale at my school/worksite is good.	161	663	270	151		1245
	12.9%	53.3%	21.7%	12.1%		
2. There is an atmosphere of open communication and trust in my school/worksite.	189	668	268	117	1	1243
	15.2%	53.8%	21.6%	9.4%		
3. I personally feel successful in my work.	308	727	160	48	2	1245
	24.8%	58.5%	12.9%	3.9%		
4. I feel involved in decision-making at my school/worksite.	158	561	368	151	8	1246
	12.8%	45.3%	29.7%	12.2%		
5. I want to be involved in decision-making at my school/worksite.	402	755	67	9	12	1245
	32.6%	61.2%	5.4%	0.7%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	268	592	256	119	7	1242
	21.7%	47.9%	20.7%	9.6%		
7. In my school/worksite, I am treated as a professional.	433	631	108	64	1	1237
	35.0%	51.1%	8.7%	5.2%		
8. There is good teamwork among staff in my school/worksite.	332	699	162	50	2	1245
	26.7%	56.2%	13.0%	4.0%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	246	661	166	82	87	1242
	21.3%	57.2%	14.4%	7.1%		
10. My working environment (i.e. safety, cleanliness. is conducive to success.	392	645	141	67	3	1248
	31.5%	51.8%	11.3%	5.4%		
11. My work performance is evaluated fairly.	272	669	212	78	7	1238
	22.1%	54.3%	17.2%	6.3%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	105	407	399	330	3	1244
	8.5%	32.8%	32.2%	26.6%		
13. I am provided adequate work and storage space to prepare for and do my job.	288	698	161	94	3	1244
	23.2%	56.2%	13.0%	7.6%		
14. My administrators/supervisors respect the negotiated contracts.	477	657	79	31	1	1245
	38.3%	52.8%	6.4%	2.5%		

15. My planning time is respected by my school administrations/supervisors.	354	646	160	71	8	1239
	28.8%	52.5%	13.0%	5.8%		
16. In my school, administrators/supervisors support me in enforcing discipline.	313	666	138	72	50	1239
	26.3%	56.0%	11.6%	6.1%		
17. In my school, student misbehavior interferes with learning.	182	444	413	169	33	1241
	15.1%	36.8%	34.2%	14.0%		
18. Too much instructional time is spent administering assessments.	654	365	150	31	37	1237
	54.5%	30.4%	12.5%	2.6%		
19. HCPSS professional development experiences are meaningful and worthwhile.	82	597	380	167	8	1234
	6.7%	48.7%	31.0%	13.6%		
20. Increased workload has contributed to a decline in my morale.	480	485	219	48	13	1245
	39.0%	39.4%	17.8%	3.9%		
21. I am paid fairly	52	487	441	261	1	1242
	4.2%	39.2%	35.5%	21.0%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	46	364	427	363	24	1224
	3.8%	30.3%	35.6%	30.3%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	29	401	478	269	47	1224
	2.5%	34.1%	40.6%	22.9%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	376	712	88	26	33	1235
	31.3%	59.2%	7.3%	2.2%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	151	773	217	61	32	1234
	12.6%	64.3%	18.1%	5.1%		
26. In my position, I receive appropriate and adequate support and training.	196	787	184	65	3	1235
	15.9%	63.9%	14.9%	5.3%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	39	100	380	664	61	1244
	3.3%	8.5%	32.1%	56.1%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	29	74	374	703	66	1246
	2.5%	6.3%	31.7%	59.6%		
29. In the last 12 months, I have experienced harassing behavior from parents.	64	222	457	455	50	1248
	5.3%	18.5%	38.1%	38.0%		

Level	Middle

HCEA Member	(All)
Profession	Teacher
Years in Education	(All)
Years with HCPSS	(All)

Questions	**Strongly Agree**	**Agree**	**Disagree**	**Strongly Disagree**	**Does Not Apply**	**Grand Total**
1. Overall, morale at my school/worksite is good.	76	327	126	86		615
	12.4%	53.2%	20.5%	14.0%		
2. There is an atmosphere of open communication and trust in my school/worksite.	94	323	130	67	1	615
	15.3%	52.6%	21.2%	10.9%		
3. I personally feel successful in my work.	143	355	94	23		615
	23.3%	57.7%	15.3%	3.7%		
4. I feel involved in decision-making at my school/worksite.	84	265	176	82	9	616
	13.8%	43.7%	29.0%	13.5%		
5. I want to be involved in decision-making at my school/worksite.	161	370	67	9	9	616
	26.5%	61.0%	11.0%	1.5%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	120	288	137	66	5	616
	19.6%	47.1%	22.4%	10.8%		
7. In my school/worksite, I am treated as a professional.	199	319	75	23		616
	32.3%	51.8%	12.2%	3.7%		
8. There is good teamwork among staff in my school/worksite.	183	312	85	33	1	614
	29.9%	50.9%	13.9%	5.4%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	111	334	104	53	14	616
	18.4%	55.5%	17.3%	8.8%		
10. My working environment (i.e. safety, cleanliness. is conducive to success.	169	314	84	44	1	612
	27.7%	51.4%	13.7%	7.2%		
11. My work performance is evaluated fairly.	128	297	124	59	3	611
	21.1%	48.8%	20.4%	9.7%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	60	179	170	207	1	617
	9.7%	29.1%	27.6%	33.6%		
13. I am provided adequate work and storage space to prepare for and do my job.	161	356	67	31	1	616
	26.2%	57.9%	10.9%	5.0%		
14. My administrators/supervisors respect the negotiated contracts.	221	342	36	12	5	616
	36.2%	56.0%	5.9%	2.0%		

15. My planning time is respected by my school administrations/supervisors.	182	343	66	22	2	615
	29.7%	56.0%	10.8%	3.6%		
16. In my school, administrators/supervisors support me in enforcing discipline.	119	317	104	64	11	615
	19.7%	52.5%	17.2%	10.6%		
17. In my school, student misbehavior interferes with learning.	121	190	159	138	7	615
	19.9%	31.3%	26.2%	22.7%		
18. Too much instructional time is spent administering assessments.	286	234	63	20	11	614
	47.4%	38.8%	10.4%	3.3%		
19. HCPSS professional development experiences are meaningful and worthwhile.	38	290	185	93	7	613
	6.3%	47.9%	30.5%	15.3%		
20. Increased workload has contributed to a decline in my morale.	205	252	114	37	8	616
	33.7%	41.4%	18.8%	6.1%		
21. I am paid fairly	34	247	229	103	2	615
	5.5%	40.3%	37.4%	16.8%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	20	216	212	147	15	610
	3.4%	36.3%	35.6%	24.7%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	12	192	236	146	22	608
	2.0%	32.8%	40.3%	24.9%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	165	376	42	14	15	612
	27.6%	63.0%	7.0%	2.3%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	75	355	121	34	27	612
	12.8%	60.7%	20.7%	5.8%		
26. In my position, I receive appropriate and adequate support and training.	91	375	118	25	2	611
	14.9%	61.6%	19.4%	4.1%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	17	44	190	333	29	613
	2.9%	7.5%	32.5%	57.0%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	12	21	203	345	33	614
	2.1%	3.6%	34.9%	59.4%		
29. In the last 12 months, I have experienced harassing behavior from parents.	51	155	216	177	17	616
	8.5%	25.9%	36.1%	29.5%		

Level	High
HCEA Member	(All)
Profession	Teacher
Years in Education	(All)
Years with HCPSS	(All)

Questions	**Strongly Agree**	**Agree**	**Disagree**	**Strongly Disagree**	**Does Not Apply**	**Grand Total**
1. Overall, morale at my school/worksite is good.	68	383	174	123	1	749
	9.1%	51.2%	23.3%	16.4%		
2. There is an atmosphere of open communication and trust in my school/worksite.	73	359	215	101	1	749
	9.8%	48.0%	28.7%	13.5%		
3. I personally feel successful in my work.	195	443	82	29		749
	26.0%	59.1%	10.9%	3.9%		
4. I feel involved in decision-making at my school/worksite.	77	272	277	119	5	750
	10.3%	36.5%	37.2%	16.0%		
5. I want to be involved in decision-making at my school/worksite.	184	458	75	20	10	747
	25.0%	62.1%	10.2%	2.7%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	116	317	184	126	4	747
	15.6%	42.7%	24.8%	17.0%		
7. In my school/worksite, I am treated as a professional.	206	384	102	56		748
	27.5%	51.3%	13.6%	7.5%		
8. There is good teamwork among staff in my school/worksite.	157	404	129	54	2	746
	21.1%	54.3%	17.3%	7.3%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	156	398	106	64	21	745
	21.5%	55.0%	14.6%	8.8%		
10. My working environment (i.e. safety, cleanliness. is conducive to success.	242	392	72	41	1	748
	32.4%	52.5%	9.6%	5.5%		
11. My work performance is evaluated fairly.	120	398	134	90	3	745
	16.2%	53.6%	18.1%	12.1%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	59	253	212	225	1	750
	7.9%	33.8%	28.3%	30.0%		
13. I am provided adequate work and storage space to prepare for and do my job.	197	424	87	41		749
	26.3%	56.6%	11.6%	5.5%		
14. My administrators/supervisors respect the negotiated contracts.	238	434	50	18	2	742
	32.2%	58.6%	6.8%	2.4%		

15. My planning time is respected by my school administrations/supervisors.	202	422	79	34	9	746
	27.4%	57.3%	10.7%	4.6%		
16. In my school, administrators/supervisors support me in enforcing discipline.	142	374	151	56	26	749
	19.6%	51.7%	20.9%	7.7%		
17. In my school, student misbehavior interferes with learning.	109	219	249	144	26	747
	15.1%	30.4%	34.5%	20.0%		
18. Too much instructional time is spent administering assessments.	305	255	144	28	17	749
	41.7%	34.8%	19.7%	3.8%		
19. HCPSS professional development experiences are meaningful and worthwhile.	26	219	282	208	14	749
	3.5%	29.8%	38.4%	28.3%		
20. Increased workload has contributed to a decline in my morale.	286	271	145	36	7	745
	38.8%	36.7%	19.6%	4.9%		
21. I am paid fairly	24	305	255	162	1	747
	3.2%	40.9%	34.2%	21.7%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	21	224	255	226	18	744
	2.9%	30.9%	35.1%	31.1%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	8	195	289	219	27	738
	1.1%	27.4%	40.6%	30.8%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	216	408	77	23	21	745
	29.8%	56.4%	10.6%	3.2%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	62	424	162	70	25	743
	8.6%	59.1%	22.6%	9.7%		
26. In my position, I receive appropriate and adequate support and training.	77	472	147	45	4	745
	10.4%	63.7%	19.8%	6.1%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	31	67	246	356	46	746
	4.4%	9.6%	35.1%	50.9%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	37	60	263	338	50	748
	5.3%	8.6%	37.7%	48.4%		
29. In the last 12 months, I have experienced harassing behavior from parents.	94	193	246	193	23	749
	12.9%	26.6%	33.9%	26.6%		

Level	Elementary
HCEA Member	(All)
Profession	All ESP
Years in Education	(All)
Years with HCPSS	(All)

Questions	**Strongly Agree**	**Agree**	**Disagree**	**Strongly Disagree**	**Does Not Apply**	**Grand Total**
1. Overall, morale at my school/worksite is good.	48	235	88	39	1	411
	11.7%	57.3%	21.5%	9.5%		
2. There is an atmosphere of open communication and trust in my school/worksite.	53	214	107	34		408
	13.0%	52.5%	26.2%	8.3%		
3. I personally feel successful in my work.	104	264	35	7	2	412
	25.4%	64.4%	8.5%	1.7%		
4. I feel involved in decision-making at my school/worksite.	37	161	130	58	25	411
	9.6%	41.7%	33.7%	15.0%		
5. I want to be involved in decision-making at my school/worksite.	68	269	41	7	23	408
	17.7%	69.9%	10.6%	1.8%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	51	213	104	36	4	408
	12.6%	52.7%	25.7%	8.9%		
7. In my school/worksite, I am treated as a professional.	86	229	68	25	1	409
	21.1%	56.1%	16.7%	6.1%		
8. There is good teamwork among staff in my school/worksite.	97	222	69	23		411
	23.6%	54.0%	16.8%	5.6%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	42	199	107	39	17	404
	10.9%	51.4%	27.6%	10.1%		
10. My working environment (i.e. safety, cleanliness. is conducive to success.	99	239	48	23		409
	24.2%	58.4%	11.7%	5.6%		
11. My work performance is evaluated fairly.	98	242	47	15	7	409
	24.4%	60.2%	11.7%	3.7%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	44	202	100	33	29	408
	11.6%	53.3%	26.4%	8.7%		
13. I am provided adequate work and storage space to prepare for and do my job.	80	246	58	19	5	408
	19.9%	61.0%	14.4%	4.7%		
14. My administrators/supervisors respect the negotiated contracts.	107	246	36	10	7	406

	26.8%	61.7%	9.0%	2.5%		
15. My planning time is respected by my school administrations/supervisors.	43	149	43	13	157	405
	17.3%	60.1%	17.3%	5.2%		
16. In my school, administrators/supervisors support me in enforcing discipline.	82	210	66	33	19	410
	21.0%	53.7%	16.9%	8.4%		
17. In my school, student misbehavior interferes with learning.	91	165	108	36	9	409
	22.8%	41.3%	27.0%	9.0%		
18. Too much instructional time is spent administering assessments.	128	151	48	15	61	403
	37.4%	44.2%	14.0%	4.4%		
19. HCPSS professional development experiences are meaningful and worthwhile.	34	201	126	33	10	404
	8.6%	51.0%	32.0%	8.4%		
20. Increased workload has contributed to a decline in my morale.	53	130	163	37	26	409
	13.8%	33.9%	42.6%	9.7%		
21. I am paid fairly	14	128	168	97	2	409
	3.4%	31.4%	41.3%	23.8%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	24	169	127	74	10	404
	6.1%	42.9%	32.2%	18.8%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	16	179	143	54	11	403
	4.1%	45.7%	36.5%	13.8%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	88	255	42	9	12	406
	22.3%	64.7%	10.7%	2.3%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	28	240	85	24	31	408
	7.4%	63.7%	22.5%	6.4%		
26. In my position, I receive appropriate and adequate support and training.	44	265	76	23	3	411
	10.8%	65.0%	18.6%	5.6%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	20	30	149	187	23	409
	5.2%	7.8%	38.6%	48.4%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	13	16	149	208	22	408
	3.4%	4.1%	38.6%	53.9%		
29. In the last 12 months, I have experienced harassing behavior from parents.	10	28	169	172	32	411
	2.6%	7.4%	44.6%	45.4%		

Level	Middle
HCEA Member	(All)
Profession	All ESP
Years in Education	(All)
Years with HCPSS	(All)

Questions	**Strongly Agree**	**Agree**	**Disagree**	**Strongly Disagree**	**Does Not Apply**	**Grand Total**
1. Overall, morale at my school/worksite is good.	9	54	20	11	1	95
	9.6%	57.4%	21.3%	11.7%		
2. There is an atmosphere of open communication and trust in my school/worksite.	7	49	24	14	1	95
	7.4%	52.1%	25.5%	14.9%		
3. I personally feel successful in my work.	20	63	9	3		95
	21.1%	66.3%	9.5%	3.2%		
4. I feel involved in decision-making at my school/worksite.	2	33	30	22	8	95
	2.3%	37.9%	34.5%	25.3%		
5. I want to be involved in decision-making at my school/worksite.	18	56	15		6	95
	20.2%	62.9%	16.9%	0.0%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	13	52	17	13		95
	13.7%	54.7%	17.9%	13.7%		
7. In my school/worksite, I am treated as a professional.	19	50	17	9		95
	20.0%	52.6%	17.9%	9.5%		
8. There is good teamwork among staff in my school/worksite.	15	55	18	5		93
	16.1%	59.1%	19.4%	5.4%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	5	43	22	17	7	94
	5.7%	49.4%	25.3%	19.5%		
10. My working environment (i.e. safety, cleanliness. is conducive to success.	24	53	12	6		95
	25.3%	55.8%	12.6%	6.3%		
11. My work performance is evaluated fairly.	15	60	10	7	1	93
	16.3%	65.2%	10.9%	7.6%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	9	43	29	9	4	94
	10.0%	47.8%	32.2%	10.0%		
13. I am provided adequate work and storage space to prepare for and do my job.	24	60	10	1		95
	25.3%	63.2%	10.5%	1.1%		
14. My administrators/supervisors respect the negotiated contracts.	21	55	16	1	2	95

	22.6%	59.1%	17.2%	1.1%		
15. My planning time is respected by my school administrations/supervisors.	10	26	19	8	32	95
	15.9%	41.3%	30.2%	12.7%		
16. In my school, administrators/supervisors support me in enforcing discipline.	13	45	21	12	3	94
	14.3%	49.5%	23.1%	13.2%		
17. In my school, student misbehavior interferes with learning.	27	34	17	12	5	95
	30.0%	37.8%	18.9%	13.3%		
18. Too much instructional time is spent administering assessments.	24	32	21	2	16	95
	30.4%	40.5%	26.6%	2.5%		
19. HCPSS professional development experiences are meaningful and worthwhile.	5	46	30	11	2	94
	5.4%	50.0%	32.6%	12.0%		
20. Increased workload has contributed to a decline in my morale.	9	28	43	7	7	94
	10.3%	32.2%	49.4%	8.0%		
21. I am paid fairly	2	31	41	20	1	95
	2.1%	33.0%	43.6%	21.3%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	8	36	31	18	2	95
	8.6%	38.7%	33.3%	19.4%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	2	39	38	13	2	94
	2.2%	42.4%	41.3%	14.1%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	19	64	9		2	94
	20.7%	69.6%	9.8%	0.0%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	9	53	22	5	5	94
	10.1%	59.6%	24.7%	5.6%		
26. In my position, I receive appropriate and adequate support and training.	13	51	27	3	1	95
	13.8%	54.3%	28.7%	3.2%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	4	7	31	46	6	94
	4.5%	8.0%	35.2%	52.3%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3	5	32	48	6	94
	3.4%	5.7%	36.4%	54.5%		
29. In the last 12 months, I have experienced harassing behavior from parents.	1	8	32	42	11	94
	1.2%	9.6%	38.6%	50.6%		

Level	High
HCEA Member	(All)
Profession	All ESP
Years in Education	(All)
Years with HCPSS	(All)

Questions	**Strongly Agree**	**Agree**	**Disagree**	**Strongly Disagree**	**Does Not Apply**	**Grand Total**
1. Overall, morale at my school/worksite is good.	10	51	32	5		98
	10.2%	52.0%	32.7%	5.1%		
2. There is an atmosphere of open communication and trust in my school/worksite.	10	56	21	10	1	98
	10.3%	57.7%	21.6%	10.3%		
3. I personally feel successful in my work.	25	60	9	3	1	98
	25.8%	61.9%	9.3%	3.1%		
4. I feel involved in decision-making at my school/worksite.	6	37	31	15	7	96
	6.7%	41.6%	34.8%	16.9%		
5. I want to be involved in decision-making at my school/worksite.	23	58	7	5	5	98
	24.7%	62.4%	7.5%	5.4%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	15	47	24	10	1	97
	15.6%	49.0%	25.0%	10.4%		
7. In my school/worksite, I am treated as a professional.	22	55	13	8		98
	22.4%	56.1%	13.3%	8.2%		
8. There is good teamwork among staff in my school/worksite.	20	48	24	5		97
	20.6%	49.5%	24.7%	5.2%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	11	49	17	6	15	98
	13.3%	59.0%	20.5%	7.2%		
10. My working environment (i.e. safety, cleanliness. is conducive to success.	23	56	17	2		98
	23.5%	57.1%	17.3%	2.0%		
11. My work performance is evaluated fairly.	17	55	16	8	2	98
	17.7%	57.3%	16.7%	8.3%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	9	45	20	16	7	97
	10.0%	50.0%	22.2%	17.8%		
13. I am provided adequate work and storage space to prepare for and do my job.	16	59	13	6	4	98
	17.0%	62.8%	13.8%	6.4%		
14. My administrators/supervisors respect the negotiated contracts.	18	59	10	7	4	98
	19.1%	62.8%	10.6%	7.4%		
15. My planning time is respected by my school	12	25	8	8	45	98

administrations/supervisors.						
	22.6%	47.2%	15.1%	15.1%		
16. In my school, administrators/supervisors support me in enforcing discipline.	13	46	14	8	16	97
	16.0%	56.8%	17.3%	9.9%		
17. In my school, student misbehavior interferes with learning.	25	33	15	13	10	96
	29.1%	38.4%	17.4%	15.1%		
18. Too much instructional time is spent administering assessments.	21	28	23	4	22	98
	27.6%	36.8%	30.3%	5.3%		
19. HCPSS professional development experiences are meaningful and worthwhile.	8	31	34	23	2	98
	8.3%	32.3%	35.4%	24.0%		
20. Increased workload has contributed to a decline in my morale.	14	28	37	9	9	97
	15.9%	31.8%	42.0%	10.2%		
21. I am paid fairly	3	26	39	30		98
	3.1%	26.5%	39.8%	30.6%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	6	38	27	21	4	96
	6.5%	41.3%	29.3%	22.8%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	1	41	30	19	4	95
	1.1%	45.1%	33.0%	20.9%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	19	66	10		1	96
	20.0%	69.5%	10.5%	0.0%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	6	49	20	13	10	98
	6.8%	55.7%	22.7%	14.8%		
26. In my position, I receive appropriate and adequate support and training.	12	47	25	9	3	96
	12.9%	50.5%	26.9%	9.7%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	3	7	29	53	5	97
	3.3%	7.6%	31.5%	57.6%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	3	8	33	50	4	98
	3.2%	8.5%	35.1%	53.2%		
29. In the last 12 months, I have experienced harassing behavior from parents.	3	10	28	39	17	97
	3.8%	12.5%	35.0%	48.8%		

Level	(All)
HCEA Member	Yes
Profession	(All)
Years in Education	(All)
Years with HCPSS	(All)

Questions	**Strongly Agree**	**Agree**	**Disagree**	**Strongly Disagree**	**Does Not Apply**	**Grand Total**
1. Overall, morale at my school/worksite is good.	396	1735	714	415	4	3264
	12.1%	53.2%	21.9%	12.7%		
2. There is an atmosphere of open communication and trust in my school/worksite.	438	1709	766	343	4	3260
	13.5%	52.5%	23.5%	10.5%		
3. I personally feel successful in my work.	809	1943	390	114	5	3261
	24.8%	59.7%	12.0%	3.5%		
4. I feel involved in decision-making at my school/worksite.	384	1356	1014	441	66	3261
	12.0%	42.4%	31.7%	13.8%		
5. I want to be involved in decision-making at my school/worksite.	892	1968	278	46	75	3259
	28.0%	61.8%	8.7%	1.4%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	618	1516	719	378	18	3249
	19.1%	46.9%	22.3%	11.7%		
7. In my school/worksite, I am treated as a professional.	996	1702	371	182	2	3253
	30.6%	52.4%	11.4%	5.6%		
8. There is good teamwork among staff in my school/worksite.	834	1749	488	174	7	3252
	25.7%	53.9%	15.0%	5.4%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	574	1683	506	251	235	3249
	19.0%	55.8%	16.8%	8.3%		
10. My working environment (i.e. safety, cleanliness. is conducive to success.	993	1701	370	186	9	3259
	30.6%	52.3%	11.4%	5.7%		
11. My work performance is evaluated fairly.	674	1737	546	254	34	3245
	21.0%	54.1%	17.0%	7.9%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	303	1161	923	817	58	3262
	9.5%	36.2%	28.8%	25.5%		
13. I am provided adequate work and storage space to prepare for and do my job.	816	1862	378	188	13	3257
	25.2%	57.4%	11.7%	5.8%		

14. My administrators/supervisors respect the negotiated contracts.	1107	1793	240	84	26	3250
	34.3%	55.6%	7.4%	2.6%		
15. My planning time is respected by my school administrations/supervisors.	788	1585	376	151	348	3248
	27.2%	54.7%	13.0%	5.2%		
16. In my school, administrators/supervisors support me in enforcing discipline.	675	1631	462	232	255	3255
	22.5%	54.4%	15.4%	7.7%		
17. In my school, student misbehavior interferes with learning.	556	1088	909	497	198	3248
	18.2%	35.7%	29.8%	16.3%		
18. Too much instructional time is spent administering assessments.	1407	1042	453	91	257	3250
	47.0%	34.8%	15.1%	3.0%		
19. HCPSS professional development experiences are meaningful and worthwhile.	208	1414	1035	510	69	3236
	6.6%	44.6%	32.7%	16.1%		
20. Increased workload has contributed to a decline in my morale.	1028	1198	758	189	80	3253
	32.4%	37.8%	23.9%	6.0%		
21. I am paid fairly	143	1264	1158	680	8	3253
	4.4%	39.0%	35.7%	21.0%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	144	1105	1070	822	78	3219
	4.6%	35.2%	34.1%	26.2%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	76	1082	1204	731	113	3206
	2.5%	35.0%	38.9%	23.6%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	965	1915	239	64	55	3238
	30.3%	60.2%	7.5%	2.0%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	347	1886	640	219	144	3236
	11.2%	61.0%	20.7%	7.1%		
26. In my position, I receive appropriate and adequate support and training.	458	2014	586	172	17	3247
	14.2%	62.4%	18.1%	5.3%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	117	270	1039	1646	174	3246
	3.8%	8.8%	33.8%	53.6%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	100	186	1071	1715	185	3257
	3.3%	6.1%	34.9%	55.8%		
29. In the last 12 months, I have experienced harassing behavior from parents.	230	638	1162	1064	168	3262
	7.4%	20.6%	37.6%	34.4%		

Level	(All)
HCEA Member	No
Profession	(All)
Years in Education	(All)
Years with HCPSS	(All)

Questions	**Strongly Agree**	**Agree**	**Disagree**	**Strongly Disagree**	**Does Not Apply**	**Grand Total**
1. Overall, morale at my school/worksite is good.	76	316	126	60		578
	13.1%	54.7%	21.8%	10.4%		
2. There is an atmosphere of open communication and trust in my school/worksite.	88	295	144	50	1	578
	15.3%	51.1%	25.0%	8.7%		
3. I personally feel successful in my work.	169	333	62	13		577
	29.3%	57.7%	10.7%	2.3%		
4. I feel involved in decision-making at my school/worksite.	68	251	161	77	20	577
	12.2%	45.1%	28.9%	13.8%		
5. I want to be involved in decision-making at my school/worksite.	141	354	43	11	25	574
	25.7%	64.5%	7.8%	2.0%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	102	294	124	50	7	577
	17.9%	51.6%	21.8%	8.8%		
7. In my school/worksite, I am treated as a professional.	164	304	76	30	1	575
	28.6%	53.0%	13.2%	5.2%		
8. There is good teamwork among staff in my school/worksite.	146	309	93	29		577
	25.3%	53.6%	16.1%	5.0%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	92	258	95	44	84	573
	18.8%	52.8%	19.4%	9.0%		
10. My working environment (i.e. safety, cleanliness. is conducive to success.	160	326	68	22	2	578
	27.8%	56.6%	11.8%	3.8%		
11. My work performance is evaluated fairly.	126	320	85	35	9	575
	22.3%	56.5%	15.0%	6.2%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	94	243	123	86	30	576
	17.2%	44.5%	22.5%	15.8%		
13. I am provided adequate work and storage space to prepare for and do my job.	153	321	67	26	10	577
	27.0%	56.6%	11.8%	4.6%		
14. My administrators/supervisors respect the negotiated contracts.	198	313	38	8	16	573

	35.5%	56.2%	6.8%	1.4%		
15. My planning time is respected by my school administrations/supervisors.	114	203	46	22	186	571
	29.6%	52.7%	11.9%	5.7%		
16. In my school, administrators/supervisors support me in enforcing discipline.	102	252	72	30	116	572
	22.4%	55.3%	15.8%	6.6%		
17. In my school, student misbehavior interferes with learning.	76	149	165	81	106	577
	16.1%	31.6%	35.0%	17.2%		
18. Too much instructional time is spent administering assessments.	187	165	49	21	147	569
	44.3%	39.1%	11.6%	5.0%		
19. HCPSS professional development experiences are meaningful and worthwhile.	35	246	164	78	51	574
	6.7%	47.0%	31.4%	14.9%		
20. Increased workload has contributed to a decline in my morale.	128	194	174	49	31	576
	23.5%	35.6%	31.9%	9.0%		
21. I am paid fairly	34	249	197	95	3	578
	5.9%	43.3%	34.3%	16.5%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	38	250	159	106	15	568
	6.9%	45.2%	28.8%	19.2%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	18	258	193	75	25	569
	3.3%	47.4%	35.5%	13.8%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	47	334	94	28	65	568
	9.3%	66.4%	18.7%	5.6%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	60	310	142	35	27	574
	11.0%	56.7%	26.0%	6.4%		
26. In my position, I receive appropriate and adequate support and training.	104	333	100	29	7	573
	18.4%	58.8%	17.7%	5.1%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	19	38	187	298	34	576
	3.5%	7.0%	34.5%	55.0%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	13	36	190	304	33	576
	2.4%	6.6%	35.0%	56.0%		
29. In the last 12 months, I have experienced harassing behavior from parents.	27	92	193	202	65	579
	5.3%	17.9%	37.5%	39.3%		

Level	(All)
HCEA Member	Yes
Profession	All ESP
Years in Education	(All)
Years with HCPSS	(All)

Questions	**Strongly Agree**	**Agree**	**Disagree**	**Strongly Disagree**	**Does Not Apply**	**Grand Total**
1. Overall, morale at my school/worksite is good.	54	284	100	48	3	489
	11.1%	58.4%	20.6%	9.9%		
2. There is an atmosphere of open communication and trust in my school/worksite.	56	265	115	49	2	487
	11.5%	54.6%	23.7%	10.1%		
3. I personally feel successful in my work.	118	315	41	12	3	489
	24.3%	64.8%	8.4%	2.5%		
4. I feel involved in decision-making at my school/worksite.	40	187	150	78	32	487
	8.8%	41.1%	33.0%	17.1%		
5. I want to be involved in decision-making at my school/worksite.	98	300	53	9	26	486
	21.3%	65.2%	11.5%	2.0%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	71	249	108	54	2	484
	14.7%	51.7%	22.4%	11.2%		
7. In my school/worksite, I am treated as a professional.	108	264	74	38	1	485
	22.3%	54.5%	15.3%	7.9%		
8. There is good teamwork among staff in my school/worksite.	110	259	85	30	1	485
	22.7%	53.5%	17.6%	6.2%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	48	237	113	49	34	481
	10.7%	53.0%	25.3%	11.0%		
10. My working environment (i.e. safety, cleanliness. is conducive to success.	124	271	63	26	2	486
	25.6%	56.0%	13.0%	5.4%		
11. My work performance is evaluated fairly.	104	277	70	23	11	485
	21.9%	58.4%	14.8%	4.9%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	50	231	122	51	30	484
	11.0%	50.9%	26.9%	11.2%		
13. I am provided adequate work and storage space to prepare for and do my job.	99	290	68	22	5	484
	20.7%	60.5%	14.2%	4.6%		
14. My administrators/supervisors respect the negotiated contracts.	125	279	51	17	10	482

	26.5%	59.1%	10.8%	3.6%		
15. My planning time is respected by my school administrations/supervisors.	57	158	60	24	185	484
	19.1%	52.8%	20.1%	8.0%		
16. In my school, administrators/supervisors support me in enforcing discipline.	86	235	82	45	38	486
	19.2%	52.5%	18.3%	10.0%		
17. In my school, student misbehavior interferes with learning.	114	194	97	50	29	484
	25.1%	42.6%	21.3%	11.0%		
18. Too much instructional time is spent administering assessments.	140	163	81	19	81	484
	34.7%	40.4%	20.1%	4.7%		
19. HCPSS professional development experiences are meaningful and worthwhile.	46	218	150	57	10	481
	9.8%	46.3%	31.8%	12.1%		
20. Increased workload has contributed to a decline in my morale.	69	139	199	49	29	485
	15.1%	30.5%	43.6%	10.7%		
21. I am paid fairly	16	140	202	125	3	486
	3.3%	29.0%	41.8%	25.9%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	35	186	146	98	17	482
	7.5%	40.0%	31.4%	21.1%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	16	205	165	76	17	479
	3.5%	44.4%	35.7%	16.5%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA..	121	311	36	6	9	483
	25.5%	65.6%	7.6%	1.3%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	36	272	100	37	39	484
	8.1%	61.1%	22.5%	8.3%		
26. In my position, I receive appropriate and adequate support and training.	59	290	102	29	7	487
	12.3%	60.4%	21.3%	6.0%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	25	41	165	229	24	484
	5.4%	8.9%	35.9%	49.8%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	18	21	172	252	22	485
	3.9%	4.5%	37.1%	54.4%		
29. In the last 12 months, I have experienced harassing behavior from parents.	16	34	181	207	48	486
	3.7%	7.8%	41.3%	47.3%		

Level	(All)
HCEA Member	No
Profession	All ESP
Years in Education	(All)
Years with HCPSS	(All)

Questions	**Strongly Agree**	**Agree**	**Disagree**	**Strongly Disagree**	**Does Not Apply**	**Grand Total**
1. Overall, morale at my school/worksite is good.	18	71	42	10		141
	12.8%	50.4%	29.8%	7.1%		
2. There is an atmosphere of open communication and trust in my school/worksite.	19	70	39	12		140
	13.6%	50.0%	27.9%	8.6%		
3. I personally feel successful in my work.	40	86	15	1		142
	28.2%	60.6%	10.6%	0.7%		
4. I feel involved in decision-making at my school/worksite.	10	53	50	19	9	141
	7.6%	40.2%	37.9%	14.4%		
5. I want to be involved in decision-making at my school/worksite.	20	96	12	3	9	140
	15.3%	73.3%	9.2%	2.3%		
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	16	73	42	7	3	141
	11.6%	52.9%	30.4%	5.1%		
7. In my school/worksite, I am treated as a professional.	29	80	28	5		142
	20.4%	56.3%	19.7%	3.5%		
8. There is good teamwork among staff in my school/worksite.	31	79	27	5		142
	21.8%	55.6%	19.0%	3.5%		
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	15	62	35	14	15	141
	11.9%	49.2%	27.8%	11.1%		
10. My working environment (i.e. safety, cleanliness. is conducive to success.	33	84	19	5	1	142
	23.4%	59.6%	13.5%	3.5%		
11. My work performance is evaluated fairly.	34	87	8	8	3	140
	24.8%	63.5%	5.8%	5.8%		
12. I am provided adequate time during the workday to plan, prepare for and do my job.	22	67	33	9	10	141
	16.8%	51.1%	25.2%	6.9%		
13. I am provided adequate work and storage space to prepare for and do my job.	31	84	16	6	5	142
	22.6%	61.3%	11.7%	4.4%		
14. My administrators/supervisors respect the negotiated contracts.	32	91	13	1	5	142
	23.4%	66.4%	9.5%	0.7%		

15. My planning time is respected by my school administrations/supervisors.	13	45	13	5	64	140
	17.1%	59.2%	17.1%	6.6%		
16. In my school, administrators/supervisors support me in enforcing discipline.	27	69	21	10	14	141
	21.3%	54.3%	16.5%	7.9%		
17. In my school, student misbehavior interferes with learning.	33	42	45	13	9	142
	24.8%	31.6%	33.8%	9.8%		
18. Too much instructional time is spent administering assessments.	39	52	13	3	31	138
	36.4%	48.6%	12.1%	2.8%		
19. HCPSS professional development experiences are meaningful and worthwhile.	6	67	48	13	7	141
	4.5%	50.0%	35.8%	9.7%		
20. Increased workload has contributed to a decline in my morale.	11	50	57	9	14	141
	8.7%	39.4%	44.9%	7.1%		
21. I am paid fairly	4	57	55	25	1	142
	2.8%	40.4%	39.0%	17.7%		
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.	9	67	42	19	2	139
	6.6%	48.9%	30.7%	13.9%		
23. I have confidence in the leadership exhibited by the Howard County Board of Education.	7	65	50	13	4	139
	5.2%	48.1%	37.0%	9.6%		
24. I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA)	11	92	25	3	8	139
	8.4%	70.2%	19.1%	2.3%		
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	10	79	34	9	9	141
	7.6%	59.8%	25.8%	6.8%		
26. In my position, I receive appropriate and adequate support and training.	18	85	30	7	1	141
	12.9%	60.7%	21.4%	5.0%		
27. In the last 12 months, I have experienced harassing behavior from colleagues.	5	8	51	67	11	142
	3.8%	6.1%	38.9%	51.1%		
28. In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	2	10	51	67	11	141
	1.5%	7.7%	39.2%	51.5%		
29. In the last 12 months, I have experienced harassing behavior from parents.		13	53	57	19	142
	0.0%	10.6%	43.1%	46.3%		