

## 2025-2026 HCEA Job Satisfaction Survey

### Question 1) Overall, morale at my worksite is good

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Elementary</b>	<b>1013</b>	<b>555</b>	<b>540</b>	<b>256</b>	<b>5</b>	<b>2369</b>	<b>66.3%</b>	<b>33.7%</b>
Northfield ES	25	42	2	1		70	95.7%	4.3%
Gorman Crossing ES	14	49	5			68	92.6%	7.4%
Swansfield ES	20	37	4	1		62	91.9%	8.1%
Talbott Springs ES	37	25	6	1	2	71	89.9%	10.1%
Ducketts Lane ES	28	28	6	3		65	86.2%	13.8%
Triadelphia Ridge ES	27	16	6	1		50	86.0%	14.0%
Worthington ES	23	25	6	2		56	85.7%	14.3%
Hollifield Station ES	22	19	2	5		48	85.4%	14.6%
Manor Woods ES	29	15	9			53	83.0%	17.0%
Lisbon ES	20	12	5	2		39	82.1%	17.9%
Waverly ES	31	20	8	6	2	67	78.5%	21.5%
Stevens Forest ES	12	13	6	1		32	78.1%	21.9%
Fulton ES	40	20	16	2		78	76.9%	23.1%
Bellows Spring ES	22	48	17	5		92	76.1%	23.9%
Dayton Oaks ES	43	13	14	4		74	75.7%	24.3%
Pointers Run ES	26	12	12	2	1	53	73.1%	26.9%
Hammond ES	33	8	13	3		57	71.9%	28.1%
Cradlerock ES	44	9	17	4		74	71.6%	28.4%
West Friendship ES	17	7	10			34	70.6%	29.4%
Centennial Lane ES	32	11	8	11		62	69.4%	30.6%
Phelps Luck ES	38	8	17	4		67	68.7%	31.3%
Rockburn ES	26	9	14	3		52	67.3%	32.7%
Longfellow ES	28	8	11	7		54	66.7%	33.3%
Elkridge ES	31	4	16	3		54	64.8%	35.2%
Clarksville ES	28	4	16	2		50	64.0%	36.0%
Forest Ridge ES	20	10	11	6		47	63.8%	36.2%
St John's Lane ES	19	12	13	5		49	63.3%	36.7%
Clemens Crossing ES	12	8	11	2	1	34	60.6%	39.4%
Running Brook ES	29	10	18	8	1	66	60.0%	40.0%
Bushy Park ES	27	7	23	4		61	55.7%	44.3%
Deep Run ES	32	9	18	16		75	54.7%	45.3%
Ilchester ES	21	4	18	3		46	54.3%	45.7%
Thunder Hill ES	16	4	12	5		37	54.1%	45.9%
Waterloo ES	25	9	21	9		64	53.1%	46.9%
Guilford ES	17	3	13	8		41	48.8%	51.2%
Hanover Hills ES	26	5	19	14		64	48.4%	51.6%
Bryant Woods ES	16	5	21	8		50	42.0%	58.0%
Veterans ES	21	13	25	22		81	42.0%	58.0%
Atholton ES	18	1	19	9		47	40.4%	59.6%
Bollman Bridge ES	21	4	25	26		76	32.9%	67.1%
Laurel Woods ES	18	5	19	30		72	31.9%	68.1%
Jeffers Hill ES	10	4	16	14		44	31.8%	68.2%

## 2025-2026 HCEA Job Satisfaction Survey

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Middle</b>	<b>463</b>	<b>273</b>	<b>164</b>	<b>120</b>	<b>1</b>	<b>1021</b>	<b>72.2%</b>	<b>27.8%</b>
Lime Kiln MS	6	38				44	100.0%	0.0%
Mount View MS	19	37	1			57	98.2%	1.8%
Glenwood MS	16	16	1			33	97.0%	3.0%
Burleigh Manor MS	34	17	1	2		54	94.4%	5.6%
Clarksville MS	23	24	2	1		50	94.0%	6.0%
Dunloggin MS	27	18	4	1	1	51	90.0%	10.0%
Folly Quarter MS	27	13	6			46	87.0%	13.0%
Hammond MS	21	17	6			44	86.4%	13.6%
Harper's Choice MS	21	14	5	1		41	85.4%	14.6%
Ellicott Mills MS	31	15	7	2		55	83.6%	16.4%
Elkridge Landing MS	37	13	9	2		61	82.0%	18.0%
Oakland Mills MS	18	9	5	1		33	81.8%	18.2%
Wilde Lake MS	36	8	10	3		57	77.2%	22.8%
Mayfield Woods MS	33	9	14	2		58	72.4%	27.6%
Patapsco MS	29	6	8	6		49	71.4%	28.6%
Bonnie Branch MS	24	3	9	9		45	60.0%	40.0%
Lake Elkhorn MS	20	6	21	17		64	40.6%	59.4%
Thomas Viaduct MS	13	3	21	9		46	34.8%	65.2%
Patuxent Valley MS	18	4	23	19		64	34.4%	65.6%
Murray Hill MS	10	3	11	45		69	18.8%	81.2%
<b>High</b>	<b>497</b>	<b>251</b>	<b>244</b>	<b>87</b>		<b>1079</b>	<b>69.3%</b>	<b>30.7%</b>
Centennial HS	25	49	4	2		80	92.5%	7.5%
River Hill HS	25	31	5	3		64	87.5%	12.5%
Howard HS	64	21	13	1		99	85.9%	14.1%
Glenelg HS	25	29	8	1		63	85.7%	14.3%
Reservoir HS	67	18	16	3		104	81.7%	18.3%
Guilford Park HS	33	26	8	7		74	79.7%	20.3%
Mt. Hebron HS	43	17	18			78	76.9%	23.1%
Oakland Mills HS	50	12	22	2		86	72.1%	27.9%
Long Reach HS	47	17	21	5		90	71.1%	28.9%
Wilde Lake HS	36	9	28	12		85	52.9%	47.1%
Marriotts Ridge HS	31	7	30	7		75	50.7%	49.3%
Atholton HS	32	9	34	15		90	45.6%	54.4%
Hammond HS	19	6	37	29		91	27.5%	72.5%
<b>Special</b>	<b>65</b>	<b>22</b>	<b>38</b>	<b>12</b>	<b>1</b>	<b>138</b>	<b>63.5%</b>	<b>36.5%</b>
ARL	21	12	8	1		42	78.6%	21.4%
Homewood School	26	6	7	2		41	78.0%	22.0%
Cedar Lane - Fulton	18	4	23	9	1	55	40.7%	59.3%
<b>Non-School Based</b>	<b>95</b>	<b>50</b>	<b>26</b>	<b>9</b>	<b>1</b>	<b>181</b>	<b>80.6%</b>	<b>19.4%</b>
Ascend One Center	23	12	1	1		37	94.6%	5.4%
Central Office	41	24	13	5	1	84	78.3%	21.7%
Old Cedar Lane	31	14	12	3		60	75.0%	25.0%
<b>Grand Total</b>	<b>2133</b>	<b>1151</b>	<b>1012</b>	<b>484</b>	<b>8</b>	<b>4788</b>	<b>68.7%</b>	<b>31.3%</b>

## 2025-2026 HCEA Job Satisfaction Survey

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

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Elementary</b>	<b>992</b>	<b>611</b>	<b>543</b>	<b>213</b>	<b>12</b>	<b>2371</b>	<b>68.0%</b>	<b>32.0%</b>
Northfield ES	26	41	3		1	71	95.7%	4.3%
Gorman Crossing ES	29	37	3			69	95.7%	4.3%
Manor Woods ES	25	25	3			53	94.3%	5.7%
Swansfield ES	23	32	5	1	1	62	90.2%	9.8%
Talbott Springs ES	34	30	5	2		71	90.1%	9.9%
Triadelphia Ridge ES	22	23	4	1		50	90.0%	10.0%
Worthington ES	27	23	4	2		56	89.3%	10.7%
Stevens Forest ES	14	13	4	1		32	84.4%	15.6%
Hollifield Station ES	18	22	4	4		48	83.3%	16.7%
Bellows Spring ES	25	51	14	3		93	81.7%	18.3%
Ducketts Lane ES	27	25	9	4		65	80.0%	20.0%
Lisbon ES	19	12	8			39	79.5%	20.5%
Waterloo ES	34	15	11	4		64	76.6%	23.4%
Thunder Hill ES	16	12	5	4		37	75.7%	24.3%
Pointers Run ES	25	15	11	2		53	75.5%	24.5%
Cradlerock ES	30	24	15	4	1	74	74.0%	26.0%
Fulton ES	38	18	14	7	1	78	72.7%	27.3%
Ilchester ES	22	11	13			46	71.7%	28.3%
Forest Ridge ES	21	12	8	6		47	70.2%	29.8%
Hammond ES	28	12	11	6		57	70.2%	29.8%
Phelps Luck ES	38	9	16	4		67	70.1%	29.9%
Dayton Oaks ES	36	13	20	4	1	74	67.1%	32.9%
Running Brook ES	26	16	19	3	2	66	65.6%	34.4%
Longfellow ES	24	11	17	2		54	64.8%	35.2%
Rockburn ES	27	6	13	6		52	63.5%	36.5%
St John's Lane ES	24	7	13	5		49	63.3%	36.7%
Elkridge ES	26	8	16	4		54	63.0%	37.0%
Bushy Park ES	31	7	21	2		61	62.3%	37.7%
Clemens Crossing ES	11	9	10	3	1	34	60.6%	39.4%
Waverly ES	24	16	20	7		67	59.7%	40.3%
Hanover Hills ES	28	10	16	10		64	59.4%	40.6%
West Friendship ES	13	7	9	5		34	58.8%	41.2%
Veterans ES	35	12	25	8		80	58.8%	41.3%
Deep Run ES	31	12	20	12		75	57.3%	42.7%
Centennial Lane ES	25	10	21	6		62	56.5%	43.5%
Clarksville ES	22	5	18	5		50	54.0%	46.0%
Bryant Woods ES	18	4	21	7		50	44.0%	56.0%
Atholton ES	19	1	16	11		47	42.6%	57.4%
Guilford ES	14	3	17	7		41	41.5%	58.5%
Bollman Bridge ES	18	6	37	15		76	31.6%	68.4%
Laurel Woods ES	17	5	24	26		72	30.6%	69.4%
Jeffers Hill ES	8	3	16	17		44	25.0%	75.0%

## 2025-2026 HCEA Job Satisfaction Survey

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Middle</b>	<b>438</b>	<b>282</b>	<b>193</b>	<b>108</b>	<b>1</b>	<b>1022</b>	<b>70.5%</b>	<b>29.5%</b>
Mount View MS	22	33	1		1	57	98.2%	1.8%
Lime Kiln MS	9	34	1			44	97.7%	2.3%
Burleigh Manor MS	34	17	3			54	94.4%	5.6%
Glenwood MS	14	16	2	1		33	90.9%	9.1%
Clarksville MS	21	24	5			50	90.0%	10.0%
Dunloggin MS	28	17	4	2		51	88.2%	11.8%
Hammond MS	22	16	5	1		44	86.4%	13.6%
Ellicott Mills MS	29	17	6	3		55	83.6%	16.4%
Folly Quarter MS	21	17	8			46	82.6%	17.4%
Elkridge Landing MS	34	16	8	3		61	82.0%	18.0%
Harper's Choice MS	18	15	6	2		41	80.5%	19.5%
Mayfield Woods MS	33	11	8	7		59	74.6%	25.4%
Oakland Mills MS	16	8	7	2		33	72.7%	27.3%
Patapsco MS	22	9	13	5		49	63.3%	36.7%
Wilde Lake MS	29	7	17	4		57	63.2%	36.8%
Thomas Viaduct MS	23	4	17	2		46	58.7%	41.3%
Bonnie Branch MS	18	5	14	8		45	51.1%	48.9%
Lake Elkhorn MS	21	6	22	15		64	42.2%	57.8%
Patuxent Valley MS	14	8	25	17		64	34.4%	65.6%
Murray Hill MS	10	2	21	36		69	17.4%	82.6%
<b>High</b>	<b>489</b>	<b>277</b>	<b>232</b>	<b>76</b>	<b>3</b>	<b>1077</b>	<b>71.3%</b>	<b>28.7%</b>
Glenelg HS	23	35	4	1		63	92.1%	7.9%
River Hill HS	27	31	4	2		64	90.6%	9.4%
Centennial HS	17	53	7	2	1	80	88.6%	11.4%
Howard HS	66	20	11	2		99	86.9%	13.1%
Guilford Park HS	26	33	9	5	1	74	80.8%	19.2%
Mt. Hebron HS	45	18	14	1		78	80.8%	19.2%
Oakland Mills HS	55	13	17	1		86	79.1%	20.9%
Reservoir HS	60	21	20	3		104	77.9%	22.1%
Long Reach HS	46	19	21	4		90	72.2%	27.8%
Wilde Lake HS	37	12	23	13		85	57.6%	42.4%
Marriotts Ridge HS	28	10	31	6		75	50.7%	49.3%
Atholton HS	39	5	36	8		88	50.0%	50.0%
Hammond HS	20	7	35	28	1	91	30.0%	70.0%
<b>Special</b>	<b>60</b>	<b>32</b>	<b>35</b>	<b>9</b>	<b>1</b>	<b>137</b>	<b>67.6%</b>	<b>32.4%</b>
Homewood School	21	9	9	1		40	75.0%	25.0%
ARL	15	16	8	3		42	73.8%	26.2%
Cedar Lane - Fulton	24	7	18	5	1	55	57.4%	42.6%
<b>Non-School Based</b>	<b>86</b>	<b>61</b>	<b>25</b>	<b>8</b>	<b>1</b>	<b>181</b>	<b>81.7%</b>	<b>18.3%</b>
Ascend One Center	15	19	2	1		37	91.9%	8.1%
Central Office	40	27	12	4	1	84	80.7%	19.3%
Old Cedar Lane	31	15	11	3		60	76.7%	23.3%
<b>Grand Total</b>	<b>2065</b>	<b>1263</b>	<b>1028</b>	<b>414</b>	<b>18</b>	<b>4788</b>	<b>69.8%</b>	<b>30.2%</b>

## 2025-2026 HCEA Job Satisfaction Survey

### Question 3) I personally feel successful in my work.

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Elementary</b>	<b>1054</b>	<b>901</b>	<b>305</b>	<b>91</b>	<b>20</b>	<b>2371</b>	<b>83.2%</b>	<b>16.8%</b>
Northfield ES	23	45	1	1	1	71	97.1%	2.9%
Gorman Crossing ES	29	37	3			69	95.7%	4.3%
West Friendship ES	17	15	2			34	94.1%	5.9%
Dayton Oaks ES	33	34	5		2	74	93.1%	6.9%
Talbott Springs ES	27	39	5			71	93.0%	7.0%
Bryant Woods ES	29	17	4			50	92.0%	8.0%
Hollifield Station ES	18	26	2	2		48	91.7%	8.3%
Thunder Hill ES	19	13	2	1	2	37	91.4%	8.6%
Manor Woods ES	24	24	5			53	90.6%	9.4%
Pointers Run ES	24	24	4	1		53	90.6%	9.4%
Ducketts Lane ES	24	32	4	3	2	65	88.9%	11.1%
Swansfield ES	21	34	4	3		62	88.7%	11.3%
Centennial Lane ES	28	26	3	4	1	62	88.5%	11.5%
Stevens Forest ES	10	18	4			32	87.5%	12.5%
Atholton ES	22	19	6			47	87.2%	12.8%
Bellows Spring ES	24	57	11	1		93	87.1%	12.9%
Fulton ES	39	28	9	1	1	78	87.0%	13.0%
Bushy Park ES	29	24	7	1		61	86.9%	13.1%
Clarksville ES	27	16	7			50	86.0%	14.0%
Triadelphia Ridge ES	22	20	5	3		50	84.0%	16.0%
Phelps Luck ES	34	22	7	4		67	83.6%	16.4%
Elkridge ES	26	18	8	1	1	54	83.0%	17.0%
Deep Run ES	33	29	10	3		75	82.7%	17.3%
Veterans ES	38	28	14		1	81	82.5%	17.5%
Hammond ES	31	16	9	1		57	82.5%	17.5%
Lisbon ES	20	12	6	1		39	82.1%	17.9%
Worthington ES	18	27	6	5		56	80.4%	19.6%
Cradlerock ES	34	25	11	4		74	79.7%	20.3%
Running Brook ES	32	20	12	2		66	78.8%	21.2%
Clemens Crossing ES	14	12	5	2	1	34	78.8%	21.2%
Forest Ridge ES	17	20	7	3		47	78.7%	21.3%
Rockburn ES	29	11	7	4	1	52	78.4%	21.6%
Waverly ES	31	20	8	6	2	67	78.5%	21.5%
Guilford ES	20	12	6	3		41	78.0%	22.0%
Ilchester ES	20	15	10		1	46	77.8%	22.2%
Longfellow ES	25	14	10	3	1	53	75.0%	25.0%
St John's Lane ES	24	12	10	2	1	49	75.0%	25.0%
Jeffers Hill ES	25	8	7	4		44	75.0%	25.0%
Waterloo ES	29	18	11	5	1	64	74.6%	25.4%
Bollman Bridge ES	38	16	16	5	1	76	72.0%	28.0%
Laurel Woods ES	30	21	13	7	1	72	71.8%	28.2%
Hanover Hills ES	29	14	17	3	1	64	68.3%	31.7%

## 2025-2026 HCEA Job Satisfaction Survey

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Middle</b>	<b>468</b>	<b>428</b>	<b>93</b>	<b>28</b>	<b>4</b>	<b>1021</b>	<b>88.1%</b>	<b>11.9%</b>
Mount View MS	20	37				57	100%	0.0%
Burleigh Manor MS	21	31	2			54	96.3%	3.7%
Dunloggin MS	23	26	2			51	96.1%	3.9%
Lime Kiln MS	13	29	1	1		44	95.5%	4.5%
Glenwood MS	20	10	1	1	1	33	93.8%	6.3%
Hammond MS	26	15	2	1		44	93.2%	6.8%
Harper's Choice MS	16	21	3		1	41	92.5%	7.5%
Ellicott Mills MS	22	27	3	1	2	55	92.5%	7.5%
Folly Quarter MS	21	21	2	2		46	91.3%	8.7%
Wilde Lake MS	31	21	4	1		57	91.2%	8.8%
Patuxent Valley MS	36	22	6			64	90.6%	9.4%
Mayfield Woods MS	33	19	5	2		59	88.1%	11.9%
Clarksville MS	16	27	5	1		49	87.8%	12.2%
Patapsco MS	22	19	7	1		49	83.7%	16.3%
Murray Hill MS	34	23	9	3		69	82.6%	17.4%
Oakland Mills MS	17	10	6			33	81.8%	18.2%
Lake Elkhorn MS	29	22	8	5		64	79.7%	20.3%
Elkridge Landing MS	26	22	11	2		61	78.7%	21.3%
Bonnie Branch MS	17	18	7	3		45	77.8%	22.2%
Thomas Viaduct MS	25	8	9	4		46	71.7%	28.3%
<b>High</b>	<b>504</b>	<b>456</b>	<b>86</b>	<b>24</b>	<b>7</b>	<b>1077</b>	<b>89.7%</b>	<b>10.3%</b>
Glenelg HS	25	35	1	2		63	95.2%	4.8%
Centennial HS	24	50	4	1	1	80	93.7%	6.3%
Howard HS	43	48	5	2	1	99	92.9%	7.1%
Reservoir HS	58	37	7	1	1	104	92.2%	7.8%
Long Reach HS	49	34	6	1		90	92.2%	7.8%
River Hill HS	21	38	2	3		64	92.2%	7.8%
Marriotts Ridge HS	39	29	6		1	75	91.9%	8.1%
Guilford Park HS	38	29	4	2	1	74	91.8%	8.2%
Wilde Lake HS	45	30	6	2	2	85	90.4%	9.6%
Oakland Mills HS	41	34	8	3		86	87.2%	12.8%
Mt. Hebron HS	41	26	11			78	85.9%	14.1%
Atholton HS	39	33	14	2		88	81.8%	18.2%
Hammond HS	41	33	12	5		91	81.3%	18.7%
<b>Special</b>	<b>61</b>	<b>42</b>	<b>24</b>	<b>6</b>	<b>1</b>	<b>134</b>	<b>77.4%</b>	<b>22.6%</b>
Cedar Lane - Fulton	26	21	6	2		55	85.5%	14.5%
ARL	20	10	6	4	1	41	75.0%	25.0%
Homewood School	15	11	12			38	68.4%	31.6%
<b>Non-School Based</b>	<b>86</b>	<b>79</b>	<b>10</b>	<b>5</b>	<b>1</b>	<b>181</b>	<b>91.7%</b>	<b>8.3%</b>
Ascend One Center	19	17	1			37	97.3%	2.7%
Central Office	39	36	5	3	1	84	90.4%	9.6%
Old Cedar Lane	28	26	4	2		60	90.0%	10.0%
<b>Grand Total</b>	<b>2173</b>	<b>1906</b>	<b>518</b>	<b>154</b>	<b>33</b>	<b>4784</b>	<b>85.9%</b>	<b>14.1%</b>

## 2025-2026 HCEA Job Satisfaction Survey

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

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Elementary</b>	<b>967</b>	<b>479</b>	<b>632</b>	<b>218</b>	<b>67</b>	<b>2363</b>	<b>63.0%</b>	<b>37.0%</b>
Manor Woods ES	26	16	6		4	52	87.5%	12.5%
Northfield ES	32	27	8	2	2	71	85.5%	14.5%
Triadelphia Ridge ES	22	18	7	1	2	50	83.3%	16.7%
Gorman Crossing ES	28	25	11	2	2	68	80.3%	19.7%
Cradlerock ES	30	28	11	4	1	74	79.5%	20.5%
Thunder Hill ES	15	13	5	3	1	37	77.8%	22.2%
Talbott Springs ES	26	27	16	1	1	71	75.7%	24.3%
Swansfield ES	25	18	13	2	4	62	74.1%	25.9%
Ducketts Lane ES	24	23	11	6	1	65	73.4%	26.6%
Hollifield Station ES	17	18	7	6		48	72.9%	27.1%
Worthington ES	27	13	11	4	1	56	72.7%	27.3%
Ilchester ES	25	6	11	2	1	45	70.5%	29.5%
Stevens Forest ES	11	10	5	4	2	32	70.0%	30.0%
Bellows Spring ES	58	6	22	6	1	93	69.6%	30.4%
Bryant Woods ES	26	8	14	1		49	69.4%	30.6%
Elkridge ES	27	9	14	4		54	66.7%	33.3%
Lisbon ES	13	13	11	2		39	66.7%	33.3%
Fulton ES	36	13	21	5	3	78	65.3%	34.7%
Running Brook ES	32	9	16	6	3	66	65.1%	34.9%
Waterloo ES	23	16	17	4	4	64	65.0%	35.0%
Longfellow ES	25	7	15	3	2	52	64.0%	36.0%
Dayton Oaks ES	34	12	19	7	2	74	63.9%	36.1%
Forest Ridge ES	22	7	13	5		47	61.7%	38.3%
Veterans ES	37	12	25	7		81	60.5%	39.5%
Bushy Park ES	24	11	20	3	3	61	60.3%	39.7%
Centennial Lane ES	29	7	18	6	2	62	60.0%	40.0%
Guilford ES	14	8	14	3	2	41	56.4%	43.6%
Deep Run ES	28	12	24	7	4	75	56.3%	43.7%
West Friendship ES	12	7	10	5		34	55.9%	44.1%
Pointers Run ES	20	9	17	6	1	53	55.8%	44.2%
Waverly ES	22	11	18	9	7	67	55.0%	45.0%
Clemens Crossing ES	10	8	10	5	1	34	54.5%	45.5%
Hanover Hills ES	27	6	22	7	2	64	53.2%	46.8%
Rockburn ES	17	9	18	5	3	52	53.1%	46.9%
Hammond ES	19	10	18	8	1	56	52.7%	47.3%
St John's Lane ES	17	7	14	8	3	49	52.2%	47.8%
Clarksville ES	15	9	18	7	1	50	49.0%	51.0%
Phelps Luck ES	25	5	28	7	2	67	46.2%	53.8%
Atholton ES	20		20	7		47	42.6%	57.4%
Jeffers Hill ES	13	4	13	11	1	42	41.5%	58.5%
Bollman Bridge ES	22	7	29	16	2	76	39.2%	60.8%
Laurel Woods ES	16	6	25	23	2	72	31.4%	68.6%

## 2025-2026 HCEA Job Satisfaction Survey

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Middle</b>	<b>382</b>	<b>238</b>	<b>269</b>	<b>96</b>	<b>36</b>	<b>1021</b>	<b>62.9%</b>	<b>37.1%</b>
Mount View MS	20	29	6		2	57	89.1%	10.9%
Burleigh Manor MS	31	14	8	1		54	83.3%	16.7%
Clarksville MS	23	17	9		1	50	81.6%	18.4%
Lime Kiln MS	16	18	7	1	2	44	81.0%	19.0%
Glenwood MS	15	10	6	1	1	33	78.1%	21.9%
Hammond MS	20	11	9	1	3	44	75.6%	24.4%
Folly Quarter MS	20	13	12	1		46	71.7%	28.3%
Dunloggin MS	19	15	12	2	3	51	70.8%	29.2%
Ellicott Mills MS	22	14	14	2	3	55	69.2%	30.8%
Elkridge Landing MS	19	20	14	5	3	61	67.2%	32.8%
Harper's Choice MS	16	10	12	1	2	41	66.7%	33.3%
Oakland Mills MS	16	2	9	2	4	33	62.1%	37.9%
Thomas Viaduct MS	15	12	11	6	2	46	61.4%	38.6%
Mayfield Woods MS	27	8	18	5	1	59	60.3%	39.7%
Patapsco MS	17	11	11	8	2	49	59.6%	40.4%
Wilde Lake MS	20	8	17	8	3	56	52.8%	47.2%
Patuxent Valley MS	24	8	21	11		64	50.0%	50.0%
Bonnie Branch MS	16	6	18	5		45	48.9%	51.1%
Lake Elkhorn MS	13	10	26	14	1	64	36.5%	63.5%
Murray Hill MS	13	2	29	22	3	69	22.7%	77.3%
<b>High</b>	<b>434</b>	<b>199</b>	<b>322</b>	<b>96</b>	<b>25</b>	<b>1076</b>	<b>60.2%</b>	<b>39.8%</b>
Centennial HS	31	34	11	3	1	80	82.3%	17.7%
River Hill HS	34	16	11	3		64	78.1%	21.9%
Guilford Park HS	31	19	15	7	2	74	69.4%	30.6%
Oakland Mills HS	40	14	23	6	3	86	65.1%	34.9%
Long Reach HS	45	12	26	5	2	90	64.8%	35.2%
Glenelg HS	23	16	18	5	1	63	62.9%	37.1%
Mt. Hebron HS	33	13	27	1	4	78	62.2%	37.8%
Reservoir HS	45	15	33	8	3	104	59.4%	40.6%
Howard HS	38	19	34	5	2	98	59.4%	40.6%
Marriotts Ridge HS	28	11	25	11		75	52.0%	48.0%
Atholton HS	35	10	33	9	1	88	51.7%	48.3%
Wilde Lake HS	25	12	30	15	3	85	45.1%	54.9%
Hammond HS	26	8	36	18	3	91	38.6%	61.4%
<b>Special</b>	<b>58</b>	<b>21</b>	<b>40</b>	<b>11</b>	<b>4</b>	<b>134</b>	<b>60.8%</b>	<b>39.2%</b>
ARL	22	13	3	2	1	41	87.5%	12.5%
Cedar Lane - Fulton	25	4	18	6	2	55	54.7%	45.3%
Homewood School	11	4	19	3	1	38	40.5%	59.5%
<b>Non-School Based</b>	<b>84</b>	<b>45</b>	<b>33</b>	<b>13</b>	<b>6</b>	<b>181</b>	<b>73.7%</b>	<b>26.3%</b>
Ascend One Center	17	14	4	2		37	83.8%	16.2%
Central Office	38	22	13	6	5	84	75.9%	24.1%
Old Cedar Lane	29	9	16	5	1	60	64.4%	35.6%
<b>Grand Total</b>	<b>1925</b>	<b>982</b>	<b>1296</b>	<b>434</b>	<b>138</b>	<b>4775</b>	<b>62.7%</b>	<b>37.3%</b>

## 2025-2026 HCEA Job Satisfaction Survey

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

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Elementary</b>	<b>1186</b>	<b>805</b>	<b>200</b>	<b>55</b>	<b>114</b>	<b>2360</b>	<b>88.6%</b>	<b>11.4%</b>
Triadelphia Ridge ES	25	18			7	50	100.0%	0.0%
Longfellow ES	30	20	1		3	54	98.0%	2.0%
Atholton ES	28	15	2		2	47	95.6%	4.4%
Cradlerock ES	36	32	3	1	2	74	94.4%	5.6%
Thunder Hill ES	17	13	2		5	37	93.8%	6.3%
Bellows Spring ES	74	12	4	2	1	93	93.5%	6.5%
Stevens Forest ES	15	14	1	1	1	32	93.5%	6.5%
Talbott Springs ES	37	28	4	1	1	71	92.9%	7.1%
Worthington ES	32	19	3	1	1	56	92.7%	7.3%
Northfield ES	34	28	5		3	70	92.5%	7.5%
Elkridge ES	33	16	4		1	54	92.5%	7.5%
Hanover Hills ES	31	26	3	2	2	64	91.9%	8.1%
Bryant Woods ES	25	18	4		2	49	91.5%	8.5%
St John's Lane ES	26	17	2	2	2	49	91.5%	8.5%
Waterloo ES	29	24	4	1	6	64	91.4%	8.6%
Centennial Lane ES	36	16	4	1	4	61	91.2%	8.8%
Laurel Woods ES	27	33	5	1	5	71	90.9%	9.1%
Bollman Bridge ES	38	29	6	1	1	75	90.5%	9.5%
Ducketts Lane ES	25	31	3	3	3	65	90.3%	9.7%
Hollifield Station ES	17	19	4		8	48	90.0%	10.0%
Swansfield ES	26	26	4	2	4	62	89.7%	10.3%
Fulton ES	40	26	8		4	78	89.2%	10.8%
Clarksville ES	23	18	3	2	4	50	89.1%	10.9%
Deep Run ES	37	25	7	1	5	75	88.6%	11.4%
Veterans ES	42	27	8	1	3	81	88.5%	11.5%
Waverly ES	34	19	6	1	7	67	88.3%	11.7%
Rockburn ES	30	14	5	1	2	52	88.0%	12.0%
Jeffers Hill ES	22	14	5		2	43	87.8%	12.2%
Guilford ES	21	14	5		1	41	87.5%	12.5%
Lisbon ES	21	13	5			39	87.2%	12.8%
Clemens Crossing ES	19	8	3	1	2	33	87.1%	12.9%
Bushy Park ES	33	19	5	3	1	61	86.7%	13.3%
Running Brook ES	24	28	7	1	6	66	86.7%	13.3%
Dayton Oaks ES	39	23	6	4	2	74	86.1%	13.9%
Pointers Run ES	18	25	5	2	3	53	86.0%	14.0%
Manor Woods ES	31	11	4	3	4	53	85.7%	14.3%
Phelps Luck ES	33	20	9	1	4	67	84.1%	15.9%
Gorman Crossing ES	24	30	7	4	3	68	83.1%	16.9%
Forest Ridge ES	28	11	8			47	83.0%	17.0%
West Friendship ES	16	12	5	1		34	82.4%	17.6%
Hammond ES	31	14	10	1		56	80.4%	19.6%
Ilchester ES	18	11	8	1	5	43	76.3%	23.7%

## 2025-2026 HCEA Job Satisfaction Survey

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Middle</b>	<b>507</b>	<b>336</b>	<b>111</b>	<b>20</b>	<b>46</b>	<b>1020</b>	<b>86.6%</b>	<b>13.4%</b>
Bonnie Branch MS	28	12	1	1	3	45	95.2%	4.8%
Mount View MS	25	26	2	1	3	57	94.4%	5.6%
Murray Hill MS	36	25	4	1	2	68	92.4%	7.6%
Lake Elkhorn MS	33	25	5		1	64	92.1%	7.9%
Elkridge Landing MS	27	24	5		5	61	91.1%	8.9%
Ellicott Mills MS	30	17	4	1	3	55	90.4%	9.6%
Hammond MS	25	11	4		4	44	90.0%	10.0%
Clarksville MS	29	12	6		3	50	87.2%	12.8%
Oakland Mills MS	17	8	3	1	4	33	86.2%	13.8%
Patuxent Valley MS	29	24	8	1	2	64	85.5%	14.5%
Mayfield Woods MS	33	17	6	3		59	84.7%	15.3%
Glenwood MS	14	12	5		2	33	83.9%	16.1%
Lime Kiln MS	17	18	7		2	44	83.3%	16.7%
Patapsco MS	26	14	5	3	1	49	83.3%	16.7%
Wilde Lake MS	27	17	7	2	3	56	83.0%	17.0%
Thomas Viaduct MS	22	16	7	1		46	82.6%	17.4%
Dunloggin MS	25	13	8	1	4	51	80.9%	19.1%
Burleigh Manor MS	24	18	10		2	54	80.8%	19.2%
Harper's Choice MS	15	17	6	2	1	41	80.0%	20.0%
Folly Quarter MS	25	10	8	2	1	46	77.8%	22.2%
<b>High</b>	<b>582</b>	<b>301</b>	<b>128</b>	<b>18</b>	<b>44</b>	<b>1073</b>	<b>85.8%</b>	<b>14.2%</b>
Hammond HS	47	31	6	2	4	90	90.7%	9.3%
Long Reach HS	64	13	6	2	3	88	90.6%	9.4%
Centennial HS	38	32	7	1	2	80	89.7%	10.3%
Guilford Park HS	36	25	7		6	74	89.7%	10.3%
Wilde Lake HS	43	28	10		4	85	87.7%	12.3%
Marriotts Ridge HS	41	23	8	2	1	75	86.5%	13.5%
Mt. Hebron HS	51	12	8	2	5	78	86.3%	13.7%
Oakland Mills HS	52	20	10	2	2	86	85.7%	14.3%
Glenelg HS	30	22	9		2	63	85.2%	14.8%
Reservoir HS	56	28	15	1	4	104	84.0%	16.0%
Howard HS	48	29	13	2	6	98	83.7%	16.3%
Atholton HS	43	23	16	3	3	88	77.6%	22.4%
River Hill HS	33	15	13	1	2	64	77.4%	22.6%
<b>Special</b>	<b>78</b>	<b>36</b>	<b>15</b>	<b>2</b>	<b>4</b>	<b>135</b>	<b>87.0%</b>	<b>13.0%</b>
Cedar Lane - Fulton	36	12	3	1	3	55	92.3%	7.7%
Homewood School	21	11	5		1	38	86.5%	13.5%
ARL	21	13	7	1		42	81.0%	19.0%
<b>Non-School Based</b>	<b>97</b>	<b>63</b>	<b>5</b>	<b>1</b>	<b>15</b>	<b>181</b>	<b>96.4%</b>	<b>3.6%</b>
Central Office	39	33	1	1	10	84	97.3%	2.7%
Ascend One Center	17	17	1		2	37	97.1%	2.9%
Old Cedar Lane	41	13	3		3	60	94.7%	5.3%
<b>Grand Total</b>	<b>2450</b>	<b>1541</b>	<b>459</b>	<b>96</b>	<b>223</b>	<b>4769</b>	<b>87.8%</b>	<b>12.2%</b>

## 2025-2026 HCEA Job Satisfaction Survey

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

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Elementary</b>	<b>949</b>	<b>745</b>	<b>438</b>	<b>203</b>	<b>27</b>	<b>2362</b>	<b>72.5%</b>	<b>27.5%</b>
Manor Woods ES	27	23	2			52	96.2%	3.8%
Northfield ES	22	44	3		1	70	95.7%	4.3%
Talbott Springs ES	30	34	6	1		71	90.1%	9.9%
Thunder Hill ES	10	21	1	4	1	37	86.1%	13.9%
Triadelphia Ridge ES	21	22	6	1		50	86.0%	14.0%
Bellows Spring ES	21	58	12	2		93	84.9%	15.1%
Stevens Forest ES	10	17	4	1		32	84.4%	15.6%
Gorman Crossing ES	24	34	9	2		69	84.1%	15.9%
Deep Run ES	34	27	7	6	1	75	82.4%	17.6%
Worthington ES	19	26	7	3		55	81.8%	18.2%
Veterans ES	49	17	9	6		81	81.5%	18.5%
Elkridge ES	27	16	10		1	54	81.1%	18.9%
Waterloo ES	30	20	6	6	2	64	80.6%	19.4%
Swansfield ES	27	22	7	5	1	62	80.3%	19.7%
Fulton ES	42	20	13	3		78	79.5%	20.5%
Lisbon ES	19	12	6	2		39	79.5%	20.5%
Running Brook ES	24	26	11	2	3	66	79.4%	20.6%
Ilchester ES	18	16	7	2	1	44	79.1%	20.9%
Ducketts Lane ES	20	29	11	5		65	75.4%	24.6%
Cradlerock ES	21	33	12	6	2	74	75.0%	25.0%
Hammond ES	26	16	9	5		56	75.0%	25.0%
Hanover Hills ES	36	12	12	4		64	75.0%	25.0%
Hollifield Station ES	17	19	7	5		48	75.0%	25.0%
Clemens Crossing ES	11	12	5	3	3	34	74.2%	25.8%
Waverly ES	28	18	11	5	5	67	74.2%	25.8%
Forest Ridge ES	18	16	7	6		47	72.3%	27.7%
Centennial Lane ES	31	12	14	4		61	70.5%	29.5%
Phelps Luck ES	33	14	17	3		67	70.1%	29.9%
St John's Lane ES	23	10	9	6	1	49	68.8%	31.3%
Dayton Oaks ES	32	17	17	8		74	66.2%	33.8%
Pointers Run ES	16	16	11	7	3	53	64.0%	36.0%
Atholton ES	23	6	13	5		47	61.7%	38.3%
Rockburn ES	23	7	11	8	2	51	61.2%	38.8%
Bushy Park ES	25	12	20	4		61	60.7%	39.3%
West Friendship ES	14	6	10	4		34	58.8%	41.2%
Longfellow ES	17	14	17	6		54	57.4%	42.6%
Bollman Bridge ES	31	12	23	9	1	76	57.3%	42.7%
Bryant Woods ES	20	8	18	4		50	56.0%	44.0%
Clarksville ES	17	9	17	6	1	50	53.1%	46.9%
Guilford ES	11	9	12	9		41	48.8%	51.2%
Laurel Woods ES	19	8	25	18	1	71	38.6%	61.4%
Jeffers Hill ES	6	5	11	20	1	43	26.2%	73.8%

## 2025-2026 HCEA Job Satisfaction Survey

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Middle</b>	<b>405</b>	<b>331</b>	<b>179</b>	<b>92</b>	<b>12</b>	<b>1019</b>	<b>73.1%</b>	<b>26.9%</b>
Lime Kiln MS	15	27	2			44	95.5%	4.5%
Mount View MS	18	34	4			56	92.9%	7.1%
Burleigh Manor MS	28	22	4			54	92.6%	7.4%
Clarksville MS	18	27	4		1	50	91.8%	8.2%
Elkridge Landing MS	21	30	6	3	1	61	85.0%	15.0%
Glenwood MS	13	15	4	1		33	84.8%	15.2%
Folly Quarter MS	22	16	7	1		46	82.6%	17.4%
Dunloggin MS	22	18	6	3	2	51	81.6%	18.4%
Harper's Choice MS	16	16	6	2	1	41	80.0%	20.0%
Hammond MS	17	18	7	2		44	79.5%	20.5%
Ellicott Mills MS	24	18	8	4	1	55	77.8%	22.2%
Mayfield Woods MS	26	18	10	4	1	59	75.9%	24.1%
Thomas Viaduct MS	17	17	8	3	1	46	75.6%	24.4%
Wilde Lake MS	31	10	10	5		56	73.2%	26.8%
Oakland Mills MS	15	7	9	1	1	33	68.8%	31.3%
Patapsco MS	24	9	9	6		48	68.8%	31.3%
Lake Elkhorn MS	24	12	19	9		64	56.3%	43.8%
Bonnie Branch MS	16	9	16	4		45	55.6%	44.4%
Patuxent Valley MS	27	6	19	10	2	64	53.2%	46.8%
Murray Hill MS	11	2	21	34	1	69	19.1%	80.9%
<b>High</b>	<b>478</b>	<b>325</b>	<b>185</b>	<b>75</b>	<b>11</b>	<b>1074</b>	<b>75.5%</b>	<b>24.5%</b>
Glenelg HS	31	26	3	2	1	63	91.9%	8.1%
Centennial HS	23	49	6	2		80	90.0%	10.0%
River Hill HS	26	31	3	4		64	89.1%	10.9%
Oakland Mills HS	50	22	8	6		86	83.7%	16.3%
Mt. Hebron HS	35	27	11	3	2	78	81.6%	18.4%
Howard HS	42	36	15	3	2	98	81.3%	18.8%
Guilford Park HS	29	27	11	6	1	74	76.7%	23.3%
Reservoir HS	53	24	20	5	2	104	75.5%	24.5%
Atholton HS	50	15	19	4		88	73.9%	26.1%
Long Reach HS	40	25	20	5		90	72.2%	27.8%
Marriotts Ridge HS	34	15	18	7	1	75	66.2%	33.8%
Wilde Lake HS	43	11	18	11	2	85	65.1%	34.9%
Hammond HS	22	17	33	17		89	43.8%	56.2%
<b>Special</b>	<b>63</b>	<b>38</b>	<b>22</b>	<b>9</b>	<b>3</b>	<b>135</b>	<b>76.5%</b>	<b>23.5%</b>
ARL	20	18	2	1	1	42	92.7%	7.3%
Homewood School	18	10	6	3	1	38	75.7%	24.3%
Cedar Lane - Fulton	25	10	14	5	1	55	64.8%	35.2%
<b>Non-School Based</b>	<b>76</b>	<b>69</b>	<b>27</b>	<b>6</b>	<b>2</b>	<b>180</b>	<b>81.5%</b>	<b>18.5%</b>
Ascend One Center	13	18	4		1	36	88.6%	11.4%
Central Office	36	32	12	3	1	84	81.9%	18.1%
Old Cedar Lane	27	19	11	3		60	76.7%	23.3%
<b>Grand Total</b>	<b>1971</b>	<b>1508</b>	<b>851</b>	<b>385</b>	<b>55</b>	<b>4770</b>	<b>73.8%</b>	<b>26.2%</b>

## 2025-2026 HCEA Job Satisfaction Survey

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

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Elementary</b>	<b>998</b>	<b>966</b>	<b>238</b>	<b>115</b>	<b>45</b>	<b>2362</b>	<b>84.8%</b>	<b>15.2%</b>
Northfield ES	18	50			2	70	100%	0.0%
Manor Woods ES	17	35	1			53	98.1%	1.9%
Lisbon ES	24	14	1			39	97.4%	2.6%
Thunder Hill ES	13	21	2		1	37	94.4%	5.6%
Gorman Crossing ES	20	44	4		1	69	94.1%	5.9%
Talbott Springs ES	20	46	5			71	93.0%	7.0%
Bellows Spring ES	26	60	6	1		93	92.5%	7.5%
Centennial Lane ES	36	18	5		2	61	91.5%	8.5%
Worthington ES	22	28	2	3		55	90.9%	9.1%
Stevens Forest ES	11	18	3			32	90.6%	9.4%
Swansfield ES	18	37	5	1	1	62	90.2%	9.8%
Triadelphia Ridge ES	18	26	5		1	50	89.8%	10.2%
Running Brook ES	27	31	4	3	1	66	89.2%	10.8%
Elkridge ES	32	15	4	2	1	54	88.7%	11.3%
Cradlerock ES	27	35	5	3	4	74	88.6%	11.4%
Waterloo ES	29	23	5	2	5	64	88.1%	11.9%
Ilchester ES	18	19	5		2	44	88.1%	11.9%
Clarksville ES	30	13	5	1	1	50	87.8%	12.2%
Hollifield Station ES	18	22	3	3	2	48	87.0%	13.0%
Longfellow ES	24	22	5	2	1	54	86.8%	13.2%
Dayton Oaks ES	36	27	7	3	1	74	86.3%	13.7%
Rockburn ES	27	16	5	2	1	51	86.0%	14.0%
Ducketts Lane ES	18	37	5	4	1	65	85.9%	14.1%
Fulton ES	34	32	9	2	1	78	85.7%	14.3%
Phelps Luck ES	32	24	7	3	1	67	84.8%	15.2%
Forest Ridge ES	21	18	2	5	1	47	84.8%	15.2%
Veterans ES	40	26	8	4	3	81	84.6%	15.4%
Bryant Woods ES	22	20	5	3		50	84.0%	16.0%
Atholton ES	29	10	7	1		47	83.0%	17.0%
Hanover Hills ES	34	19	7	4		64	82.8%	17.2%
Deep Run ES	34	27	7	6	1	75	82.4%	17.6%
Pointers Run ES	20	22	8	1	2	53	82.4%	17.6%
West Friendship ES	19	9	3	3		34	82.4%	17.6%
Hammond ES	28	17	6	4	1	56	81.8%	18.2%
Bushy Park ES	32	17	9	2	1	61	81.7%	18.3%
Waverly ES	28	25	11	1	2	67	81.5%	18.5%
Bollman Bridge ES	41	17	11	6	1	76	77.3%	22.7%
Guilford ES	20	11	8	2		41	75.6%	24.4%
Clemens Crossing ES	9	15	5	3	2	34	75.0%	25.0%
St John's Lane ES	23	12	9	4	1	49	72.9%	27.1%
Laurel Woods ES	25	20	13	13		71	63.4%	36.6%
Jeffers Hill ES	12	10	15	5		42	52.4%	47.6%

## 2025-2026 HCEA Job Satisfaction Survey

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Middle</b>	<b>402</b>	<b>449</b>	<b>98</b>	<b>50</b>	<b>22</b>	<b>1021</b>	<b>85.2%</b>	<b>14.8%</b>
Mount View MS	16	38	1		2	57	98.2%	1.8%
Burleigh Manor MS	22	31	1			54	98.1%	1.9%
Folly Quarter MS	21	21		1	3	46	97.7%	2.3%
Lime Kiln MS	10	32	1		1	44	97.7%	2.3%
Dunloggin MS	20	25	2	1	3	51	93.8%	6.3%
Glenwood MS	10	20	1	1	1	33	93.8%	6.3%
Hammond MS	13	27	3		1	44	93.0%	7.0%
Ellicott Mills MS	22	26	3	1	3	55	92.3%	7.7%
Oakland Mills MS	18	10	2	1	2	33	90.3%	9.7%
Clarksville MS	19	25	5		1	50	89.8%	10.2%
Elkridge Landing MS	22	31	5	2	1	61	88.3%	11.7%
Harper's Choice MS	9	26	4	1	1	41	87.5%	12.5%
Wilde Lake MS	32	17	3	4		56	87.5%	12.5%
Mayfield Woods MS	26	25	6	2		59	86.4%	13.6%
Patapsco MS	20	20	4	5		49	81.6%	18.4%
Patuxent Valley MS	31	18	9	5	1	64	77.8%	22.2%
Thomas Viaduct MS	21	14	8	2	1	46	77.8%	22.2%
Lake Elkhorn MS	31	18	10	5		64	76.6%	23.4%
Bonnie Branch MS	17	15	10	3		45	71.1%	28.9%
Murray Hill MS	22	10	20	16	1	69	47.1%	52.9%
<b>High</b>	<b>489</b>	<b>429</b>	<b>102</b>	<b>40</b>	<b>12</b>	<b>1072</b>	<b>86.6%</b>	<b>13.4%</b>
Mt. Hebron HS	43	31	1	1	2	78	97.4%	2.6%
River Hill HS	25	35	1	2		63	95.2%	4.8%
Guilford Park HS	28	40	3	1	2	74	94.4%	5.6%
Glenelg HS	18	40	3	2		63	92.1%	7.9%
Howard HS	47	40	8		2	97	91.6%	8.4%
Centennial HS	18	54	5	2	1	80	91.1%	8.9%
Marriotts Ridge HS	39	26	7	2	1	75	87.8%	12.2%
Oakland Mills HS	50	25	9	2		86	87.2%	12.8%
Atholton HS	54	20	10	2	1	87	86.0%	14.0%
Reservoir HS	43	44	13	2	2	104	85.3%	14.7%
Long Reach HS	40	32	14	4		90	80.0%	20.0%
Hammond HS	43	23	17	7		90	73.3%	26.7%
Wilde Lake HS	41	19	11	13	1	85	71.4%	28.6%
<b>Special</b>	<b>61</b>	<b>52</b>	<b>17</b>	<b>5</b>		<b>135</b>	<b>83.7%</b>	<b>16.3%</b>
Homewood School	19	15	3	1		38	89.5%	10.5%
ARL	16	21	5			42	88.1%	11.9%
Cedar Lane - Fulton	26	16	9	4		55	76.4%	23.6%
<b>Non-School Based</b>	<b>70</b>	<b>93</b>	<b>12</b>	<b>3</b>	<b>2</b>	<b>180</b>	<b>91.6%</b>	<b>8.4%</b>
Ascend One Center	8	26	1		1	36	97.1%	2.9%
Central Office	37	39	6	1	1	84	91.6%	8.4%
Old Cedar Lane	25	28	5	2		60	88.3%	11.7%
<b>Grand Total</b>	<b>2020</b>	<b>1989</b>	<b>467</b>	<b>213</b>	<b>81</b>	<b>4770</b>	<b>85.5%</b>	<b>14.5%</b>

## 2025-2026 HCEA Job Satisfaction Survey

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

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Elementary</b>	<b>1039</b>	<b>892</b>	<b>303</b>	<b>84</b>	<b>40</b>	<b>2358</b>	<b>83.3%</b>	<b>16.7%</b>
Manor Woods ES	22	30		1		53	98.1%	1.9%
Gorman Crossing ES	17	49	2		1	69	97.1%	2.9%
Hollifield Station ES	21	24	1	1	1	48	95.7%	4.3%
St John's Lane ES	28	17	2		2	49	95.7%	4.3%
Northfield ES	25	40	3		2	70	95.6%	4.4%
Bellows Spring ES	31	57	3	2		93	94.6%	5.4%
Swansfield ES	18	37	4		1	60	93.2%	6.8%
Phelps Luck ES	26	35	2	3	1	67	92.4%	7.6%
Pointers Run ES	25	22	2	2	1	52	92.2%	7.8%
Bushy Park ES	35	20	4	1	1	61	91.7%	8.3%
West Friendship ES	15	16	2	1		34	91.2%	8.8%
Stevens Forest ES	13	16	3			32	90.6%	9.4%
Triadelphia Ridge ES	18	26	4	1	1	50	89.8%	10.2%
Waverly ES	21	38	6	1	1	67	89.4%	10.6%
Talbott Springs ES	35	28	6	2		71	88.7%	11.3%
Bryant Woods ES	25	19	4	2		50	88.0%	12.0%
Dayton Oaks ES	33	32	8	1		74	87.8%	12.2%
Running Brook ES	27	27	8		4	66	87.1%	12.9%
Worthington ES	19	28	6	2		55	85.5%	14.5%
Centennial Lane ES	31	20	6	3	1	61	85.0%	15.0%
Ducketts Lane ES	19	36	5	5		65	84.6%	15.4%
Lisbon ES	17	15	5	1	1	39	84.2%	15.8%
Fulton ES	26	36	9	3	4	78	83.8%	16.2%
Cradlerock ES	37	24	9	3	1	74	83.6%	16.4%
Atholton ES	24	14	6	2	1	47	82.6%	17.4%
Longfellow ES	23	20	7	3	1	54	81.1%	18.9%
Forest Ridge ES	22	15	8	2		47	78.7%	21.3%
Hammond ES	30	12	8	4	2	56	77.8%	22.2%
Laurel Woods ES	41	13	13	3	1	71	77.1%	22.9%
Clarksville ES	25	12	10	1	2	50	77.1%	22.9%
Deep Run ES	42	14	11	6	1	74	76.7%	23.3%
Guilford ES	21	10	8	2		41	75.6%	24.4%
Veterans ES	35	24	19	1	2	81	74.7%	25.3%
Waterloo ES	28	18	13	3	2	64	74.2%	25.8%
Thunder Hill ES	17	9	9	1	1	37	72.2%	27.8%
Ilchester ES	20	11	11	2		44	70.5%	29.5%
Elkridge ES	30	7	12	4	1	54	69.8%	30.2%
Jeffers Hill ES	20	10	12	1		43	69.8%	30.2%
Clemens Crossing ES	13	9	9	1	2	34	68.8%	31.3%
Bollman Bridge ES	34	16	17	6	2	75	68.5%	31.5%
Rockburn ES	19	15	14	3		51	66.7%	33.3%
Hanover Hills ES	29	13	17	5		64	65.6%	34.4%

## 2025-2026 HCEA Job Satisfaction Survey

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Middle</b>	<b>446</b>	<b>404</b>	<b>106</b>	<b>41</b>	<b>22</b>	<b>1019</b>	<b>85.3%</b>	<b>14.7%</b>
Mount View MS	18	37			2	57	100.0%	0.0%
Mayfield Woods MS	21	33	2		3	59	96.4%	3.6%
Burleigh Manor MS	19	32	2	1		54	94.4%	5.6%
Hammond MS	20	20	2	1	1	44	93.0%	7.0%
Ellicott Mills MS	18	31	3	1	1	54	92.5%	7.5%
Clarksville MS	30	13	2	2	3	50	91.5%	8.5%
Lime Kiln MS	9	30	4		1	44	90.7%	9.3%
Elkridge Landing MS	28	25	4	3	1	61	88.3%	11.7%
Dunloggin MS	26	19	5	1		51	88.2%	11.8%
Glenwood MS	12	16	3	1	1	33	87.5%	12.5%
Oakland Mills MS	15	12	4		2	33	87.1%	12.9%
Folly Quarter MS	24	15	6		1	46	86.7%	13.3%
Wilde Lake MS	32	14	8	1	1	56	83.6%	16.4%
Murray Hill MS	38	17	11	2	1	69	80.9%	19.1%
Thomas Viaduct MS	26	10	8	2		46	78.3%	21.7%
Harper's Choice MS	13	19	7	2		41	78.0%	22.0%
Bonnie Branch MS	18	17	6	4		45	77.8%	22.2%
Patapsco MS	21	16	5	6	1	49	77.1%	22.9%
Patuxent Valley MS	31	14	9	7	3	64	73.8%	26.2%
Lake Elkhorn MS	27	14	15	7		63	65.1%	34.9%
<b>High</b>	<b>463</b>	<b>408</b>	<b>146</b>	<b>37</b>	<b>18</b>	<b>1072</b>	<b>82.6%</b>	<b>17.4%</b>
Centennial HS	26	47	5	1	1	80	92.4%	7.6%
Mt. Hebron HS	35	35	6		2	78	92.1%	7.9%
Wilde Lake HS	46	27	7	2	3	85	89.0%	11.0%
Guilford Park HS	27	37	6	2	2	74	88.9%	11.1%
Reservoir HS	47	42	10	4	1	104	86.4%	13.6%
Glenelg HS	21	32	6	4		63	84.1%	15.9%
River Hill HS	26	27	9	1		63	84.1%	15.9%
Howard HS	39	39	13	4	2	97	82.1%	17.9%
Oakland Mills HS	44	24	14	2	2	86	81.0%	19.0%
Long Reach HS	43	29	15	2		89	80.9%	19.1%
Atholton HS	38	31	16	3		88	78.4%	21.6%
Marriotts Ridge HS	30	19	17	5	4	75	69.0%	31.0%
Hammond HS	41	19	22	7	1	90	67.4%	32.6%
<b>Special</b>	<b>57</b>	<b>34</b>	<b>29</b>	<b>6</b>	<b>9</b>	<b>135</b>	<b>72.2%</b>	<b>27.8%</b>
Homewood School	25	7	5	1		38	84.2%	15.8%
ARL	16	9	6	2	9	42	75.8%	24.2%
Cedar Lane - Fulton	16	18	18	3		55	61.8%	38.2%
<b>Non-School Based</b>	<b>68</b>	<b>77</b>	<b>20</b>	<b>5</b>	<b>10</b>	<b>180</b>	<b>85.3%</b>	<b>14.7%</b>
Central Office	30	45	6	2	1	84	90.4%	9.6%
Ascend One Center	14	9	4		9	36	85.2%	14.8%
Old Cedar Lane	24	23	10	3		60	78.3%	21.7%
<b>Grand Total</b>	<b>2073</b>	<b>1815</b>	<b>604</b>	<b>173</b>	<b>99</b>	<b>4764</b>	<b>83.3%</b>	<b>16.7%</b>

## 2025-2026 HCEA Job Satisfaction Survey

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

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Elementary</b>	<b>1111</b>	<b>511</b>	<b>370</b>	<b>156</b>	<b>201</b>	<b>2349</b>	<b>75.5%</b>	<b>24.5%</b>
Talbott Springs ES	33	28	2	2	6	71	93.8%	6.2%
Northfield ES	26	30	4		10	70	93.3%	6.7%
Pointers Run ES	29	14	3	2	5	53	89.6%	10.4%
Manor Woods ES	24	18	5		5	52	89.4%	10.6%
Gorman Crossing ES	21	31	6	1	9	68	88.1%	11.9%
Ducketts Lane ES	30	24	4	4	3	65	87.1%	12.9%
Thunder Hill ES	17	10	1	3	6	37	87.1%	12.9%
Swansfield ES	21	26	5	2	6	60	87.0%	13.0%
Ilchester ES	20	15	4	2	1	42	85.4%	14.6%
Lisbon ES	20	12	5	1	1	39	84.2%	15.8%
Bellows Spring ES	65	8	12	2	6	93	83.9%	16.1%
Running Brook ES	36	15	8	2	5	66	83.6%	16.4%
Fulton ES	46	13	11	2	6	78	81.9%	18.1%
West Friendship ES	14	10	4	2	3	33	80.0%	20.0%
Clarksville ES	30	8	8	2	2	50	79.2%	20.8%
Rockburn ES	26	8	4	5	8	51	79.1%	20.9%
Cradlerock ES	32	20	9	6	7	74	77.6%	22.4%
Clemens Crossing ES	15	8	4	3	3	33	76.7%	23.3%
Worthington ES	30	11	9	4	1	55	75.9%	24.1%
Hammond ES	33	7	6	7	3	56	75.5%	24.5%
Dayton Oaks ES	34	17	13	4	5	73	75.0%	25.0%
Forest Ridge ES	23	7	6	4	7	47	75.0%	25.0%
Centennial Lane ES	31	10	13	1	5	60	74.5%	25.5%
Longfellow ES	27	11	8	5	3	54	74.5%	25.5%
Bryant Woods ES	26	9	11	1	3	50	74.5%	25.5%
Hollifield Station ES	21	10	9	2	6	48	73.8%	26.2%
Waverly ES	25	18	12	4	8	67	72.9%	27.1%
Triadelphia Ridge ES	21	11	8	4	6	50	72.7%	27.3%
Hanover Hills ES	34	8	11	5	6	64	72.4%	27.6%
Stevens Forest ES	11	11	4	4	2	32	73.3%	26.7%
Bushy Park ES	30	10	12	4	5	61	71.4%	28.6%
Bollman Bridge ES	36	10	15	4	11	76	70.8%	29.2%
Waterloo ES	26	13	14	3	8	64	69.6%	30.4%
St John's Lane ES	22	9	5	9	4	49	68.9%	31.1%
Jeffers Hill ES	19	7	5	7	4	42	68.4%	31.6%
Guilford ES	20	6	8	6	1	41	65.0%	35.0%
Veterans ES	36	10	20	8	7	81	62.2%	37.8%
Phelps Luck ES	29	9	22	4	3	67	59.4%	40.6%
Deep Run ES	29	10	18	10	7	74	58.2%	41.8%
Atholton ES	16	7	15	3	5	46	56.1%	43.9%
Laurel Woods ES	25	11	19	11	4	70	54.5%	45.5%
Elkridge ES	25	2	18	7	2	54	51.9%	48.1%

## 2025-2026 HCEA Job Satisfaction Survey

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Middle</b>	<b>463</b>	<b>254</b>	<b>157</b>	<b>70</b>	<b>74</b>	<b>1018</b>	<b>76.0%</b>	<b>24.0%</b>
Hammond MS	19	20	2	2	1	44	90.7%	9.3%
Lime Kiln MS	21	17	4		2	44	90.5%	9.5%
Folly Quarter MS	22	15	5	1	3	46	86.0%	14.0%
Oakland Mills MS	17	9	5		2	33	83.9%	16.1%
Clarksville MS	18	23	7	1	1	50	83.7%	16.3%
Wilde Lake MS	31	11	6	3	5	56	82.4%	17.6%
Mount View MS	22	23	4	6	2	57	81.8%	18.2%
Elkridge Landing MS	31	17	10	1	2	61	81.4%	18.6%
Harper's Choice MS	19	11	7		4	41	81.1%	18.9%
Lake Elkhorn MS	37	11	9	3	3	63	80.0%	20.0%
Dunloggin MS	26	9	5	4	7	51	79.5%	20.5%
Burleigh Manor MS	22	18	9	2	3	54	78.4%	21.6%
Mayfield Woods MS	25	15	9	6	4	59	72.7%	27.3%
Thomas Viaduct MS	23	7	8	5	3	46	69.8%	30.2%
Murray Hill MS	36	8	15	5	4	68	68.8%	31.3%
Ellicott Mills MS	21	10	10	6	8	55	66.0%	34.0%
Glenwood MS	13	6	6	4	4	33	65.5%	34.5%
Patuxent Valley MS	26	10	13	6	8	63	65.5%	34.5%
Patapsco MS	18	9	8	7	7	49	64.3%	35.7%
Bonnie Branch MS	16	5	15	8	1	45	47.7%	52.3%
<b>High</b>	<b>508</b>	<b>292</b>	<b>130</b>	<b>39</b>	<b>101</b>	<b>1070</b>	<b>82.6%</b>	<b>17.4%</b>
River Hill HS	34	22	4		3	63	93.3%	6.7%
Centennial HS	21	46	4	2	7	80	91.8%	8.2%
Guilford Park HS	34	30	5	2	3	74	90.1%	9.9%
Glenelg HS	17	28	2	3	13	63	90.0%	10.0%
Mt. Hebron HS	35	27	7	1	8	78	88.6%	11.4%
Howard HS	55	21	8	4	9	97	86.4%	13.6%
Marriotts Ridge HS	48	12	9	2	4	75	84.5%	15.5%
Long Reach HS	39	26	10	3	9	87	83.3%	16.7%
Atholton HS	50	17	13	1	7	88	82.7%	17.3%
Reservoir HS	54	20	16	4	10	104	78.7%	21.3%
Oakland Mills HS	44	14	15	1	12	86	78.4%	21.6%
Wilde Lake HS	43	15	15	7	5	85	72.5%	27.5%
Hammond HS	34	14	22	9	11	90	60.8%	39.2%
<b>Special</b>	<b>55</b>	<b>19</b>	<b>26</b>	<b>18</b>	<b>16</b>	<b>134</b>	<b>62.7%</b>	<b>37.3%</b>
Homewood School	22	6	4	3	3	38	80.0%	20.0%
Cedar Lane - Fulton	18	9	11	4	12	54	64.3%	35.7%
ARL	15	4	11	11	1	42	46.3%	53.7%
<b>Non-School Based</b>	<b>44</b>	<b>41</b>	<b>14</b>	<b>7</b>	<b>74</b>	<b>180</b>	<b>80.2%</b>	<b>19.8%</b>
Ascend One Center	16	14	2		4	36	93.8%	6.3%
Central Office	20	14	5	5	40	84	77.3%	22.7%
Old Cedar Lane	8	13	7	2	30	60	70.0%	30.0%
<b>Grand Total</b>	<b>2181</b>	<b>1117</b>	<b>697</b>	<b>290</b>	<b>466</b>	<b>4751</b>	<b>77.0%</b>	<b>23.0%</b>

## 2025-2026 HCEA Job Satisfaction Survey

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

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Elementary</b>	<b>957</b>	<b>630</b>	<b>501</b>	<b>228</b>	<b>39</b>	<b>2355</b>	<b>68.5%</b>	<b>31.5%</b>
Ilchester ES	17	24			2	43	100%	0.0%
Ducketts Lane ES	14	45	1	3	2	65	93.7%	6.3%
Northfield ES	21	42	5		2	70	92.6%	7.4%
Worthington ES	30	20	3	1	1	55	92.6%	7.4%
West Friendship ES	12	18	2	1		33	90.9%	9.1%
Bushy Park ES	30	23	5	1	2	61	89.8%	10.2%
Lisbon ES	18	16	4		1	39	89.5%	10.5%
Talbott Springs ES	39	23	6	2	1	71	88.6%	11.4%
Guilford ES	29	6	4	2		41	85.4%	14.6%
Deep Run ES	38	23	10	1	2	74	84.7%	15.3%
Waverly ES	19	31	8	3	6	67	82.0%	18.0%
Clemens Crossing ES	12	14	5	1	2	34	81.3%	18.8%
Stevens Forest ES	16	10	6			32	81.3%	18.8%
Clarksville ES	24	15	7	3	1	50	79.6%	20.4%
Pointers Run ES	22	19	11		1	53	78.8%	21.2%
Waterloo ES	26	21	11	2	4	64	78.3%	21.7%
Gorman Crossing ES	23	31	12	3		69	78.3%	21.7%
Running Brook ES	37	12	11	4	2	66	76.6%	23.4%
Swansfield ES	22	22	12	2	2	60	75.9%	24.1%
Hollifield Station ES	22	13	9	3	1	48	74.5%	25.5%
Elkridge ES	30	9	13	1	1	54	73.6%	26.4%
Thunder Hill ES	12	13	6	3	3	37	73.5%	26.5%
Rockburn ES	26	9	10	4	1	50	71.4%	28.6%
Hammond ES	31	7	10	6	1	55	70.4%	29.6%
Jeffers Hill ES	18	11	7	7		43	67.4%	32.6%
Laurel Woods ES	28	19	14	9	1	71	67.1%	32.9%
Dayton Oaks ES	33	16	15	9	1	74	67.1%	32.9%
Triadelphia Ridge ES	21	12	14	3		50	66.0%	34.0%
Centennial Lane ES	31	9	14	7		61	65.6%	34.4%
Forest Ridge ES	20	10	10	7		47	63.8%	36.2%
Fulton ES	33	16	25	4		78	62.8%	37.2%
Hanover Hills ES	31	9	19	5		64	62.5%	37.5%
Bryant Woods ES	19	10	17	4		50	58.0%	42.0%
Longfellow ES	18	13	13	10		54	57.4%	42.6%
Bollman Bridge ES	36	6	20	12	2	76	56.8%	43.2%
Phelps Luck ES	25	9	20	13		67	50.7%	49.3%
St John's Lane ES	12	7	16	14		49	38.8%	61.2%
Veterans ES	16	15	22	27	1	81	38.8%	61.3%
Bellows Spring ES	23	13	52	5		93	38.7%	61.3%
Manor Woods ES	14	6	19	13	1	53	38.5%	61.5%
Cradlerock ES	18	8	30	17	1	74	35.6%	64.4%
Atholton ES	10	6	11	19		46	34.8%	65.2%

## 2025-2026 HCEA Job Satisfaction Survey

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Middle</b>	<b>412</b>	<b>307</b>	<b>198</b>	<b>88</b>	<b>13</b>	<b>1018</b>	<b>71.5%</b>	<b>28.5%</b>
Clarksville MS	18	25	5		2	50	89.6%	10.4%
Folly Quarter MS	19	22	3	2		46	89.1%	10.9%
Wilde Lake MS	30	18	6	1	1	56	87.3%	12.7%
Murray Hill MS	37	21	9		1	68	86.6%	13.4%
Mount View MS	21	26	8	2		57	82.5%	17.5%
Lime Kiln MS	11	25	7	1		44	81.8%	18.2%
Hammond MS	20	15	7	2		44	79.5%	20.5%
Oakland Mills MS	19	7	5	2		33	78.8%	21.2%
Burleigh Manor MS	28	13	9	3	1	54	77.4%	22.6%
Patuxent Valley MS	26	20	11	4	2	63	75.4%	24.6%
Glenwood MS	14	10	7	1	1	33	75.0%	25.0%
Elkridge Landing MS	32	13	12	4		61	73.8%	26.2%
Mayfield Woods MS	25	18	13	3		59	72.9%	27.1%
Ellicott Mills MS	23	16	12	3	1	55	72.2%	27.8%
Harper's Choice MS	13	15	11	2		41	68.3%	31.7%
Dunloggin MS	18	15	11	5	2	51	67.3%	32.7%
Patapsco MS	20	9	13	5	2	49	61.7%	38.3%
Thomas Viaduct MS	18	5	21	2		46	50.0%	50.0%
Bonnie Branch MS	12	9	15	9		45	46.7%	53.3%
Lake Elkhorn MS	8	5	13	37		63	20.6%	79.4%
<b>High</b>	<b>448</b>	<b>297</b>	<b>199</b>	<b>109</b>	<b>19</b>	<b>1072</b>	<b>70.8%</b>	<b>29.2%</b>
River Hill HS	26	33	3	1		63	93.7%	6.3%
Mt. Hebron HS	41	27	3	2	4	77	93.2%	6.8%
Reservoir HS	39	48	8	1	8	104	90.6%	9.4%
Hammond HS	42	31	12	3	2	90	83.0%	17.0%
Guilford Park HS	32	28	14			74	81.1%	18.9%
Long Reach HS	43	25	11	10	1	90	76.4%	23.6%
Centennial HS	32	26	17	5		80	72.5%	27.5%
Wilde Lake HS	40	16	21	7	1	85	66.7%	33.3%
Atholton HS	41	17	19	11		88	65.9%	34.1%
Glenelg HS	23	16	20	2	2	63	63.9%	36.1%
Howard HS	48	12	32	5		97	61.9%	38.1%
Oakland Mills HS	24	9	21	32		86	38.4%	61.6%
Marriotts Ridge HS	17	9	18	30	1	75	35.1%	64.9%
<b>Special</b>	<b>56</b>	<b>48</b>	<b>14</b>	<b>14</b>	<b>3</b>	<b>135</b>	<b>78.8%</b>	<b>21.2%</b>
ARL	14	22	2	2	2	42	90.0%	10.0%
Cedar Lane - Fulton	23	10	11	11		55	60.0%	40.0%
Homewood School	19	16	1	1	1	38	94.6%	5.4%
<b>Non-School Based</b>	<b>65</b>	<b>54</b>	<b>40</b>	<b>17</b>	<b>4</b>	<b>180</b>	<b>67.6%</b>	<b>32.4%</b>
Ascend One Center	14	19	1		2	36	97.1%	2.9%
Central Office	27	27	20	9	1	84	65.1%	34.9%
Old Cedar Lane	24	8	19	8	1	60	54.2%	45.8%
<b>Grand Total</b>	<b>1938</b>	<b>1336</b>	<b>952</b>	<b>456</b>	<b>78</b>	<b>4760</b>	<b>69.9%</b>	<b>30.1%</b>

## 2025-2026 HCEA Job Satisfaction Survey

### 11) My work performance is evaluated fairly.

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Elementary</b>	<b>1020</b>	<b>994</b>	<b>166</b>	<b>77</b>	<b>91</b>	<b>2348</b>	<b>89.2%</b>	<b>10.8%</b>
Atholton ES	26	20				46	100.0%	0.0%
Ilchester ES	17	23			2	42	100.0%	0.0%
Northfield ES	16	51			3	70	100.0%	0.0%
Talbott Springs ES	20	46	1		4	71	98.5%	1.5%
Running Brook ES	34	28	1		3	66	98.4%	1.6%
Manor Woods ES	17	33	1		2	53	98.0%	2.0%
Thunder Hill ES	12	22	1		2	37	97.1%	2.9%
Gorman Crossing ES	20	43	2		4	69	96.9%	3.1%
Stevens Forest ES	11	20	1			32	96.9%	3.1%
Bellows Spring ES	31	58	3		1	93	96.7%	3.3%
Worthington ES	25	28		2		55	96.4%	3.6%
Veterans ES	44	30	4		2	80	94.9%	5.1%
Centennial Lane ES	36	19	3		3	61	94.8%	5.2%
Pointers Run ES	24	25	3		1	53	94.2%	5.8%
Fulton ES	40	31	3	2	2	78	93.4%	6.6%
Waterloo ES	26	29	4		5	64	93.2%	6.8%
Swansfield ES	18	36	2	2	2	60	93.1%	6.9%
Lisbon ES	18	18	2	1		39	92.3%	7.7%
Phelps Luck ES	32	27	4	1	3	67	92.2%	7.8%
Forest Ridge ES	22	20	1	3		46	91.3%	8.7%
West Friendship ES	17	12	3		1	33	90.6%	9.4%
Elkridge ES	29	19	5		1	54	90.6%	9.4%
Ducketts Lane ES	20	36	3	3	2	64	90.3%	9.7%
Triadelphia Ridge ES	16	27	3	2	2	50	89.6%	10.4%
St John's Lane ES	27	14	3	2	3	49	89.1%	10.9%
Cradlerock ES	35	28	6	2	3	74	88.7%	11.3%
Rockburn ES	22	17	3	2	5	49	88.6%	11.4%
Longfellow ES	23	22	5	1	3	54	88.2%	11.8%
Waverly ES	33	23	5	3	3	67	87.5%	12.5%
Hammond ES	34	14	3	4	1	56	87.3%	12.7%
Hollifield Station ES	20	21	4	2	1	48	87.2%	12.8%
Clemens Crossing ES	11	16	3	1	3	34	87.1%	12.9%
Deep Run ES	35	28	8	2	1	74	86.3%	13.7%
Dayton Oaks ES	33	26	7	4	4	74	84.3%	15.7%
Bryant Woods ES	24	16	6	2	1	49	83.3%	16.7%
Bushy Park ES	29	20	8	2	2	61	83.1%	16.9%
Clarksville ES	22	17	7	1	3	50	83.0%	17.0%
Bollman Bridge ES	38	21	9	4	4	76	81.9%	18.1%
Hanover Hills ES	37	14	8	4	1	64	81.0%	19.0%
Guilford ES	20	12	6	3		41	78.0%	22.0%
Laurel Woods ES	30	15	10	6	9	70	73.8%	26.2%
Jeffers Hill ES	17	9	10	4	2	42	65.0%	35.0%

## 2025-2026 HCEA Job Satisfaction Survey

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Middle</b>	<b>446</b>	<b>426</b>	<b>72</b>	<b>36</b>	<b>37</b>	<b>1017</b>	<b>89.0%</b>	<b>11.0%</b>
Dunloggin MS	25	23		1	2	51	98.0%	2.0%
Folly Quarter MS	19	25	1		1	46	97.8%	2.2%
Mount View MS	19	35	3			57	94.7%	5.3%
Elkridge Landing MS	24	29	2	1	3	59	94.6%	5.4%
Glenwood MS	13	18	2			33	93.9%	6.1%
Oakland Mills MS	13	14	1	1	4	33	93.1%	6.9%
Lime Kiln MS	12	28	1	2	1	44	93.0%	7.0%
Thomas Viaduct MS	24	16	3		3	46	93.0%	7.0%
Ellicott Mills MS	23	26	2	2	2	55	92.5%	7.5%
Burleigh Manor MS	24	24	4		2	54	92.3%	7.7%
Hammond MS	15	25	3	1		44	90.9%	9.1%
Harper's Choice MS	12	22	3	1	3	41	89.5%	10.5%
Wilde Lake MS	33	16	1	5	1	56	89.1%	10.9%
Patuxent Valley MS	33	20	7	1	3	64	86.9%	13.1%
Mayfield Woods MS	30	20	5	3	1	59	86.2%	13.8%
Bonnie Branch MS	21	16	4	4		45	82.2%	17.8%
Patapsco MS	21	16	4	4	4	49	82.2%	17.8%
Clarksville MS	25	16	8	1		50	82.0%	18.0%
Murray Hill MS	34	16	10	3	5	68	79.4%	20.6%
Lake Elkhorn MS	26	21	8	6	2	63	77.0%	23.0%
<b>High</b>	<b>485</b>	<b>450</b>	<b>87</b>	<b>26</b>	<b>24</b>	<b>1072</b>	<b>89.2%</b>	<b>10.8%</b>
Centennial HS	21	54	2	1	2	80	96.2%	3.8%
Mt. Hebron HS	38	33	5		2	78	93.4%	6.6%
Long Reach HS	54	30	5	1		90	93.3%	6.7%
Guilford Park HS	19	48	3	2	2	74	93.1%	6.9%
River Hill HS	25	32	6			63	90.5%	9.5%
Howard HS	52	33	7	2	3	97	90.4%	9.6%
Wilde Lake HS	42	31	7	1	4	85	90.1%	9.9%
Reservoir HS	43	48	8	3	2	104	89.2%	10.8%
Glenelg HS	21	33	5	3	1	63	87.1%	12.9%
Oakland Mills HS	44	28	10	1	2	85	86.7%	13.3%
Atholton HS	51	22	10	3	2	88	84.9%	15.1%
Marriotts Ridge HS	37	24	10	2	2	75	83.6%	16.4%
Hammond HS	38	34	9	7	2	90	81.8%	18.2%
<b>Special</b>	<b>60</b>	<b>55</b>	<b>8</b>	<b>7</b>	<b>6</b>	<b>136</b>	<b>88.5%</b>	<b>11.5%</b>
Homewood School	18	17		1	3	39	97.2%	2.8%
Cedar Lane - Fulton	29	18	5	2	1	55	87.0%	13.0%
ARL	13	20	3	4	2	42	82.5%	17.5%
<b>Non-School Based</b>	<b>63</b>	<b>93</b>	<b>15</b>	<b>2</b>	<b>7</b>	<b>180</b>	<b>90.2%</b>	<b>9.8%</b>
Central Office	28	46	5	1	4	84	92.5%	7.5%
Old Cedar Lane	20	35	5			60	91.7%	8.3%
Ascend One Center	15	12	5	1	3	36	81.8%	18.2%
<b>Grand Total</b>	<b>2074</b>	<b>2018</b>	<b>348</b>	<b>148</b>	<b>165</b>	<b>4753</b>	<b>89.2%</b>	<b>10.8%</b>

## 2025-2026 HCEA Job Satisfaction Survey

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

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Elementary</b>	<b>903</b>	<b>435</b>	<b>548</b>	<b>384</b>	<b>79</b>	<b>2349</b>	<b>58.9%</b>	<b>41.1%</b>
Gorman Crossing ES	30	27	7	2	2	68	86.4%	13.6%
Talbott Springs ES	35	17	14	3	2	71	75.4%	24.6%
Bellows Spring ES	59	7	10	15	2	93	72.5%	27.5%
Centennial Lane ES	30	12	13	3	3	61	72.4%	27.6%
Swansfield ES	19	22	12	4	3	60	71.9%	28.1%
West Friendship ES	17	7	8	2		34	70.6%	29.4%
Stevens Forest ES	9	12	6	3	2	32	70.0%	30.0%
Northfield ES	30	15	17	5	3	70	67.2%	32.8%
Ducketts Lane ES	23	18	12	11	1	65	64.1%	35.9%
Hammond ES	26	9	8	12	1	56	63.6%	36.4%
Pointers Run ES	24	9	18	1	1	53	63.5%	36.5%
Bollman Bridge ES	34	13	18	10	1	76	62.7%	37.3%
Guilford ES	22	3	8	7	1	41	62.5%	37.5%
Ilchester ES	17	8	8	7	2	42	62.5%	37.5%
Longfellow ES	26	7	13	7	1	54	62.3%	37.7%
Veterans ES	31	18	13	17	2	81	62.0%	38.0%
Rockburn ES	19	10	12	6	1	48	61.7%	38.3%
Running Brook ES	24	16	16	9	1	66	61.5%	38.5%
Hollifield Station ES	16	12	8	10	2	48	60.9%	39.1%
Cradlerock ES	25	18	16	12	3	74	60.6%	39.4%
Manor Woods ES	20	10	15	6	1	52	58.8%	41.2%
Worthington ES	22	9	11	11	2	55	58.5%	41.5%
Clarksville ES	21	7	15	5	2	50	58.3%	41.7%
Lisbon ES	15	6	12	3	3	39	58.3%	41.7%
Clemens Crossing ES	10	8	8	5	3	34	58.1%	41.9%
Fulton ES	34	10	16	16	1	77	57.9%	42.1%
Thunder Hill ES	11	9	10	5	2	37	57.1%	42.9%
Atholton ES	14	11	10	10	1	46	55.6%	44.4%
Forest Ridge ES	14	11	10	11	1	47	54.3%	45.7%
Phelps Luck ES	25	10	17	13	2	67	53.8%	46.2%
Dayton Oaks ES	24	14	20	13	3	74	53.5%	46.5%
Bryant Woods ES	15	9	17	5	2	48	52.2%	47.8%
Bushy Park ES	20	11	12	17	1	61	51.7%	48.3%
Elkridge ES	19	8	12	14	1	54	50.9%	49.1%
Hanover Hills ES	26	4	17	14	3	64	49.2%	50.8%
St John's Lane ES	17	6	10	14	2	49	48.9%	51.1%
Jeffers Hill ES	16	4	11	11	1	43	47.6%	52.4%
Waterloo ES	16	12	22	9	5	64	47.5%	52.5%
Triadelphia Ridge ES	15	8	17	9	1	50	46.9%	53.1%
Laurel Woods ES	20	10	19	16	6	71	46.2%	53.8%
Deep Run ES	22	10	21	17	4	74	45.7%	54.3%

## 2025-2026 HCEA Job Satisfaction Survey

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Middle</b>	<b>361</b>	<b>213</b>	<b>236</b>	<b>174</b>	<b>34</b>	<b>1018</b>	<b>58.3%</b>	<b>41.7%</b>
Clarksville MS	16	27	3	2	2	50	89.6%	10.4%
Mount View MS	24	20	10	1	2	57	80.0%	20.0%
Lime Kiln MS	13	20	7	3	1	44	76.7%	23.3%
Oakland Mills MS	16	9	6	2		33	75.8%	24.2%
Harper's Choice MS	15	15	4	6	1	41	75.0%	25.0%
Glenwood MS	16	6	7	4		33	66.7%	33.3%
Folly Quarter MS	18	11	12	4	1	46	64.4%	35.6%
Burleigh Manor MS	22	10	15	5	2	54	61.5%	38.5%
Hammond MS	14	11	8	8	3	44	61.0%	39.0%
Mayfield Woods MS	21	14	10	13	1	59	60.3%	39.7%
Patapsco MS	20	7	16	5	1	49	56.3%	43.8%
Patuxent Valley MS	23	10	18	11	2	64	53.2%	46.8%
Dunloggin MS	18	8	11	12	2	51	53.1%	46.9%
Wilde Lake MS	20	6	15	9	6	56	52.0%	48.0%
Murray Hill MS	26	6	20	15	1	68	47.8%	52.2%
Bonnie Branch MS	14	7	9	14	1	45	47.7%	52.3%
Lake Elkhorn MS	20	9	19	13	2	63	47.5%	52.5%
Waverly ES	21	8	18	15	5	67	46.8%	53.2%
Ellicott Mills MS	15	8	16	13	3	55	44.2%	55.8%
Elkridge Landing MS	17	7	17	18	1	60	40.7%	59.3%
Thomas Viaduct MS	13	2	13	16	2	46	34.1%	65.9%
<b>High</b>	<b>323</b>	<b>205</b>	<b>303</b>	<b>202</b>	<b>38</b>	<b>1071</b>	<b>51.1%</b>	<b>48.9%</b>
Centennial HS	20	33	14	11	2	80	67.9%	32.1%
River Hill HS	23	12	14	11	3	63	58.3%	41.7%
Glenelg HS	13	21	12	16	1	63	54.8%	45.2%
Wilde Lake HS	28	16	16	21	3	84	54.3%	45.7%
Howard HS	35	14	27	15	6	97	53.8%	46.2%
Guilford Park HS	19	19	27	9		74	51.4%	48.6%
Long Reach HS	31	14	26	17	2	90	51.1%	48.9%
Atholton HS	30	13	30	14	1	88	49.4%	50.6%
Marriotts Ridge HS	26	9	19	17	4	75	49.3%	50.7%
Reservoir HS	37	11	29	23	3	103	48.0%	52.0%
Mt. Hebron HS	21	14	24	16	3	78	46.7%	53.3%
Oakland Mills HS	23	12	35	12	4	86	42.7%	57.3%
Hammond HS	17	17	30	20	6	90	40.5%	59.5%
<b>Special</b>	<b>55</b>	<b>38</b>	<b>21</b>	<b>11</b>	<b>11</b>	<b>136</b>	<b>74.4%</b>	<b>25.6%</b>
ARL	19	13	7	1	2	42	80.0%	20.0%
Cedar Lane - Fulton	21	15	7	4	8	55	76.6%	23.4%
Homewood School	15	10	7	6	1	39	65.8%	34.2%
<b>Non-School Based</b>	<b>69</b>	<b>72</b>	<b>16</b>	<b>8</b>	<b>15</b>	<b>180</b>	<b>85.5%</b>	<b>14.5%</b>
Ascend One Center	15	16	2		3	36	93.9%	6.1%
Central Office	33	30	10	3	8	84	82.9%	17.1%
Old Cedar Lane	21	26	4	5	4	60	83.9%	16.1%
<b>Grand Total</b>	<b>1711</b>	<b>963</b>	<b>1124</b>	<b>779</b>	<b>177</b>	<b>4754</b>	<b>58.4%</b>	<b>41.6%</b>

## 2025-2026 HCEA Job Satisfaction Survey

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

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Elementary</b>	<b>1116</b>	<b>718</b>	<b>309</b>	<b>153</b>	<b>54</b>	<b>2350</b>	<b>79.9%</b>	<b>20.1%</b>
Hollifield Station ES	23	21	1	1	1	47	95.7%	4.3%
Waverly ES	32	24	1	3	7	67	93.3%	6.7%
Bushy Park ES	30	24	3	1	3	61	93.1%	6.9%
Talbott Springs ES	28	36	3	2	2	71	92.8%	7.2%
West Friendship ES	21	10	2	1		34	91.2%	8.8%
Longfellow ES	28	20	5		1	54	90.6%	9.4%
Guilford ES	30	7	2	2		41	90.2%	9.8%
Centennial Lane ES	37	16	4	2	2	61	89.8%	10.2%
Swansfield ES	22	31	6		1	60	89.8%	10.2%
Lisbon ES	20	13	3	1	2	39	89.2%	10.8%
Pointers Run ES	29	18	6			53	88.7%	11.3%
Bellows Spring ES	68	13	10	1	1	93	88.0%	12.0%
Stevens Forest ES	14	14	4			32	87.5%	12.5%
Northfield ES	29	30	7	2	2	70	86.8%	13.2%
Ducketts Lane ES	25	29	4	5	2	65	85.7%	14.3%
Fulton ES	43	23	7	4	1	78	85.7%	14.3%
Waterloo ES	33	18	8	1	4	64	85.0%	15.0%
Ilchester ES	21	12	3	3	3	42	84.6%	15.4%
Clemens Crossing ES	17	10	4	1	2	34	84.4%	15.6%
Clarksville ES	26	15	8		1	50	83.7%	16.3%
Triadelphia Ridge ES	22	19	6	2	1	50	83.7%	16.3%
Manor Woods ES	26	17	6	3	1	53	82.7%	17.3%
Dayton Oaks ES	37	23	11	2	1	74	82.2%	17.8%
Gorman Crossing ES	23	31	8	5	1	68	80.6%	19.4%
Deep Run ES	38	20	11	3	2	74	80.6%	19.4%
Bollman Bridge ES	47	13	9	6	1	76	80.0%	20.0%
Forest Ridge ES	18	18	6	3	2	47	80.0%	20.0%
Worthington ES	24	18	6	5	2	55	79.2%	20.8%
Veterans ES	30	30	12	5	3	80	77.9%	22.1%
Hanover Hills ES	33	16	9	5	1	64	77.8%	22.2%
Thunder Hill ES	13	14	7	1	2	37	77.1%	22.9%
Running Brook ES	36	14	7	8	1	66	76.9%	23.1%
Elkridge ES	24	17	7	6		54	75.9%	24.1%
Bryant Woods ES	24	13	11	1		49	75.5%	24.5%
Rockburn ES	25	10	8	4	2	49	74.5%	25.5%
Phelps Luck ES	32	16	13	6		67	71.6%	28.4%
Atholton ES	23	9	8	6		46	69.6%	30.4%
Laurel Woods ES	30	18	15	7	1	71	68.6%	31.4%
St John's Lane ES	20	13	12	4		49	67.3%	32.7%
Hammond ES	22	13	13	7	1	56	63.6%	36.4%
Jeffers Hill ES	19	7	10	6		42	61.9%	38.1%
Cradlerock ES	17	19	16	18	4	74	51.4%	48.6%

## 2025-2026 HCEA Job Satisfaction Survey

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Middle</b>	<b>448</b>	<b>341</b>	<b>124</b>	<b>69</b>	<b>36</b>	<b>1018</b>	<b>80.3%</b>	<b>19.7%</b>
Clarksville MS	22	24	1		3	50	97.9%	2.1%
Mount View MS	25	25	2	3	2	57	90.9%	9.1%
Folly Quarter MS	19	20	4	1	2	46	88.6%	11.4%
Harper's Choice MS	14	22	3	2		41	87.8%	12.2%
Patuxent Valley MS	29	23	4	4	4	64	86.7%	13.3%
Burleigh Manor MS	23	22	5	2	2	54	86.5%	13.5%
Hammond MS	21	17	4	2		44	86.4%	13.6%
Lime Kiln MS	12	25	4	2	1	44	86.0%	14.0%
Mayfield Woods MS	34	16	5	4		59	84.7%	15.3%
Wilde Lake MS	28	16	8	1	3	56	83.0%	17.0%
Glenwood MS	9	17	3	3	1	33	81.3%	18.8%
Elkridge Landing MS	31	16	9	2	2	60	81.0%	19.0%
Ellicott Mills MS	23	19	7	4	2	55	79.2%	20.8%
Patapsco MS	21	16	6	4	2	49	78.7%	21.3%
Murray Hill MS	36	15	9	5	3	68	78.5%	21.5%
Bonnie Branch MS	24	9	6	4	2	45	76.7%	23.3%
Thomas Viaduct MS	23	9	8	3	3	46	74.4%	25.6%
Oakland Mills MS	15	7	8	2	1	33	68.8%	31.3%
Dunloggin MS	18	12	12	8	1	51	60.0%	40.0%
Lake Elkhorn MS	21	11	16	13	2	63	52.5%	47.5%
<b>High</b>	<b>513</b>	<b>397</b>	<b>85</b>	<b>49</b>	<b>29</b>	<b>1073</b>	<b>87.2%</b>	<b>12.8%</b>
Hammond HS	42	41	2	1	4	90	96.5%	3.5%
River Hill HS	26	34	2	1		63	95.2%	4.8%
Mt. Hebron HS	38	31	2	3	4	78	93.2%	6.8%
Guilford Park HS	28	39	3	2	2	74	93.1%	6.9%
Glenelg HS	27	30	3	2	1	63	91.9%	8.1%
Atholton HS	49	30	6	3		88	89.8%	10.2%
Centennial HS	27	42	5	4	2	80	88.5%	11.5%
Long Reach HS	45	33	7	4	1	90	87.6%	12.4%
Wilde Lake HS	51	22	5	6	1	85	86.9%	13.1%
Howard HS	50	30	11	4	2	97	84.2%	15.8%
Reservoir HS	53	27	13	4	7	104	82.5%	17.5%
Marriotts Ridge HS	35	21	11	4	4	75	78.9%	21.1%
Oakland Mills HS	42	17	15	11	1	86	69.4%	30.6%
<b>Special</b>	<b>67</b>	<b>47</b>	<b>13</b>	<b>4</b>	<b>5</b>	<b>136</b>	<b>87.0%</b>	<b>13.0%</b>
Homewood School	19	16	2	1	1	39	92.1%	7.9%
Cedar Lane - Fulton	29	18	4	2	2	55	88.7%	11.3%
ARL	19	13	7	1	2	42	80.0%	20.0%
<b>Non-School Based</b>	<b>75</b>	<b>84</b>	<b>13</b>	<b>4</b>	<b>4</b>	<b>180</b>	<b>90.3%</b>	<b>9.7%</b>
Ascend One Center	12	21	1		2	36	97.1%	2.9%
Central Office	34	41	6	2	1	84	90.4%	9.6%
Old Cedar Lane	29	22	6	2	1	60	86.4%	13.6%
<b>Grand Total</b>	<b>2219</b>	<b>1587</b>	<b>544</b>	<b>279</b>	<b>128</b>	<b>4757</b>	<b>82.2%</b>	<b>17.8%</b>

## 2025-2026 HCEA Job Satisfaction Survey

### 14) My administrators/supervisors respect the negotiated contracts.

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Elementary</b>	<b>994</b>	<b>1034</b>	<b>138</b>	<b>70</b>	<b>112</b>	<b>2348</b>	<b>90.7%</b>	<b>9.3%</b>
Centennial Lane ES	33	23			5	61	100.0%	0.0%
Ilchester ES	13	24			5	42	100%	0.0%
Stevens Forest ES	8	23			1	32	100.0%	0.0%
Talbott Springs ES	25	43	1		2	71	98.6%	1.4%
Northfield ES	17	49	1		3	70	98.5%	1.5%
Manor Woods ES	16	35	1		1	53	98.1%	1.9%
Fulton ES	43	29	2		3	77	97.3%	2.7%
Thunder Hill ES	11	23	1		2	37	97.1%	2.9%
Gorman Crossing ES	13	51	2		2	68	97.0%	3.0%
West Friendship ES	18	14		1	1	34	97.0%	3.0%
Worthington ES	24	27		2	2	55	96.2%	3.8%
Triadelphia Ridge ES	13	32	2		3	50	95.7%	4.3%
Bellows Spring ES	26	61	3	1	2	93	95.6%	4.4%
Dayton Oaks ES	40	25	2	1	6	74	95.6%	4.4%
Hollifield Station ES	23	20	2		2	47	95.6%	4.4%
Veterans ES	47	28	2	2	2	81	94.9%	5.1%
Lisbon ES	18	18	2		1	39	94.7%	5.3%
Swansfield ES	16	36	3		5	60	94.5%	5.5%
Elkridge ES	26	23	3		2	54	94.2%	5.8%
Ducketts Lane ES	16	42		4	3	65	93.5%	6.5%
Forest Ridge ES	19	24		3	1	47	93.5%	6.5%
Bushy Park ES	32	21	3	1	4	61	93.0%	7.0%
Cradlerock ES	24	39	3	2	6	74	92.6%	7.4%
St John's Lane ES	25	17	1	3	3	49	91.3%	8.7%
Waterloo ES	24	28	5		7	64	91.2%	8.8%
Hammond ES	24	25	3	2	2	56	90.7%	9.3%
Clemens Crossing ES	14	15	2	1	2	34	90.6%	9.4%
Running Brook ES	26	31	6		3	66	90.5%	9.5%
Pointers Run ES	18	27	2	3	3	53	90.0%	10.0%
Phelps Luck ES	35	24	4	3	1	67	89.4%	10.6%
Clarksville ES	19	23	6		2	50	87.5%	12.5%
Atholton ES	21	17	5	1	2	46	86.4%	13.6%
Deep Run ES	29	31	7	3	2	72	85.7%	14.3%
Rockburn ES	21	20	4	3	1	49	85.4%	14.6%
Guilford ES	24	9	4	2	2	41	84.6%	15.4%
Longfellow ES	26	18	7	1	2	54	84.6%	15.4%
Bollman Bridge ES	48	16	9	3		76	84.2%	15.8%
Hanover Hills ES	34	18	6	4	2	64	83.9%	16.1%
Bryant Woods ES	29	10	6	2	1	48	83.0%	17.0%
Jeffers Hill ES	24	7	7	4	1	43	73.8%	26.2%
Laurel Woods ES	34	10	10	15	2	71	63.8%	36.2%

## 2025-2026 HCEA Job Satisfaction Survey

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Middle</b>	<b>432</b>	<b>450</b>	<b>73</b>	<b>18</b>	<b>43</b>	<b>1016</b>	<b>90.6%</b>	<b>9.4%</b>
Lime Kiln MS	8	34			2	44	100%	0.0%
Mount View MS	16	36	1		4	57	98.1%	1.9%
Hammond MS	16	25	1		2	44	97.6%	2.4%
Oakland Mills MS	18	13		1	1	33	96.9%	3.1%
Burleigh Manor MS	19	32	2		1	54	96.2%	3.8%
Dunloggin MS	18	26	2		5	51	95.7%	4.3%
Clarksville MS	18	23	2		7	50	95.3%	4.7%
Elkridge Landing MS	25	29	3		3	60	94.7%	5.3%
Harper's Choice MS	12	24	1	1	3	41	94.7%	5.3%
Glenwood MS	9	21	2		1	33	93.8%	6.3%
Patapsco MS	24	21	3		1	49	93.8%	6.3%
Folly Quarter MS	15	25	2	1	3	46	93.0%	7.0%
Ellicott Mills MS	25	25	2	2	1	55	92.6%	7.4%
Mayfield Woods MS	30	23	5		1	59	91.4%	8.6%
Lake Elkhorn MS	34	22	4	2	1	63	90.3%	9.7%
Thomas Viaduct MS	27	13	5		1	46	88.9%	11.1%
Patuxent Valley MS	33	21	4	3	3	64	88.5%	11.5%
Wilde Lake MS	31	15	5	1	3	55	88.5%	11.5%
Waverly ES	27	26	6	1	7	67	88.3%	11.7%
Bonnie Branch MS	22	15	6	2		45	82.2%	17.8%
Murray Hill MS	32	7	23	5		67	58.2%	41.8%
<b>High</b>	<b>493</b>	<b>461</b>	<b>59</b>	<b>19</b>	<b>46</b>	<b>1078</b>	<b>92.4%</b>	<b>7.6%</b>
Glenelg HS	18	43			2	63	100%	0.0%
Mt. Hebron HS	32	40	1		4	77	98.6%	1.4%
River Hill HS	19	42	1		1	63	98.4%	1.6%
Howard HS	52	40	2		3	97	97.9%	2.1%
Guilford Park HS	28	42	2		2	74	97.2%	2.8%
Atholton HS	59	24	2	1	2	88	96.5%	3.5%
Centennial HS	19	61	2	1	6	89	96.4%	3.6%
Reservoir HS	56	34	4	2	6	102	93.8%	6.3%
Marriotts Ridge HS	35	28	4	2	6	75	91.3%	8.7%
Oakland Mills HS	46	27	5	3	4	85	90.1%	9.9%
Wilde Lake HS	46	28	7	3	1	85	88.1%	11.9%
Long Reach HS	42	31	11	2	4	90	84.9%	15.1%
Hammond HS	41	21	18	5	5	90	72.9%	27.1%
<b>Special</b>	<b>60</b>	<b>64</b>	<b>8</b>	<b>1</b>	<b>3</b>	<b>136</b>	<b>93.2%</b>	<b>6.8%</b>
ARL	13	25	3		1	42	92.7%	7.3%
Cedar Lane - Fulton	30	19	5		1	55	90.7%	9.3%
Homewood School	17	20		1	1	39	97.4%	2.6%
<b>Non-School Based</b>	<b>58</b>	<b>91</b>	<b>9</b>	<b>4</b>	<b>17</b>	<b>179</b>	<b>92.0%</b>	<b>8.0%</b>
Ascend One Center	7	14			14	35	100%	0.0%
Central Office	30	45	5	2	2	84	91.5%	8.5%
Old Cedar Lane	21	32	4	2	1	60	89.8%	10.2%
<b>Grand Total</b>	<b>2037</b>	<b>2100</b>	<b>287</b>	<b>112</b>	<b>221</b>	<b>4757</b>	<b>91.2%</b>	<b>8.8%</b>

## 2025-2026 HCEA Job Satisfaction Survey

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

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Elementary</b>	<b>922</b>	<b>755</b>	<b>197</b>	<b>101</b>	<b>368</b>	<b>2343</b>	<b>84.9%</b>	<b>15.1%</b>
Lisbon ES	20	13			6	39	100%	0.0%
West Friendship ES	18	12			4	34	100%	0.0%
Talbott Springs ES	25	29	2		15	71	96.4%	3.6%
Stevens Forest ES	8	16	1		7	32	96.0%	4.0%
Manor Woods ES	16	30	2		5	53	95.8%	4.2%
Centennial Lane ES	29	20	3		9	61	94.2%	5.8%
Gorman Crossing ES	18	39	4		7	68	93.4%	6.6%
Waterloo ES	26	21	3	1	13	64	92.2%	7.8%
Northfield ES	15	43	4	1	7	70	92.1%	7.9%
Swansfield ES	14	29	3	1	13	60	91.5%	8.5%
Bryant Woods ES	27	13	3	1	4	48	90.9%	9.1%
Bushy Park ES	30	18	4	1	8	61	90.6%	9.4%
Waverly ES	27	21	2	3	14	67	90.6%	9.4%
Fulton ES	45	17	6	1	9	78	89.9%	10.1%
Worthington ES	22	17	4	1	11	55	88.6%	11.4%
Ilchester ES	13	18	4		7	42	88.6%	11.4%
Dayton Oaks ES	31	23	6	1	12	73	88.5%	11.5%
Clarksville ES	25	15	5	1	4	50	87.0%	13.0%
Hollifield Station ES	18	15	4	1	9	47	86.8%	13.2%
Cradlerock ES	22	33	6	3	9	73	85.9%	14.1%
Ducketts Lane ES	14	34	5	3	9	65	85.7%	14.3%
Elkridge ES	25	17	4	3	5	54	85.7%	14.3%
Forest Ridge ES	16	18	4	2	7	47	85.0%	15.0%
Hammond ES	23	21	4	4	4	56	84.6%	15.4%
Pointers Run ES	28	10	6	1	7	52	84.4%	15.6%
Running Brook ES	28	20	8	1	9	66	84.2%	15.8%
Longfellow ES	21	16	4	3	10	54	84.1%	15.9%
Triadelphia Ridge ES	16	21	5	2	6	50	84.1%	15.9%
Atholton ES	22	13	6	1	3	45	83.3%	16.7%
Clemens Crossing ES	14	11	2	3	4	34	83.3%	16.7%
Phelps Luck ES	26	18	6	3	14	67	83.0%	17.0%
Thunder Hill ES	11	12	3	2	9	37	82.1%	17.9%
Bellows Spring ES	25	14	6	3	45	93	81.3%	18.8%
Hanover Hills ES	27	16	4	6	11	64	81.1%	18.9%
Bollman Bridge ES	42	13	7	7	7	76	79.7%	20.3%
Deep Run ES	33	19	9	5	7	73	78.8%	21.2%
St John's Lane ES	19	14	4	6	6	49	76.7%	23.3%
Rockburn ES	14	16	6	4	9	49	75.0%	25.0%
Veterans ES	29	21	11	6	13	80	74.6%	25.4%
Jeffers Hill ES	21	6	5	8	2	42	67.5%	32.5%
Guilford ES	17	4	8	4	8	41	63.6%	36.4%
Laurel Woods ES	24	7	16	11	12	70	53.4%	46.6%

## 2025-2026 HCEA Job Satisfaction Survey

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Middle</b>	<b>411</b>	<b>362</b>	<b>79</b>	<b>23</b>	<b>139</b>	<b>1014</b>	<b>88.3%</b>	<b>11.7%</b>
Lime Kiln MS	10	27			7	44	100%	0.0%
Mount View MS	14	38	1		4	57	98.1%	1.9%
Glenwood MS	12	13	1		7	33	96.2%	3.8%
Burleigh Manor MS	19	30	2		3	54	96.1%	3.9%
Clarksville MS	18	23	2		7	50	95.3%	4.7%
Dunloggin MS	17	19	2		13	51	94.7%	5.3%
Oakland Mills MS	20	8	1	1	3	33	93.3%	6.7%
Folly Quarter MS	13	21	3		8	45	91.9%	8.1%
Wilde Lake MS	30	14	3	1	8	56	91.7%	8.3%
Harper's Choice MS	12	19	3	1	6	41	88.6%	11.4%
Patapsco MS	19	17	5		8	49	87.8%	12.2%
Ellicott Mills MS	21	20	5	1	8	55	87.2%	12.8%
Elkridge Landing MS	25	21	5	2	6	59	86.8%	13.2%
Hammond MS	14	16	3	2	9	44	85.7%	14.3%
Lake Elkhorn MS	33	15	6	3	5	62	84.2%	15.8%
Mayfield Woods MS	28	18	7	2	4	59	83.6%	16.4%
Murray Hill MS	34	9	7	4	13	67	79.6%	20.4%
Bonnie Branch MS	18	12	6	2	7	45	78.9%	21.1%
Patuxent Valley MS	28	16	10	2	8	64	78.6%	21.4%
Thomas Viaduct MS	26	6	7	2	5	46	78.0%	22.0%
<b>High</b>	<b>431</b>	<b>356</b>	<b>83</b>	<b>33</b>	<b>156</b>	<b>1059</b>	<b>87.2%</b>	<b>12.8%</b>
Glenelg HS	12	37	1		13	63	98.0%	2.0%
Howard HS	50	28	5		14	97	94.0%	6.0%
Reservoir HS	49	33	3	3	14	102	93.2%	6.8%
Centennial HS	10	44	4	1	11	70	91.5%	8.5%
River Hill HS	17	34	5		7	63	91.1%	8.9%
Mt. Hebron HS	31	26	2	4	14	77	90.5%	9.5%
Atholton HS	53	18	7	3	7	88	87.7%	12.3%
Wilde Lake HS	45	18	5	4	13	85	87.5%	12.5%
Marriotts Ridge HS	34	23	6	3	9	75	86.4%	13.6%
Oakland Mills HS	40	18	10	1	17	86	84.1%	15.9%
Guilford Park HS	19	36	9	3	7	74	82.1%	17.9%
Long Reach HS	34	23	13	4	15	89	77.0%	23.0%
Hammond HS	37	18	13	7	15	90	73.3%	26.7%
<b>Spec</b>	<b>43</b>	<b>47</b>	<b>7</b>	<b>3</b>	<b>36</b>	<b>136</b>	<b>90.0%</b>	<b>10.0%</b>
ARL	11	19		1	11	42	96.8%	3.2%
Homewood School	14	14	3	1	7	39	87.5%	12.5%
Cedar Lane - Fulton	18	14	4	1	18	55	86.5%	13.5%
<b>Non-School Based</b>	<b>22</b>	<b>29</b>	<b>5</b>	<b>2</b>	<b>121</b>	<b>179</b>	<b>87.9%</b>	<b>12.1%</b>
Ascend One Center	8	4	1		23	36	92.3%	7.7%
Central Office	7	9	2	1	65	84	84.2%	15.8%
Old Cedar Lane	7	16	2	1	33	59	88.5%	11.5%
<b>Grand Total</b>	<b>1829</b>	<b>1549</b>	<b>371</b>	<b>162</b>	<b>820</b>	<b>4731</b>	<b>86.4%</b>	<b>13.6%</b>

## 2025-2026 HCEA Job Satisfaction Survey

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

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Elementary</b>	<b>908</b>	<b>590</b>	<b>352</b>	<b>195</b>	<b>219</b>	<b>2264</b>	<b>73.3%</b>	<b>26.7%</b>
Northfield ES	19	41	1	1	8	70	96.8%	3.2%
Stevens Forest ES	11	16	2		3	32	93.1%	6.9%
Talbott Springs ES	27	31	5		8	71	92.1%	7.9%
Lisbon ES	22	11	2	1	3	39	91.7%	8.3%
Gorman Crossing ES	26	28	4	2	8	68	90.0%	10.0%
Bushy Park ES	27	18	5	1	10	61	88.2%	11.8%
Ducketts Lane ES	18	35	6	2	3	64	86.9%	13.1%
Bellows Spring ES	24	52	8	4	5	93	86.4%	13.6%
Swansfield ES	26	17	6	1	10	60	86.0%	14.0%
Hollifield Station ES	19	17	3	3	5	47	85.7%	14.3%
Worthington ES	27	14	5	2	5	53	85.4%	14.6%
Bryant Woods ES	27	12	6	1	2	48	84.8%	15.2%
West Friendship ES	14	12	4	1	3	34	83.9%	16.1%
Hammond ES	33	10	6	3	4	56	82.7%	17.3%
Manor Woods ES	25	12	8		8	53	82.2%	17.8%
Longfellow ES	24	17	6	3	4	54	82.0%	18.0%
Cradlerock ES	31	26	9	4	3	73	81.4%	18.6%
Rockburn ES	24	11	4	4	6	49	81.4%	18.6%
Centennial Lane ES	27	19	10	2	3	61	79.3%	20.7%
Triadelphia Ridge ES	21	14	4	6	5	50	77.8%	22.2%
Pointers Run ES	23	13	7	4	5	52	76.6%	23.4%
Forest Ridge ES	18	11	6	5	7	47	72.5%	27.5%
Deep Run ES	33	15	13	7	6	74	70.6%	29.4%
Clemens Crossing ES	13	8	3	6	4	34	70.0%	30.0%
Dayton Oaks ES	29	16	13	8	8	74	68.2%	31.8%
Waterloo ES	24	14	13	5	8	64	67.9%	32.1%
St John's Lane ES	22	9	11	4	3	49	67.4%	32.6%
Thunder Hill ES	14	6	7	3	7	37	66.7%	33.3%
Running Brook ES	22	14	11	8	11	66	65.5%	34.5%
Elkridge ES	22	10	14	3	5	54	65.3%	34.7%
Phelps Luck ES	33	7	15	8	4	67	63.5%	36.5%
Hanover Hills ES	28	9	12	10	5	64	62.7%	37.3%
Ilchester ES	21	3	13	3	1	41	60.0%	40.0%
Guilford ES	14	8	9	6	4	41	59.5%	40.5%
Jeffers Hill ES	15	7	6	9	6	43	59.5%	40.5%
Clarksville ES	18	9	15	4	3	49	58.7%	41.3%
Waverly ES	21	14	18	7	7	67	58.3%	41.7%
Laurel Woods ES	24	8	15	14	9	70	52.5%	47.5%
Atholton ES	18	4	13	7	4	46	52.4%	47.6%
Veterans ES	25	10	24	12	9	80	49.3%	50.7%
Bollman Bridge ES	21	10	16	24	5	76	43.7%	56.3%

## 2025-2026 HCEA Job Satisfaction Survey

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Middle</b>	<b>407</b>	<b>288</b>	<b>170</b>	<b>80</b>	<b>71</b>	<b>1016</b>	<b>73.5%</b>	<b>26.5%</b>
Folly Quarter MS	23	18	2		3	46	95.3%	4.7%
Mount View MS	16	34	3		4	57	94.3%	5.7%
Dunloggin MS	21	22	2	1	5	51	93.5%	6.5%
Lime Kiln MS	9	27	3		5	44	92.3%	7.7%
Burleigh Manor MS	24	24	5		1	54	90.6%	9.4%
Ellicott Mills MS	26	20	7		2	55	86.8%	13.2%
Hammond MS	13	22	6		3	44	85.4%	14.6%
Harper's Choice MS	19	13	3	4	2	41	82.1%	17.9%
Clarksville MS	20	15	5	4	5	49	79.5%	20.5%
Oakland Mills MS	19	4	4	2	4	33	79.3%	20.7%
Patapsco MS	20	13	7	3	6	49	76.7%	23.3%
Elkridge Landing MS	30	12	10	3	5	60	76.4%	23.6%
Glenwood MS	16	6	6	2	3	33	73.3%	26.7%
Wilde Lake MS	26	8	16	1	5	56	66.7%	33.3%
Bonnie Branch MS	20	7	8	7	3	45	64.3%	35.7%
Murray Hill MS	33	5	16	8	5	67	61.3%	38.7%
Thomas Viaduct MS	18	7	10	10	1	46	55.6%	44.4%
Mayfield Woods MS	16	14	20	7	2	59	52.6%	47.4%
Lake Elkhorn MS	21	10	21	8	3	63	51.7%	48.3%
Patuxent Valley MS	17	7	16	20	4	64	40.0%	60.0%
<b>High</b>	<b>425</b>	<b>232</b>	<b>217</b>	<b>118</b>	<b>79</b>	<b>1071</b>	<b>66.2%</b>	<b>33.8%</b>
River Hill HS	27	28	4		4	63	93.2%	6.8%
Centennial HS	23	45	4	2	6	80	91.9%	8.1%
Glenelg HS	26	21	4	5	7	63	83.9%	16.1%
Reservoir HS	47	22	20	3	10	102	75.0%	25.0%
Mt. Hebron HS	42	10	20	3	3	78	69.3%	30.7%
Oakland Mills HS	30	23	17	8	8	86	67.9%	32.1%
Long Reach HS	37	18	16	12	7	90	66.3%	33.7%
Howard HS	47	13	22	9	6	97	65.9%	34.1%
Guilford Park HS	28	16	15	8	7	74	65.7%	34.3%
Marriotts Ridge HS	36	8	21	5	5	75	62.9%	37.1%
Wilde Lake HS	39	11	18	14	3	85	61.0%	39.0%
Atholton HS	24	7	24	27	6	88	37.8%	62.2%
Hammond HS	19	10	32	22	7	90	34.9%	65.1%
<b>Special</b>	<b>52</b>	<b>40</b>	<b>15</b>	<b>1</b>	<b>28</b>	<b>136</b>	<b>85.2%</b>	<b>14.8%</b>
ARL	9	15	1		17	42	96.0%	4.0%
Cedar Lane - Fulton	23	16	8		8	55	83.0%	17.0%
Homewood School	20	9	6	1	3	39	80.6%	19.4%
<b>Non-School Based</b>	<b>13</b>	<b>5</b>	<b>5</b>	<b>4</b>	<b>151</b>	<b>178</b>	<b>66.7%</b>	<b>33.3%</b>
Central Office	3	1			80	84	100%	0.0%
Ascend One Center	6	3	3	2	22	36	64.3%	35.7%
Old Cedar Lane	4	1	2	2	49	58	55.6%	44.4%
<b>Grand Total</b>	<b>1805</b>	<b>1155</b>	<b>759</b>	<b>398</b>	<b>548</b>	<b>4665</b>	<b>71.9%</b>	<b>28.1%</b>

## 2025-2026 HCEA Job Satisfaction Survey

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

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Elementary</b>	<b>740</b>	<b>890</b>	<b>401</b>	<b>122</b>	<b>193</b>	<b>2346</b>	<b>75.7%</b>	<b>24.3%</b>
Running Brook ES	13	40	2		11	66	96.4%	3.6%
Bollman Bridge ES	14	51	1	2	8	76	95.6%	4.4%
Clarksville ES	19	24	2		5	50	95.6%	4.4%
Elkridge ES	15	31	3		5	54	93.9%	6.1%
Laurel Woods ES	22	38	1	4	6	71	92.3%	7.7%
Waterloo ES	18	34	5		7	64	91.2%	8.8%
Bellows Spring ES	15	67	6	2	3	93	91.1%	8.9%
Thunder Hill ES	5	25	1	2	4	37	90.9%	9.1%
Guilford ES	9	23	3	1	5	41	88.9%	11.1%
Cradlerock ES	29	31	5	3	6	74	88.2%	11.8%
Manor Woods ES	16	23	5	1	8	53	86.7%	13.3%
Longfellow ES	17	26	5	2	4	54	86.0%	14.0%
Veterans ES	10	47	5	5	13	80	85.1%	14.9%
Fulton ES	33	26	10	1	8	78	84.3%	15.7%
Forest Ridge ES	12	24	4	3	4	47	83.7%	16.3%
Phelps Luck ES	18	32	9	1	7	67	83.3%	16.7%
Waverly ES	27	24	7	4	5	67	82.3%	17.7%
Ducketts Lane ES	35	16	10	2	2	65	81.0%	19.0%
St John's Lane ES	23	15	6	4	1	49	79.2%	20.8%
Bryant Woods ES	23	14	9	1	2	49	78.7%	21.3%
Atholton ES	20	13	6	3	4	46	78.6%	21.4%
Hanover Hills ES	17	26	9	3	9	64	78.2%	21.8%
Stevens Forest ES	12	13	6	1		32	78.1%	21.9%
Swansfield ES	26	19	12	1	2	60	77.6%	22.4%
Ilchester ES	13	16	8	1	4	42	76.3%	23.7%
Jeffers Hill ES	12	16	9	1	4	42	73.7%	26.3%
Lisbon ES	14	12	10		3	39	72.2%	27.8%
Triadelphia Ridge ES	16	16	10	3	4	49	71.1%	28.9%
Deep Run ES	26	19	14	5	10	74	70.3%	29.7%
Hammond ES	17	21	13	4	1	56	69.1%	30.9%
Pointers Run ES	23	10	13	2	4	52	68.8%	31.3%
Talbott Springs ES	28	19	19	3	2	71	68.1%	31.9%
Gorman Crossing ES	27	17	18	3	3	68	67.7%	32.3%
Worthington ES	23	9	15	1	7	55	66.7%	33.3%
Dayton Oaks ES	20	24	20	7	3	74	62.0%	38.0%
Northfield ES	26	13	20	4	6	69	61.9%	38.1%
Clemens Crossing ES	8	12	10	3	1	34	60.6%	39.4%
Hollifield Station ES	14	10	13	5	5	47	57.1%	42.9%
Centennial Lane ES	21	12	23	3	2	61	55.9%	44.1%
Rockburn ES	13	9	18	4	4	48	50.0%	50.0%
West Friendship ES	13	3	16	1	1	34	48.5%	51.5%
Bushy Park ES	13	5	26	12	5	61	32.1%	67.9%

## 2025-2026 HCEA Job Satisfaction Survey

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Middle</b>	<b>314</b>	<b>299</b>	<b>250</b>	<b>84</b>	<b>66</b>	<b>1013</b>	<b>64.7%</b>	<b>35.3%</b>
Thomas Viaduct MS	5	31	1	1	8	46	94.7%	5.3%
Harper's Choice MS	19	16	2	1	3	41	92.1%	7.9%
Lake Elkhorn MS	15	36	3	2	6	62	91.1%	8.9%
Wilde Lake MS	19	32	3	2		56	91.1%	8.9%
Patuxent Valley MS	13	37	5	2	7	64	87.7%	12.3%
Elkridge Landing MS	28	21	7	2	2	60	84.5%	15.5%
Murray Hill MS	33	19	10	2	3	67	81.3%	18.8%
Bonnie Branch MS	18	16	6	2	3	45	81.0%	19.0%
Mayfield Woods MS	21	19	11	3	4	58	74.1%	25.9%
Patapsco MS	19	12	10	2	6	49	72.1%	27.9%
Glenwood MS	11	9	11	1	1	33	62.5%	37.5%
Ellicott Mills MS	23	9	18	4	1	55	59.3%	40.7%
Oakland Mills MS	9	8	9	3	4	33	58.6%	41.4%
Hammond MS	15	6	15	3	5	44	53.8%	46.2%
Dunloggin MS	17	7	20	3	4	51	51.1%	48.9%
Clarksville MS	13	6	19	7	4	49	42.2%	57.8%
Folly Quarter MS	14	4	21	5	1	45	40.9%	59.1%
Mount View MS	11	4	30	12		57	26.3%	73.7%
Burleigh Manor MS	7	5	26	12	4	54	24.0%	76.0%
Lime Kiln MS	4	2	23	15		44	13.6%	86.4%
<b>High</b>	<b>370</b>	<b>274</b>	<b>272</b>	<b>79</b>	<b>75</b>	<b>1070</b>	<b>64.7%</b>	<b>35.3%</b>
Atholton HS	28	42	8	4	6	88	85.4%	14.6%
Wilde Lake HS	33	31	14	2	5	85	80.0%	20.0%
Oakland Mills HS	31	27	18	4	6	86	72.5%	27.5%
Mt. Hebron HS	30	22	19	1	5	77	72.2%	27.8%
Guilford Park HS	26	22	17	2	7	74	71.6%	28.4%
Hammond HS	35	25	16	8	6	90	71.4%	28.6%
Howard HS	41	23	25	2	6	97	70.3%	29.7%
Reservoir HS	41	22	25	3	11	102	69.2%	30.8%
Long Reach HS	26	25	24	4	11	90	64.6%	35.4%
Centennial HS	27	13	25	9	6	80	54.1%	45.9%
Marriotts Ridge HS	29	9	28	8	1	75	51.4%	48.6%
Glenelg HS	10	10	23	16	4	63	33.9%	66.1%
River Hill HS	13	3	30	16	1	63	25.8%	74.2%
<b>Special</b>	<b>35</b>	<b>48</b>	<b>23</b>	<b>9</b>	<b>21</b>	<b>136</b>	<b>72.2%</b>	<b>27.8%</b>
Homewood School	12	21	2	2	2	39	89.2%	10.8%
Cedar Lane - Fulton	16	27	6	2	4	55	84.3%	15.7%
ARL	7		15	5	15	42	25.9%	74.1%
<b>Non-School Based</b>	<b>6</b>	<b>5</b>	<b>6</b>	<b>1</b>	<b>160</b>	<b>178</b>	<b>61.1%</b>	<b>38.9%</b>
Central Office					84	84	0.0%	0.0%
Ascend One Center	5	5	3	1	22	36	71.4%	28.6%
Old Cedar Lane	1		3		54	58	25.0%	75.0%
<b>Grand Total</b>	<b>1465</b>	<b>1516</b>	<b>952</b>	<b>295</b>	<b>515</b>	<b>4743</b>	<b>70.5%</b>	<b>29.5%</b>

## 2025-2026 HCEA Job Satisfaction Survey

### 18) Too much instructional time is spent administering assessments.

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Elementary</b>	<b>775</b>	<b>621</b>	<b>474</b>	<b>69</b>	<b>402</b>	<b>2341</b>	<b>72.0%</b>	<b>28.0%</b>
Northfield ES	27	29	3		11	70	94.9%	5.1%
Bellows Spring ES	54	16	9		14	93	88.6%	11.4%
Bushy Park ES	24	16	7	1	13	61	83.3%	16.7%
Bollman Bridge ES	33	22	10	2	9	76	82.1%	17.9%
Laurel Woods ES	28	22	9	2	10	71	82.0%	18.0%
Manor Woods ES	24	11	8		10	53	81.4%	18.6%
Phelps Luck ES	15	31	10	2	9	67	79.3%	20.7%
Deep Run ES	32	15	12	1	13	73	78.3%	21.7%
Cradlerock ES	23	26	11	3	11	74	77.8%	22.2%
Guilford ES	14	11	8		8	41	75.8%	24.2%
Lisbon ES	16	9	8		6	39	75.8%	24.2%
Waterloo ES	16	21	11	1	15	64	75.5%	24.5%
St John's Lane ES	21	12	9	2	5	49	75.0%	25.0%
Forest Ridge ES	11	18	10		8	47	74.4%	25.6%
Clarksville ES	16	15	10	1	7	49	73.8%	26.2%
Fulton ES	33	17	13	6	9	78	72.5%	27.5%
Pointers Run ES	15	15	12		10	52	71.4%	28.6%
Bryant Woods ES	16	13	11	1	8	49	70.7%	29.3%
Ilchester ES	14	10	9	1	8	42	70.6%	29.4%
Elkridge ES	22	9	11	2	10	54	70.5%	29.5%
Longfellow ES	20	11	13		10	54	70.5%	29.5%
Atholton ES	16	11	10	2	7	46	69.2%	30.8%
Thunder Hill ES	12	6	6	2	11	37	69.2%	30.8%
Triadelphia Ridge ES	12	15	9	3	11	50	69.2%	30.8%
Talbott Springs ES	20	18	14	3	16	71	69.1%	30.9%
Jeffers Hill ES	12	14	12		4	42	68.4%	31.6%
Waverly ES	20	17	15	3	11	67	66.1%	32.1%
Stevens Forest ES	12	7	8	1	4	32	67.9%	32.1%
Hanover Hills ES	18	16	14	3	13	64	66.7%	33.3%
West Friendship ES	12	8	10		4	34	66.7%	33.3%
Waverly ES	20	17	15	3	11	67	66.1%	32.1%
Gorman Crossing ES	21	16	16	3	12	68	66.1%	33.9%
Running Brook ES	20	13	16	1	15	65	66.0%	34.0%
Hollifield Station ES	10	15	10	3	9	47	65.8%	34.2%
Centennial Lane ES	15	17	15	2	12	61	65.3%	34.7%
Dayton Oaks ES	17	22	20	2	12	73	63.9%	36.1%
Worthington ES	13	16	15	2	9	55	63.0%	37.0%
Ducketts Lane ES	21	13	16	4	11	65	63.0%	37.0%
Hammond ES	12	18	18		8	56	62.5%	37.5%
Clemens Crossing ES	9	10	10	2	2	33	61.3%	38.7%
Rockburn ES	7	15	11	3	11	47	61.1%	38.9%
Veterans ES	23	14	21	5	17	80	58.7%	41.3%
Swansfield ES	19	8	19	3	10	59	55.1%	44.9%

## 2025-2026 HCEA Job Satisfaction Survey

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Middle</b>	<b>335</b>	<b>255</b>	<b>261</b>	<b>29</b>	<b>134</b>	<b>1014</b>	<b>67.0%</b>	<b>33.0%</b>
Thomas Viaduct MS	23	12	4	1	6	46	87.5%	12.5%
Folly Quarter MS	12	19	7		7	45	81.6%	18.4%
Murray Hill MS	29	17	12	2	7	67	76.7%	23.3%
Bonnie Branch MS	20	9	8	2	6	45	74.4%	25.6%
Burleigh Manor MS	16	18	12		8	54	73.9%	26.1%
Dunloggin MS	16	15	10	1	9	51	73.8%	26.2%
Oakland Mills MS	7	12	7		7	33	73.1%	26.9%
Glenwood MS	7	14	6	2	4	33	72.4%	27.6%
Lake Elkhorn MS	22	16	17		7	62	69.1%	30.9%
Elkridge Landing MS	22	14	17		7	60	67.9%	32.1%
Mount View MS	20	13	16	1	6	56	66.0%	34.0%
Patuxent Valley MS	23	15	19	1	6	64	65.5%	34.5%
Lime Kiln MS	11	15	14	1	3	44	63.4%	36.6%
Ellicott Mills MS	18	10	14	4	9	55	60.9%	39.1%
Mayfield Woods MS	15	14	16	3	10	58	60.4%	39.6%
Wilde Lake MS	16	11	18		11	56	60.0%	40.0%
Patapsco MS	13	11	15	2	8	49	58.5%	41.5%
Hammond MS	14	6	13	3	8	44	55.6%	44.4%
Harper's Choice MS	17	3	16	1	4	41	54.1%	45.9%
Clarksville MS	14	11	20	5	1	51	50.0%	50.0%
<b>High</b>	<b>347</b>	<b>221</b>	<b>325</b>	<b>44</b>	<b>130</b>	<b>1067</b>	<b>60.6%</b>	<b>39.4%</b>
Glenelg HS	24	15	12	1	11	63	75.0%	25.0%
Long Reach HS	25	33	17	4	8	87	73.4%	26.6%
River Hill HS	31	12	12	4	3	62	72.9%	27.1%
Mt. Hebron HS	28	20	20	1	9	78	69.6%	30.4%
Reservoir HS	33	21	28	4	16	102	62.8%	37.2%
Oakland Mills HS	25	20	24	4	13	86	61.6%	38.4%
Centennial HS	25	13	23	2	17	80	60.3%	39.7%
Marriotts Ridge HS	29	14	26	4	2	75	58.9%	41.1%
Howard HS	27	23	30	7	10	97	57.5%	42.5%
Atholton HS	30	15	31	4	8	88	56.3%	43.8%
Wilde Lake HS	27	14	36	2	6	85	51.9%	48.1%
Hammond HS	23	13	36	2	16	90	48.6%	51.4%
Guilford Park HS	20	8	30	5	11	74	44.4%	55.6%
<b>Special</b>	<b>27</b>	<b>11</b>	<b>52</b>	<b>11</b>	<b>35</b>	<b>136</b>	<b>37.6%</b>	<b>62.4%</b>
Homewood School	13	4	19	1	2	39	45.9%	54.1%
Cedar Lane - Fulton	12	4	14	7	18	55	43.2%	56.8%
ARL	2	3	19	3	15	42	18.5%	81.5%
<b>Non-School Based</b>	<b>25</b>	<b>6</b>	<b>10</b>	<b>4</b>	<b>133</b>	<b>178</b>	<b>68.9%</b>	<b>31.1%</b>
Ascend One Center	21	4	7	2	2	36	73.5%	26.5%
Old Cedar Lane	3	1	2	1	51	58	57.1%	42.9%
Central Office	1	1	1	1	80	84	50.0%	50.0%
<b>Grand Total</b>	<b>1509</b>	<b>1114</b>	<b>1122</b>	<b>157</b>	<b>834</b>	<b>4736</b>	<b>67.2%</b>	<b>32.8%</b>

## 2025-2026 HCEA Job Satisfaction Survey

### 19) HCPSS professional development experiences are meaningful and worthwhile.

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Elementary</b>	<b>737</b>	<b>145</b>	<b>787</b>	<b>626</b>	<b>46</b>	<b>2341</b>	<b>38.4%</b>	<b>61.6%</b>
Fulton ES	23	23	15	3	14	78	71.9%	28.1%
Bellows Spring ES	51	5	16	17	4	93	62.9%	37.1%
Jeffers Hill ES	17	8	7	10		42	59.5%	40.5%
Worthington ES	22	6	19	8		55	50.9%	49.1%
Laurel Woods ES	26	8	17	18	2	71	49.3%	50.7%
Swansfield ES	27	1	24	7	1	60	47.5%	52.5%
Talbott Springs ES	29	4	24	14		71	46.5%	53.5%
Guilford ES	17	1	16	7		41	43.9%	56.1%
Longfellow ES	17	6	14	16	1	54	43.4%	56.6%
Bryant Woods ES	21		21	7		49	42.9%	57.1%
Phelps Luck ES	23	5	23	16		67	41.8%	58.2%
Forest Ridge ES	16	3	19	9		47	40.4%	59.6%
Northfield ES	25	2	23	17	3	70	40.3%	59.7%
Cradlerock ES	24	5	24	19	2	74	40.3%	59.7%
Lisbon ES	14	1	13	10	1	39	39.5%	60.5%
Centennial Lane ES	18	6	19	18		61	39.3%	60.7%
Veterans ES	26	5	22	27		80	38.8%	61.3%
Ducketts Lane ES	20	5	25	15		65	38.5%	61.5%
Gorman Crossing ES	21	4	29	12	1	67	37.9%	62.1%
Waterloo ES	20	4	16	24		64	37.5%	62.5%
Pointers Run ES	16	3	19	13	1	52	37.3%	62.7%
Hollifield Station ES	15	2	11	18	1	47	37.0%	63.0%
Running Brook ES	20	3	23	18	1	65	35.9%	64.1%
Deep Run ES	22	4	28	19		73	35.6%	64.4%
Dayton Oaks ES	22	3	25	23	1	74	34.2%	65.8%
Clarksville ES	16		20	12	1	49	33.3%	66.7%
Elkridge ES	17	1	19	17		54	33.3%	66.7%
Hanover Hills ES	18	3	24	18	1	64	33.3%	66.7%
Bollman Bridge ES	22	2	25	24	1	74	32.9%	67.1%
Rockburn ES	15	1	14	19		49	32.7%	67.3%
Thunder Hill ES	9	2	16	8	1	36	31.4%	68.6%
Stevens Forest ES	9	1	14	8		32	31.3%	68.8%
Bushy Park ES	15	2	22	20	2	61	28.8%	71.2%
Atholton ES	6	5	16	17	1	45	25.0%	75.0%
Hammond ES	12	2	21	21		56	25.0%	75.0%
St John's Lane ES	10	2	16	20	1	49	25.0%	75.0%
Waverly ES	13	2	23	27	2	67	23.1%	76.9%
Triadelphia Ridge ES	9	2	24	14	1	50	22.4%	77.6%
Manor Woods ES	10	1	26	14	2	53	21.6%	78.4%
Ilchester ES	9		13	20		42	21.4%	78.6%
Clemens Crossing ES	2	4	13	14	1	34	18.2%	81.8%
West Friendship ES	6		12	15	1	34	18.2%	81.8%

## 2025-2026 HCEA Job Satisfaction Survey

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Middle</b>	<b>314</b>	<b>81</b>	<b>313</b>	<b>264</b>	<b>41</b>	<b>1013</b>	<b>40.6%</b>	<b>59.4%</b>
Folly Quarter MS	22	15	5	1	3	46	86.0%	14.0%
Oakland Mills MS	14	6	9	2	1	32	64.5%	35.5%
Harper's Choice MS	16	5	15	5		41	51.2%	48.8%
Elkridge Landing MS	24	3	16	14	3	60	47.4%	52.6%
Hammond MS	16	3	14	8	2	43	46.3%	53.7%
Wilde Lake MS	23	1	18	12	2	56	44.4%	55.6%
Patuxent Valley MS	21	6	20	16	1	64	42.9%	57.1%
Thomas Viaduct MS	17	2	17	9	1	46	42.2%	57.8%
Lake Elkhorn MS	19	5	18	17	3	62	40.7%	59.3%
Ellicott Mills MS	16	4	15	17	3	55	38.5%	61.5%
Bonnie Branch MS	12	4	12	16	1	45	36.4%	63.6%
Lime Kiln MS	15		12	15	2	44	35.7%	64.3%
Patapsco MS	13	3	17	12	4	49	35.6%	64.4%
Glenwood MS	8	3	10	11	1	33	34.4%	65.6%
Dunloggin MS	13	4	15	18	1	51	34.0%	66.0%
Mayfield Woods MS	12	7	19	18	2	58	33.9%	66.1%
Murray Hill MS	18	3	23	21	2	67	32.3%	67.7%
Mount View MS	16	1	16	21	3	57	31.5%	68.5%
Clarksville MS	10	3	22	12	3	50	27.7%	72.3%
Burleigh Manor MS	9	3	20	19	3	54	23.5%	76.5%
<b>High</b>	<b>213</b>	<b>46</b>	<b>374</b>	<b>404</b>	<b>31</b>	<b>1068</b>	<b>25.0%</b>	<b>75.0%</b>
Centennial HS	22	5	26	24	3	80	35.1%	64.9%
Wilde Lake HS	21	8	30	25	1	85	34.5%	65.5%
Guilford Park HS	22	3	31	17	1	74	34.2%	65.8%
Reservoir HS	23	3	29	45	1	101	26.0%	74.0%
Oakland Mills HS	18	4	35	28	1	86	25.9%	74.1%
Mt. Hebron HS	19		22	33	4	78	25.7%	74.3%
Glenelg HS	11	4	18	29	1	63	24.2%	75.8%
Atholton HS	18	3	31	35	1	88	24.1%	75.9%
Long Reach HS	16	4	33	32	4	89	23.5%	76.5%
Hammond HS	11	7	36	30	6	90	21.4%	78.6%
River Hill HS	11		19	31	1	62	18.0%	82.0%
Howard HS	12	4	39	37	5	97	17.4%	82.6%
Marriotts Ridge HS	9	1	25	38	2	75	13.7%	86.3%
<b>Special</b>	<b>36</b>	<b>12</b>	<b>52</b>	<b>33</b>	<b>3</b>	<b>136</b>	<b>36.1%</b>	<b>63.9%</b>
Cedar Lane - Fulton	17	7	14	16	1	55	44.4%	55.6%
ARL	10	4	17	10	1	42	34.1%	65.9%
Homewood School	9	1	21	7	1	39	26.3%	73.7%
<b>Non-School Based</b>	<b>52</b>	<b>20</b>	<b>50</b>	<b>14</b>	<b>44</b>	<b>180</b>	<b>52.9%</b>	<b>47.1%</b>
Central Office	24	7	17	6	30	84	57.4%	42.6%
Old Cedar Lane	20	7	18	5	10	60	54.0%	46.0%
Ascend One Center	8	6	15	3	4	36	43.8%	56.3%
<b>Grand Total</b>	<b>1352</b>	<b>304</b>	<b>1576</b>	<b>1341</b>	<b>165</b>	<b>4738</b>	<b>36.2%</b>	<b>63.8%</b>

## 2025-2026 HCEA Job Satisfaction Survey

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

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Elementary</b>	<b>769</b>	<b>742</b>	<b>511</b>	<b>146</b>	<b>170</b>	<b>2338</b>	<b>69.7%</b>	<b>30.3%</b>
Bellows Spring ES	55	22	7	1	8	93	90.6%	9.4%
Waverly ES	18	32	7	2	8	67	84.7%	15.3%
Atholton ES	13	22	6	1	4	46	83.3%	16.7%
Deep Run ES	28	22	9	1	10	70	83.3%	16.7%
Triadelphia Ridge ES	20	19	8	1	2	50	81.3%	18.8%
Pointers Run ES	21	17	9		5	52	80.9%	19.1%
West Friendship ES	12	13	4	2	3	34	80.6%	19.4%
Manor Woods ES	20	21	9	1	2	53	80.4%	19.6%
Laurel Woods ES	24	30	7	7	3	71	79.4%	20.6%
Centennial Lane ES	18	28	9	3	3	61	79.3%	20.7%
Phelps Luck ES	24	25	10	3	4	66	79.0%	21.0%
Clarksville ES	16	16	10		7	49	76.2%	23.8%
Hollifield Station ES	17	13	7	3	7	47	75.0%	25.0%
Dayton Oaks ES	29	21	12	5	6	73	74.6%	25.4%
Ilchester ES	10	18	7	3	4	42	73.7%	26.3%
Clemens Crossing ES	13	9	6	2	3	33	73.3%	26.7%
Bushy Park ES	13	26	13	2	7	61	72.2%	27.8%
St John's Lane ES	13	20	12	1	3	49	71.7%	28.3%
Bollman Bridge ES	22	28	15	6	5	76	70.4%	29.6%
Lisbon ES	17	9	7	4	2	39	70.3%	29.7%
Elkridge ES	14	21	13	2	4	54	70.0%	30.0%
Cradlerock ES	14	34	18	3	5	74	69.6%	30.4%
Waterloo ES	22	17	11	7	7	64	68.4%	31.6%
Jeffers Hill ES	14	13	11	2	3	43	67.5%	32.5%
Bryant Woods ES	12	19	12	3	2	48	67.4%	32.6%
Hanover Hills ES	21	18	15	4	6	64	67.2%	32.8%
Northfield ES	27	18	16	6	3	70	67.2%	32.8%
Guilford ES	12	12	10	2	5	41	66.7%	33.3%
Longfellow ES	15	19	14	3	3	54	66.7%	33.3%
Rockburn ES	13	16	13	2	4	48	65.9%	34.1%
Talbott Springs ES	31	15	19	5	1	71	65.7%	34.3%
Running Brook ES	19	21	16	5	5	66	65.6%	34.4%
Veterans ES	19	28	20	5	8	80	65.3%	34.7%
Ducketts Lane ES	22	17	17	5	4	65	63.9%	36.1%
Stevens Forest ES	9	10	10	1	2	32	63.3%	36.7%
Forest Ridge ES	13	15	14	3	2	47	62.2%	37.8%
Swansfield ES	23	12	17	5	3	60	61.4%	38.6%
Hammond ES	17	14	19	1	5	56	60.8%	39.2%
Gorman Crossing ES	21	19	21	5	1	67	60.6%	39.4%
Thunder Hill ES	13	6	11	3	3	36	57.6%	42.4%
Worthington ES	14	14	20	3	4	55	54.9%	45.1%
Fulton ES	19	5	27	25	2	78	31.6%	68.4%

## 2025-2026 HCEA Job Satisfaction Survey

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Middle</b>	<b>336</b>	<b>276</b>	<b>278</b>	<b>52</b>	<b>70</b>	<b>1012</b>	<b>65.0%</b>	<b>35.0%</b>
Thomas Viaduct MS	16	17	6		7	46	84.6%	15.4%
Folly Quarter MS	25	13	6	1		45	84.4%	15.6%
Lake Elkhorn MS	19	22	11	2	7	61	75.9%	24.1%
Patuxent Valley MS	27	20	14	1	2	64	75.8%	24.2%
Bonnie Branch MS	16	14	6	5	4	45	73.2%	26.8%
Elkridge Landing MS	20	21	15	1	3	60	71.9%	28.1%
Glenwood MS	11	10	8	1	3	33	70.0%	30.0%
Ellicott Mills MS	16	18	15	2	4	55	66.7%	33.3%
Harper's Choice MS	18	9	13	1		41	65.9%	34.1%
Murray Hill MS	20	19	18	4	6	67	63.9%	36.1%
Patapsco MS	13	15	16	1	4	49	62.2%	37.8%
Dunloggin MS	18	10	13	5	5	51	60.9%	39.1%
Oakland Mills MS	11	7	9	3	2	32	60.0%	40.0%
Burleigh Manor MS	19	12	20	1	2	54	59.6%	40.4%
Wilde Lake MS	17	12	20	1	6	56	58.0%	42.0%
Mayfield Woods MS	18	12	14	8	6	58	57.7%	42.3%
Lime Kiln MS	13	11	16	3	1	44	55.8%	44.2%
Hammond MS	10	10	18	1	5	44	51.3%	48.7%
Clarksville MS	14	11	19	5	1	50	51.0%	49.0%
Mount View MS	15	13	21	6	2	57	50.9%	49.1%
<b>High</b>	<b>367</b>	<b>323</b>	<b>244</b>	<b>60</b>	<b>73</b>	<b>1067</b>	<b>69.4%</b>	<b>30.6%</b>
Atholton HS	30	33	11	8	5	87	76.8%	23.2%
Hammond HS	33	29	15	5	8	90	75.6%	24.4%
Wilde Lake HS	30	31	17	3	4	85	75.3%	24.7%
Oakland Mills HS	34	23	19	3	7	86	72.2%	27.8%
River Hill HS	24	17	15	2	4	62	70.7%	29.3%
Mt. Hebron HS	21	27	16	4	10	78	70.6%	29.4%
Howard HS	33	30	22	7	5	97	68.5%	31.5%
Centennial HS	35	15	17	7	6	80	67.6%	32.4%
Long Reach HS	24	32	23	4	6	89	67.5%	32.5%
Marriotts Ridge HS	23	23	22	2	5	75	65.7%	34.3%
Reservoir HS	39	23	26	7	6	101	65.3%	34.7%
Glenelg HS	18	22	17	6		63	63.5%	36.5%
Guilford Park HS	23	18	24	2	7	74	61.2%	38.8%
<b>Special</b>	<b>33</b>	<b>28</b>	<b>51</b>	<b>12</b>	<b>12</b>	<b>136</b>	<b>49.2%</b>	<b>50.8%</b>
Homewood School	11	8	14	3	3	39	52.8%	47.2%
Cedar Lane - Fulton	14	11	19	5	6	55	51.0%	49.0%
ARL	8	9	18	4	3	42	43.6%	56.4%
<b>Non-School Based</b>	<b>41</b>	<b>31</b>	<b>63</b>	<b>21</b>	<b>24</b>	<b>180</b>	<b>46.2%</b>	<b>53.8%</b>
Central Office	21	15	24	14	10	84	48.6%	51.4%
Old Cedar Lane	12	10	24	4	10	60	44.0%	56.0%
Ascend One Center	8	6	15	3	4	36	43.8%	56.3%
<b>Grand Total</b>	<b>1546</b>	<b>1400</b>	<b>1147</b>	<b>291</b>	<b>349</b>	<b>4733</b>	<b>67.2%</b>	<b>32.8%</b>

## 2025-2026 HCEA Job Satisfaction Survey

### 21) I am paid fairly.

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Elementary</b>	<b>806</b>	<b>189</b>	<b>736</b>	<b>595</b>	<b>16</b>	<b>2342</b>	<b>42.8%</b>	<b>57.2%</b>
Fulton ES	29	23	16	4	6	78	72.2%	27.8%
Bellows Spring ES	53	3	20	17		93	60.2%	39.8%
Triadelphia Ridge ES	26	3	13	8		50	58.0%	42.0%
Clemens Crossing ES	16	3	8	6	1	34	57.6%	42.4%
Hammond ES	23	5	13	15		56	50.0%	50.0%
Running Brook ES	24	8	13	20	1	66	49.2%	50.8%
Guilford ES	17	3	12	9		41	48.8%	51.2%
Lisbon ES	17	2	11	9		39	48.7%	51.3%
Longfellow ES	23	3	15	13		54	48.1%	51.9%
Clarksville ES	18	5	19	7		49	46.9%	53.1%
Hollifield Station ES	16	6	20	5		47	46.8%	53.2%
Bollman Bridge ES	33	2	23	17	1	76	46.7%	53.3%
Waverly ES	27	4	20	16		67	46.3%	53.7%
Pointers Run ES	19	5	18	10		52	46.2%	53.8%
Thunder Hill ES	16	1	12	8		37	45.9%	54.1%
Hanover Hills ES	23	6	12	23		64	45.3%	54.7%
Swansfield ES	23	4	15	18		60	45.0%	55.0%
Forest Ridge ES	15	6	15	11		47	44.7%	55.3%
Rockburn ES	16	4	20	6	1	47	43.5%	56.5%
Bushy Park ES	18	8	19	15	1	61	43.3%	56.7%
Phelps Luck ES	25	3	20	17	1	66	43.1%	56.9%
Waterloo ES	21	6	21	15		63	42.9%	57.1%
West Friendship ES	13	1	10	10		34	41.2%	58.8%
Talbott Springs ES	23	6	26	16		71	40.8%	59.2%
Bryant Woods ES	18	2	18	11		49	40.8%	59.2%
Worthington ES	18	4	19	13	1	55	40.7%	59.3%
Northfield ES	25	3	31	10	1	70	40.6%	59.4%
Manor Woods ES	17	4	15	16		52	40.4%	59.6%
Ilchester ES	13	3	16	10		42	38.1%	61.9%
Stevens Forest ES	10	2	10	10		32	37.5%	62.5%
Veterans ES	22	8	24	26		80	37.5%	62.5%
Gorman Crossing ES	20	5	22	20		67	37.3%	62.7%
Ducketts Lane ES	13	11	16	25		65	36.9%	63.1%
Centennial Lane ES	17	5	22	17		61	36.1%	63.9%
Elkridge ES	15	4	24	11		54	35.2%	64.8%
Cradlerock ES	19	6	23	26		74	33.8%	66.2%
Jeffers Hill ES	11	3	16	12		42	33.3%	66.7%
Laurel Woods ES	19	4	21	27		71	32.4%	67.6%
Dayton Oaks ES	20	3	28	23		74	31.1%	68.9%
St John's Lane ES	15		17	17		49	30.6%	69.4%
Atholton ES	11	2	13	20		46	28.3%	71.7%
Deep Run ES	16	4	30	22	2	74	27.8%	72.2%

## 2025-2026 HCEA Job Satisfaction Survey

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Middle</b>	<b>401</b>	<b>84</b>	<b>331</b>	<b>187</b>	<b>9</b>	<b>1012</b>	<b>48.4%</b>	<b>51.6%</b>
Folly Quarter MS	24	5	9	7		45	64.4%	35.6%
Glenwood MS	19		8	5	1	33	59.4%	40.6%
Clarksville MS	22	7	15	6		50	58.0%	42.0%
Mayfield Woods MS	30	3	14	11		58	56.9%	43.1%
Dunloggin MS	21	8	11	11		51	56.9%	43.1%
Wilde Lake MS	24	7	13	11		55	56.4%	43.6%
Patapsco MS	23	3	14	8		48	54.2%	45.8%
Harper's Choice MS	11	10	12	7	1	41	52.5%	47.5%
Patuxent Valley MS	28	4	20	12		64	50.0%	50.0%
Ellicott Mills MS	21	5	22	6	1	55	48.1%	51.9%
Lime Kiln MS	15	6	15	8		44	47.7%	52.3%
Mount View MS	23	4	16	14		57	47.4%	52.6%
Elkridge Landing MS	22	4	20	11	3	60	45.6%	54.4%
Bonnie Branch MS	15	5	12	12	1	45	45.5%	54.5%
Burleigh Manor MS	21	2	20	10	1	54	43.4%	56.6%
Murray Hill MS	23	5	22	16	1	67	42.4%	57.6%
Hammond MS	16	2	18	8		44	40.9%	59.1%
Oakland Mills MS	11	1	14	7		33	36.4%	63.6%
Lake Elkhorn MS	18	3	31	10		62	33.9%	66.1%
Thomas Viaduct MS	14		25	7		46	30.4%	69.6%
<b>High</b>	<b>417</b>	<b>87</b>	<b>346</b>	<b>208</b>	<b>9</b>	<b>1067</b>	<b>47.6%</b>	<b>52.4%</b>
Wilde Lake HS	38	10	23	11	3	85	58.5%	41.5%
Guilford Park HS	40	3	22	9		74	58.1%	41.9%
Oakland Mills HS	38	10	20	18		86	55.8%	44.2%
Mt. Hebron HS	30	10	28	10		78	51.3%	48.7%
Glenelg HS	24	8	19	12		63	50.8%	49.2%
Howard HS	40	8	27	22		97	49.5%	50.5%
Atholton HS	34	7	32	13	1	87	47.7%	52.3%
Centennial HS	28	8	24	19	1	80	45.6%	54.4%
Long Reach HS	34	6	27	21	1	89	45.5%	54.5%
Marriotts Ridge HS	27	4	31	13		75	41.3%	58.7%
River Hill HS	21	3	24	12	2	62	40.0%	60.0%
Hammond HS	28	7	28	26	1	90	39.3%	60.7%
Reservoir HS	35	3	41	22		101	37.6%	62.4%
<b>Special</b>	<b>51</b>	<b>17</b>	<b>39</b>	<b>26</b>	<b>3</b>	<b>136</b>	<b>51.1%</b>	<b>48.9%</b>
ARL	17	8	11	6		42	59.5%	40.5%
Cedar Lane - Fulton	19	4	14	16	2	55	43.4%	56.6%
Homewood School	15	5	14	4	1	39	52.6%	47.4%
<b>Non-School Based</b>	<b>85</b>	<b>34</b>	<b>32</b>	<b>28</b>	<b>1</b>	<b>180</b>	<b>66.5%</b>	<b>33.5%</b>
Old Cedar Lane	31	13	7	8	1	60	74.6%	25.4%
Central Office	41	17	15	11		84	69.0%	31.0%
Ascend One Center	13	4	10	9		36	47.2%	52.8%
<b>Grand Total</b>	<b>1760</b>	<b>411</b>	<b>1484</b>	<b>1044</b>	<b>38</b>	<b>4737</b>	<b>46.2%</b>	<b>53.8%</b>

## 2025-2026 HCEA Job Satisfaction Survey

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

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Elementary</b>	<b>1288</b>	<b>224</b>	<b>551</b>	<b>205</b>	<b>66</b>	<b>2334</b>	<b>66.7%</b>	<b>33.3%</b>
Gorman Crossing ES	45	13	6	2	1	67	87.9%	12.1%
Bellows Spring ES	69	5	13	6		93	79.6%	20.4%
Worthington ES	34	7	8	3	3	55	78.8%	21.2%
Hollifield Station ES	27	9	10			46	78.3%	21.7%
Running Brook ES	39	10	10	5	2	66	76.6%	23.4%
Rockburn ES	28	7	8	3	1	47	76.1%	23.9%
Swansfield ES	36	8	13	1	2	60	75.9%	24.1%
Centennial Lane ES	34	12	14	1		61	75.4%	24.6%
Dayton Oaks ES	48	7	14	4	1	74	75.3%	24.7%
Bryant Woods ES	32	4	11	1		48	75.0%	25.0%
Talbott Springs ES	46	5	14	4	2	71	73.9%	26.1%
Ducketts Lane ES	35	10	11	5	4	65	73.8%	26.2%
Clarksville ES	26	8	11	3	1	49	70.8%	29.2%
Pointers Run ES	30	6	10	5	1	52	70.6%	29.4%
Clemens Crossing ES	19	3	4	6	2	34	68.8%	31.3%
Lisbon ES	22	4	8	4	1	39	68.4%	31.6%
Laurel Woods ES	36	9	19	3	3	70	67.2%	32.8%
Manor Woods ES	31	3	15	2	1	52	66.7%	33.3%
Cradlerock ES	37	10	17	7	3	74	66.2%	33.8%
Deep Run ES	43	4	16	8	2	73	66.2%	33.8%
Forest Ridge ES	25	4	12	3	3	47	65.9%	34.1%
Waterloo ES	33	7	14	7	3	64	65.6%	34.4%
Longfellow ES	28	5	12	6	3	54	64.7%	35.3%
Stevens Forest ES	15	5	8	3	1	32	64.5%	35.5%
Guilford ES	24	1	10	4	2	41	64.1%	35.9%
Bollman Bridge ES	39	5	20	5	6	75	63.8%	36.2%
Hanover Hills ES	33	7	15	8	1	64	63.5%	36.5%
Bushy Park ES	35	2	15	7	2	61	62.7%	37.3%
Jeffers Hill ES	22	3	9	6	1	41	62.5%	37.5%
West Friendship ES	17	2	8	4	3	34	61.3%	38.7%
Northfield ES	36	6	21	6	1	70	60.9%	39.1%
Triadelphia Ridge ES	25	4	13	6	2	50	60.4%	39.6%
Atholton ES	25	2	15	3		45	60.0%	40.0%
Thunder Hill ES	22		14	1		37	59.5%	40.5%
Hammond ES	27	5	19	3	2	56	59.3%	40.7%
Phelps Luck ES	32	5	16	12		65	56.9%	43.1%
Veterans ES	37	6	20	13	4	80	56.6%	43.4%
St John's Lane ES	23	4	18	3	1	49	56.3%	43.8%
Ilchester ES	20	2	14	4	1	41	55.0%	45.0%
Waverly ES	28	4	20	14	1	67	48.5%	51.5%
Elkridge ES	24	2	25	3		54	48.1%	51.9%
Fulton ES	29	3	21	25		78	41.0%	59.0%

## 2025-2026 HCEA Job Satisfaction Survey

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Middle</b>	<b>570</b>	<b>134</b>	<b>176</b>	<b>99</b>	<b>29</b>	<b>1008</b>	<b>71.9%</b>	<b>28.1%</b>
Glenwood MS	25	5	2	1		33	90.9%	9.1%
Mount View MS	40	8	6	1	2	57	87.3%	12.7%
Burleigh Manor MS	38	8	3	4	1	54	86.8%	13.2%
Harper's Choice MS	22	10	5	2	2	41	82.1%	17.9%
Dunloggin MS	31	10	5	5		51	80.4%	19.6%
Folly Quarter MS	27	7	7	2	2	45	79.1%	20.9%
Oakland Mills MS	19	5	7			31	77.4%	22.6%
Ellicott Mills MS	32	7	10	3	2	54	75.0%	25.0%
Lime Kiln MS	24	8	9	2	1	44	74.4%	25.6%
Hammond MS	26	5	6	5	1	43	73.8%	26.2%
Wilde Lake MS	35	5	12	3	1	56	72.7%	27.3%
Clarksville MS	23	12	5	9		49	71.4%	28.6%
Lake Elkhorn MS	35	7	14	4	2	62	70.0%	30.0%
Mayfield Woods MS	31	8	7	11	1	58	68.4%	31.6%
Elkridge Landing MS	32	8	14	5	1	60	67.8%	32.2%
Bonnie Branch MS	24	5	12	4		45	64.4%	35.6%
Patapsco MS	27	3	7	10	1	48	63.8%	36.2%
Patuxent Valley MS	32	5	12	10	5	64	62.7%	37.3%
Thomas Viaduct MS	22	3	12	5	4	46	59.5%	40.5%
Murray Hill MS	25	5	21	13	3	67	46.9%	53.1%
<b>High</b>	<b>537</b>	<b>131</b>	<b>274</b>	<b>99</b>	<b>24</b>	<b>1065</b>	<b>64.2%</b>	<b>35.8%</b>
Centennial HS	44	21	8	5	2	80	83.3%	16.7%
Howard HS	55	15	19	4	4	97	75.3%	24.7%
Hammond HS	44	17	19	6	4	90	70.9%	29.1%
Oakland Mills HS	55	6	18	7		86	70.9%	29.1%
Guilford Park HS	40	11	16	6	1	74	69.9%	30.1%
Long Reach HS	48	7	19	12	2	88	64.0%	36.0%
Marriotts Ridge HS	40	3	17	11	4	75	60.6%	39.4%
Mt. Hebron HS	37	10	21	10		78	60.3%	39.7%
Wilde Lake HS	37	13	28	5	2	85	60.2%	39.8%
Glenelg HS	27	8	20	7	1	63	56.5%	43.5%
Reservoir HS	43	10	37	9	1	100	53.5%	46.5%
River Hill HS	29	4	23	6		62	53.2%	46.8%
Atholton HS	38	6	29	11	3	87	52.4%	47.6%
<b>Special</b>	<b>65</b>	<b>23</b>	<b>24</b>	<b>12</b>	<b>11</b>	<b>135</b>	<b>71.0%</b>	<b>29.0%</b>
Homewood School	19	7	5	3	4	38	76.5%	23.5%
Cedar Lane - Fulton	29	6	12	2	6	55	71.4%	28.6%
ARL	17	10	7	7	1	42	65.9%	34.1%
<b>Non-School Based</b>	<b>108</b>	<b>50</b>	<b>13</b>	<b>6</b>	<b>3</b>	<b>180</b>	<b>89.3%</b>	<b>10.7%</b>
Central Office	49	29	3	2	1	84	94.0%	6.0%
Ascend One Center	22	8	3	2	1	36	85.7%	14.3%
Old Cedar Lane	37	13	7	2	1	60	84.7%	15.3%
<b>Grand Total</b>	<b>2568</b>	<b>562</b>	<b>1038</b>	<b>421</b>	<b>133</b>	<b>4722</b>	<b>68.2%</b>	<b>31.8%</b>

## 2025-2026 HCEA Job Satisfaction Survey

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

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Elementary</b>	<b>808</b>	<b>110</b>	<b>882</b>	<b>469</b>	<b>63</b>	<b>2332</b>	<b>40.5%</b>	<b>59.5%</b>
Fulton ES	47	10	14	3	4	78	77.0%	23.0%
Swansfield ES	30	4	17	8	1	60	57.6%	42.4%
Talbott Springs ES	32	4	24	10	1	71	51.4%	48.6%
Bryant Woods ES	22	2	14	10		48	50.0%	50.0%
Ducketts Lane ES	25	5	19	12	3	64	49.2%	50.8%
Guilford ES	18	1	15	5	2	41	48.7%	51.3%
Gorman Crossing ES	29	3	25	9	1	67	48.5%	51.5%
Running Brook ES	24	7	23	10	2	66	48.4%	51.6%
Dayton Oaks ES	32	2	27	10	3	74	47.9%	52.1%
Phelps Luck ES	27	3	21	14		65	46.2%	53.8%
Longfellow ES	22	1	16	11	3	53	46.0%	54.0%
Pointers Run ES	20	3	21	6	1	51	46.0%	54.0%
Clarksville ES	21	1	15	11	1	49	45.8%	54.2%
Hanover Hills ES	25	4	21	14		64	45.3%	54.7%
Jeffers Hill ES	15	3	13	10		41	43.9%	56.1%
West Friendship ES	13		12	5	3	33	43.3%	56.7%
Deep Run ES	30	1	25	16	1	73	43.1%	56.9%
Worthington ES	18	4	25	5	2	54	42.3%	57.7%
Hollifield Station ES	15	4	17	9	1	46	42.2%	57.8%
Waterloo ES	23	3	19	19		64	40.6%	59.4%
Elkridge ES	21		22	10	1	54	39.6%	60.4%
Rockburn ES	15	4	20	9	1	49	39.6%	60.4%
Lisbon ES	14	1	20	3	1	39	39.5%	60.5%
Forest Ridge ES	14	3	22	6	2	47	37.8%	62.2%
Centennial Lane ES	18	5	20	18		61	37.7%	62.3%
Veterans ES	23	6	26	22	3	80	37.7%	62.3%
Laurel Woods ES	22	3	30	12	3	70	37.3%	62.7%
Bushy Park ES	20	1	27	11	2	61	35.6%	64.4%
Triadelphia Ridge ES	15	2	20	11	1	49	35.4%	64.6%
Bollman Bridge ES	23	1	25	19	8	76	35.3%	64.7%
Cradlerock ES	19	5	32	16	2	74	33.3%	66.7%
Thunder Hill ES	10	2	19	6		37	32.4%	67.6%
Hammond ES	15	2	26	13		56	30.4%	69.6%
Clemens Crossing ES	8	2	12	11	1	34	30.3%	69.7%
Manor Woods ES	12	2	19	15	3	51	29.2%	70.8%
St John's Lane ES	11	3	21	13	1	49	29.2%	70.8%
Atholton ES	13		19	13	1	46	28.9%	71.1%
Ilchester ES	11		16	14	1	42	26.8%	73.2%
Northfield ES	18		33	18	1	70	26.1%	73.9%
Waverly ES	14	3	23	26	1	67	25.8%	74.2%
Stevens Forest ES	5	1	10	14	2	32	20.0%	80.0%
Bellows Spring ES	13	2	60	18		93	16.1%	83.9%

## 2025-2026 HCEA Job Satisfaction Survey

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Middle</b>	<b>363</b>	<b>48</b>	<b>364</b>	<b>204</b>	<b>29</b>	<b>1008</b>	<b>42.0%</b>	<b>58.0%</b>
Harper's Choice MS	19	6	12	2	2	41	64.1%	35.9%
Glenwood MS	18	1	10	4		33	57.6%	42.4%
Mount View MS	28	1	21	4	3	57	53.7%	46.3%
Burleigh Manor MS	25	1	13	13	2	54	50.0%	50.0%
Wilde Lake MS	26	1	21	6	2	56	50.0%	50.0%
Oakland Mills MS	14		11	5	1	31	46.7%	53.3%
Hammond MS	17	3	16	7	1	44	46.5%	53.5%
Ellicott Mills MS	21	2	17	11	2	53	45.1%	54.9%
Mayfield Woods MS	17	7	14	18	2	58	42.9%	57.1%
Lime Kiln MS	15	3	20	5	1	44	41.9%	58.1%
Dunloggin MS	17	4	19	11		51	41.2%	58.8%
Lake Elkhorn MS	20	3	26	11	2	62	38.3%	61.7%
Patapsco MS	15	3	14	15	1	48	38.3%	61.7%
Thomas Viaduct MS	14	2	17	9	4	46	38.1%	61.9%
Murray Hill MS	23	2	21	20	1	67	37.9%	62.1%
Bonnie Branch MS	15	1	19	10		45	35.6%	64.4%
Clarksville MS	15	2	19	13	1	50	34.7%	65.3%
Folly Quarter MS	12	2	23	6	1	44	32.6%	67.4%
Patuxent Valley MS	16	3	26	18	1	64	30.2%	69.8%
Elkridge Landing MS	16	1	25	16	2	60	29.3%	70.7%
<b>High</b>	<b>299</b>	<b>32</b>	<b>428</b>	<b>289</b>	<b>17</b>	<b>1065</b>	<b>31.6%</b>	<b>68.4%</b>
Guilford Park HS	33	1	24	14	2	74	47.2%	52.8%
Howard HS	33	5	41	14	3	96	40.9%	59.1%
Wilde Lake HS	24	8	35	18		85	37.6%	62.4%
Hammond HS	31	1	35	21	2	90	36.4%	63.6%
Centennial HS	26		25	27	2	80	33.3%	66.7%
Long Reach HS	26	2	35	25	1	89	31.8%	68.2%
Glenelg HS	15	5	20	23		63	31.7%	68.3%
Atholton HS	22	4	31	27	3	87	31.0%	69.0%
Mt. Hebron HS	20	3	32	23		78	29.5%	70.5%
Marriotts Ridge HS	20		29	25	1	75	27.0%	73.0%
River Hill HS	15	1	32	14		62	25.8%	74.2%
Oakland Mills HS	19	1	33	33		86	23.3%	76.7%
Reservoir HS	15	1	56	25	3	100	16.5%	83.5%
<b>Special</b>	<b>42</b>	<b>11</b>	<b>40</b>	<b>33</b>	<b>10</b>	<b>136</b>	<b>42.1%</b>	<b>57.9%</b>
Cedar Lane - Fulton	20	4	13	12	6	55	49.0%	51.0%
ARL	11	5	13	13		42	38.1%	61.9%
Homewood School	11	2	14	8	4	39	37.1%	62.9%
<b>Non-School Based</b>	<b>91</b>	<b>14</b>	<b>57</b>	<b>16</b>	<b>1</b>	<b>179</b>	<b>59.0%</b>	<b>41.0%</b>
Central Office	52	9	18	5		84	72.6%	27.4%
Ascend One Center	17	3	10	4	1	35	58.8%	41.2%
Old Cedar Lane	22	2	29	7		60	40.0%	60.0%
<b>Grand Total</b>	<b>1603</b>	<b>215</b>	<b>1771</b>	<b>1011</b>	<b>120</b>	<b>4720</b>	<b>39.5%</b>	<b>60.5%</b>

## 2025-2026 HCEA Job Satisfaction Survey

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

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Elementary</b>	<b>1249</b>	<b>621</b>	<b>261</b>	<b>124</b>	<b>83</b>	<b>2338</b>	<b>82.9%</b>	<b>17.1%</b>
Bryant Woods ES	28	18		1	1	48	97.9%	2.1%
Pointers Run ES	26	21	1	2	2	52	94.0%	6.0%
Running Brook ES	32	25	3	1	5	66	93.4%	6.6%
Swansfield ES	40	15	4		1	60	93.2%	6.8%
Bushy Park ES	43	10	3	1	4	61	93.0%	7.0%
Deep Run ES	47	18	3	2	3	73	92.9%	7.1%
Bellows Spring ES	28	56	7	1	1	93	91.3%	8.7%
West Friendship ES	19	10	3		1	33	90.6%	9.4%
Manor Woods ES	32	13	3	2	2	52	90.0%	10.0%
Forest Ridge ES	26	16	5			47	89.4%	10.6%
Laurel Woods ES	34	24	5	2	5	70	89.2%	10.8%
Bollman Bridge ES	45	19	6	2	4	76	88.9%	11.1%
Worthington ES	33	15	5	1	1	55	88.9%	11.1%
Talbott Springs ES	38	25	6	2		71	88.7%	11.3%
Ducketts Lane ES	34	19	4	3	5	65	88.3%	11.7%
Phelps Luck ES	35	23	5	3	1	67	87.9%	12.1%
Stevens Forest ES	16	12	4			32	87.5%	12.5%
Rockburn ES	23	17	2	4	3	49	87.0%	13.0%
Triadelphia Ridge ES	27	14		7	1	49	85.4%	14.6%
Clarksville ES	30	10	6	1	2	49	85.1%	14.9%
Thunder Hill ES	25	6	4	2		37	83.8%	16.2%
Dayton Oaks ES	45	16	8	4	1	74	83.6%	16.4%
Gorman Crossing ES	35	20	10	1	1	67	83.3%	16.7%
Hanover Hills ES	32	19	4	7	2	64	82.3%	17.7%
Ilchester ES	22	9	2	5	4	42	81.6%	18.4%
Elkridge ES	30	13	9	1	1	54	81.1%	18.9%
Centennial Lane ES	32	14	9	2	4	61	80.7%	19.3%
Clemens Crossing ES	12	13	3	3	3	34	80.6%	19.4%
Lisbon ES	25	6	8			39	79.5%	20.5%
Waverly ES	38	13	5	9	2	67	78.5%	21.5%
Hammond ES	34	9	9	3	1	56	78.2%	21.8%
Hollifield Station ES	23	11	9	1	2	46	77.3%	22.7%
St John's Lane ES	28	9	6	5	1	49	77.1%	22.9%
Guilford ES	26	4	7	2	2	41	76.9%	23.1%
Waterloo ES	38	10	9	6	1	64	76.2%	23.8%
Veterans ES	38	20	12	7	3	80	75.3%	24.7%
Atholton ES	23	10	9	2	2	46	75.0%	25.0%
Longfellow ES	25	11	7	5	5	53	75.0%	25.0%
Cradlerock ES	37	17	13	6	1	74	74.0%	26.0%
Northfield ES	37	11	14	6	2	70	70.6%	29.4%
Jeffers Hill ES	17	9	7	6	2	41	66.7%	33.3%
Fulton ES	29	4	27	15	3	78	44.0%	56.0%

## 2025-2026 HCEA Job Satisfaction Survey

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Middle</b>	<b>549</b>	<b>276</b>	<b>112</b>	<b>39</b>	<b>36</b>	<b>1012</b>	<b>84.5%</b>	<b>15.5%</b>
Harper's Choice MS	23	16	1		1	41	97.5%	2.5%
Mount View MS	39	13	3	1	1	57	92.9%	7.1%
Oakland Mills MS	17	11	2	1	1	32	90.3%	9.7%
Ellicott Mills MS	27	20	4	2	2	55	88.7%	11.3%
Burleigh Manor MS	29	17	4	2	2	54	88.5%	11.5%
Dunloggin MS	28	16	3	3	1	51	88.0%	12.0%
Glenwood MS	23	5	4		1	33	87.5%	12.5%
Murray Hill MS	36	20	6	2	3	67	87.5%	12.5%
Wilde Lake MS	36	11	7	1	1	56	85.5%	14.5%
Patuxent Valley MS	32	20	6	3	3	64	85.2%	14.8%
Lake Elkhorn MS	26	25	7	2	2	62	85.0%	15.0%
Mayfield Woods MS	30	17	7	2	2	58	83.9%	16.1%
Hammond MS	26	10	6	1	1	44	83.7%	16.3%
Lime Kiln MS	24	12	6	1	1	44	83.7%	16.3%
Bonnie Branch MS	24	11	8		2	45	81.4%	18.6%
Thomas Viaduct MS	22	11	7	1	5	46	80.5%	19.5%
Folly Quarter MS	23	12	7	2	1	45	79.5%	20.5%
Patapsco MS	28	7	5	5	3	48	77.8%	22.2%
Elkridge Landing MS	33	11	7	8	1	60	74.6%	25.4%
Clarksville MS	23	11	12	2	2	50	70.8%	29.2%
<b>High</b>	<b>584</b>	<b>251</b>	<b>145</b>	<b>51</b>	<b>31</b>	<b>1062</b>	<b>81.0%</b>	<b>19.0%</b>
Atholton HS	44	30	7	2	4	87	89.2%	10.8%
Hammond HS	51	27	7	3	1	89	88.6%	11.4%
Reservoir HS	50	34	10	3	3	100	86.6%	13.4%
Howard HS	55	23	8	5	5	96	85.7%	14.3%
Wilde Lake HS	51	17	12	3	2	85	81.9%	18.1%
Centennial HS	44	18	9	5	3	79	81.6%	18.4%
Oakland Mills HS	48	20	11	5	2	86	81.0%	19.0%
Guilford Park HS	43	16	9	5	1	74	80.8%	19.2%
Mt. Hebron HS	46	16	10	5	1	78	80.5%	19.5%
Long Reach HS	51	16	12	5	4	88	79.8%	20.2%
Marriotts Ridge HS	39	14	18	2	2	75	72.6%	27.4%
Glenelg HS	32	12	10	7	2	63	72.1%	27.9%
River Hill HS	30	8	22	1	1	62	62.3%	37.7%
<b>Special</b>	<b>72</b>	<b>28</b>	<b>16</b>	<b>10</b>	<b>8</b>	<b>134</b>	<b>79.4%</b>	<b>20.6%</b>
Homewood School	21	11		2	4	38	94.1%	5.9%
Cedar Lane - Fulton	33	12	3	3	3	54	88.2%	11.8%
ARL	18	5	13	5	1	42	56.1%	43.9%
<b>Non-School Based</b>	<b>105</b>	<b>35</b>	<b>26</b>	<b>5</b>	<b>8</b>	<b>179</b>	<b>81.9%</b>	<b>18.1%</b>
Ascend One Center	24	6	5		1	36	85.7%	14.3%
Central Office	46	22	8	4	4	84	85.0%	15.0%
Old Cedar Lane	35	7	13	1	3	59	75.0%	25.0%
<b>Grand Total</b>	<b>2559</b>	<b>1211</b>	<b>560</b>	<b>229</b>	<b>166</b>	<b>4725</b>	<b>82.7%</b>	<b>17.3%</b>

## 2025-2026 HCEA Job Satisfaction Survey

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

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Elementary</b>	<b>1228</b>	<b>453</b>	<b>405</b>	<b>143</b>	<b>106</b>	<b>2335</b>	<b>75.4%</b>	<b>24.6%</b>
Clarksville ES	32	9	4	2	2	49	87.2%	12.8%
Laurel Woods ES	44	14	6	3	3	70	86.6%	13.4%
Swansfield ES	34	16	7	1	2	60	86.2%	13.8%
Fulton ES	40	22	10	1	5	78	84.9%	15.1%
Gorman Crossing ES	36	18	9	1	3	67	84.4%	15.6%
Bellows Spring ES	32	43	11	4	2	92	83.3%	16.7%
Bryant Woods ES	30	10	8			48	83.3%	16.7%
Manor Woods ES	31	9	7	3	2	52	80.0%	20.0%
Lisbon ES	25	6	6	2		39	79.5%	20.5%
Worthington ES	30	12	8	3	2	55	79.2%	20.8%
Centennial Lane ES	36	12	8	5		61	78.7%	21.3%
Northfield ES	41	10	11	3	5	70	78.5%	21.5%
Triadelphia Ridge ES	27	9	4	6	3	49	78.3%	21.7%
West Friendship ES	19	6	6	1	2	34	78.1%	21.9%
Jeffers Hill ES	27	5	4	5	1	42	78.0%	22.0%
Talbott Springs ES	34	21	13	3		71	77.5%	22.5%
Bollman Bridge ES	45	11	11	6	3	76	76.7%	23.3%
Running Brook ES	31	18	11	4	2	66	76.6%	23.4%
Forest Ridge ES	22	13	8	3	1	47	76.1%	23.9%
Veterans ES	47	6	15	3	7	78	74.6%	25.4%
Deep Run ES	37	13	13	5	5	73	73.5%	26.5%
Thunder Hill ES	20	5	7	2	3	37	73.5%	26.5%
Ducketts Lane ES	29	18	11	6	1	65	73.4%	26.6%
Ilchester ES	20	10	7	4	1	42	73.2%	26.8%
Atholton ES	27	5	8	4	2	46	72.7%	27.3%
Hollifield Station ES	22	7	6	5	6	46	72.5%	27.5%
Stevens Forest ES	13	8	6	2	3	32	72.4%	27.6%
Phelps Luck ES	40	7	13	5	2	67	72.3%	27.7%
Bushy Park ES	32	9	14	2	4	61	71.9%	28.1%
Waverly ES	33	10	11	6	7	67	71.7%	28.3%
Cradlerock ES	37	13	11	9	4	74	71.4%	28.6%
Waterloo ES	33	9	13	4	5	64	71.2%	28.8%
Elkridge ES	27	10	13	2	2	54	71.2%	28.8%
Clemens Crossing ES	15	7	8	1	2	33	71.0%	29.0%
Longfellow ES	26	8	8	7	5	54	69.4%	30.6%
Dayton Oaks ES	34	15	19	3	3	74	69.0%	31.0%
Hanover Hills ES	34	9	16	4	1	64	68.3%	31.7%
Pointers Run ES	26	5	13	2	6	52	67.4%	32.6%
Hammond ES	25	12	14	4	1	56	67.3%	32.7%
Guilford ES	21	5	10	5		41	63.4%	36.6%
St John's Lane ES	26	4	14	4	1	49	62.5%	37.5%
Rockburn ES	21	4	14	4	4	47	58.1%	41.9%

## 2025-2026 HCEA Job Satisfaction Survey

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Middle</b>	<b>549</b>	<b>178</b>	<b>174</b>	<b>57</b>	<b>53</b>	<b>1011</b>	<b>75.9%</b>	<b>24.1%</b>
Glenwood MS	23	4	3	1	2	33	87.1%	12.9%
Lake Elkhorn MS	39	10	6	3	4	62	84.5%	15.5%
Mount View MS	29	15	9		4	57	83.0%	17.0%
Wilde Lake MS	37	7	5	4	3	56	83.0%	17.0%
Dunloggin MS	25	14	8		4	51	83.0%	17.0%
Burleigh Manor MS	32	11	7	2	2	54	82.7%	17.3%
Harper's Choice MS	28	4	5	2	2	41	82.1%	17.9%
Hammond MS	29	7	7	1		44	81.8%	18.2%
Lime Kiln MS	23	13	5	3		44	81.8%	18.2%
Ellicott Mills MS	30	10	9	1	5	55	80.0%	20.0%
Oakland Mills MS	16	7	3	3	2	31	79.3%	20.7%
Folly Quarter MS	26	8	6	4	1	45	77.3%	22.7%
Clarksville MS	27	8	10	3	2	50	72.9%	27.1%
Thomas Viaduct MS	25	7	10	2	2	46	72.7%	27.3%
Patapsco MS	23	9	10	4	2	48	69.6%	30.4%
Patuxent Valley MS	35	6	13	5	5	64	69.5%	30.5%
Bonnie Branch MS	21	7	10	4	3	45	66.7%	33.3%
Murray Hill MS	32	10	17	4	4	67	66.7%	33.3%
Mayfield Woods MS	25	12	14	5	2	58	66.1%	33.9%
Elkridge Landing MS	24	9	17	6	4	60	58.9%	41.1%
<b>High</b>	<b>541</b>	<b>173</b>	<b>231</b>	<b>79</b>	<b>40</b>	<b>1064</b>	<b>69.7%</b>	<b>30.3%</b>
Guilford Park HS	38	20	10	3	3	74	81.7%	18.3%
Oakland Mills HS	51	13	15	3	4	86	78.0%	22.0%
Glenelg HS	30	18	10	4	1	63	77.4%	22.6%
Wilde Lake HS	43	15	17	4	6	85	73.4%	26.6%
Atholton HS	48	12	15	7	5	87	73.2%	26.8%
Centennial HS	37	20	16	5	1	79	73.1%	26.9%
Long Reach HS	45	16	17	10	1	89	69.3%	30.7%
Marriotts Ridge HS	43	5	16	6	5	75	68.6%	31.4%
River Hill HS	30	10	17	2	3	62	67.8%	32.2%
Hammond HS	42	17	22	8	1	90	66.3%	33.7%
Reservoir HS	55	8	26	10	2	101	63.6%	36.4%
Howard HS	50	8	27	7	5	97	63.0%	37.0%
Mt. Hebron HS	29	11	23	10	3	76	54.8%	45.2%
<b>Special</b>	<b>67</b>	<b>17</b>	<b>27</b>	<b>11</b>	<b>14</b>	<b>136</b>	<b>68.9%</b>	<b>31.1%</b>
Cedar Lane - Fulton	25	7	9	3	11	55	72.7%	27.3%
ARL	23	4	8	5	2	42	67.5%	32.5%
Homewood School	19	6	10	3	1	39	65.8%	34.2%
<b>Non-School Based</b>	<b>87</b>	<b>22</b>	<b>30</b>	<b>14</b>	<b>27</b>	<b>180</b>	<b>71.2%</b>	<b>28.8%</b>
Central Office	42	9	9	7	17	84	76.1%	23.9%
Ascend One Center	19	5	8	2	2	36	70.6%	29.4%
Old Cedar Lane	26	8	13	5	8	60	65.4%	34.6%
<b>Grand Total</b>	<b>2472</b>	<b>843</b>	<b>867</b>	<b>304</b>	<b>240</b>	<b>4726</b>	<b>73.9%</b>	<b>26.1%</b>

## 2025-2026 HCEA Job Satisfaction Survey

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

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Elementary</b>	<b>1216</b>	<b>425</b>	<b>482</b>	<b>185</b>	<b>29</b>	<b>2337</b>	<b>71.1%</b>	<b>28.9%</b>
Bryant Woods ES	30	10	6	1	1	48	85.1%	14.9%
Guilford ES	28	6	5	2		41	82.9%	17.1%
Forest Ridge ES	27	11	4	4	1	47	82.6%	17.4%
Talbott Springs ES	38	20	11	2		71	81.7%	18.3%
Stevens Forest ES	16	10	6			32	81.3%	18.8%
Gorman Crossing ES	36	18	11	2		67	80.6%	19.4%
Northfield ES	41	14	12	2	1	70	79.7%	20.3%
Running Brook ES	36	14	11	2	3	66	79.4%	20.6%
Bellows Spring ES	65	7	13	6		91	79.1%	20.9%
Swansfield ES	34	13	10	3		60	78.3%	21.7%
Dayton Oaks ES	38	18	13	3	2	74	77.8%	22.2%
Elkridge ES	30	12	10	2		54	77.8%	22.2%
Clarksville ES	32	6	10	1		49	77.6%	22.4%
Hollifield Station ES	23	11	9	1	2	46	77.3%	22.7%
Ducketts Lane ES	29	21	11	4		65	76.9%	23.1%
Fulton ES	47	10	15	4	2	78	75.0%	25.0%
Ilchester ES	21	9	7	3	2	42	75.0%	25.0%
Cradlerock ES	40	13	13	6	2	74	73.6%	26.4%
West Friendship ES	21	4	7	2		34	73.5%	26.5%
Pointers Run ES	27	11	11	3		52	73.1%	26.9%
Laurel Woods ES	35	16	11	8		70	72.9%	27.1%
Phelps Luck ES	30	18	15	3		66	72.7%	27.3%
Manor Woods ES	28	9	11	3		51	72.5%	27.5%
Thunder Hill ES	16	9	8	2	2	37	71.4%	28.6%
Rockburn ES	26	8	10	4		48	70.8%	29.2%
Worthington ES	30	8	12	4	1	55	70.4%	29.6%
Waterloo ES	31	13	15	4	1	64	69.8%	30.2%
St John's Lane ES	30	4	9	6		49	69.4%	30.6%
Hammond ES	27	11	11	7		56	67.9%	32.1%
Atholton ES	27	4	14	1		46	67.4%	32.6%
Lisbon ES	22	4	12	1		39	66.7%	33.3%
Deep Run ES	37	10	15	9	3	74	66.2%	33.8%
Hanover Hills ES	32	10	14	8		64	65.6%	34.4%
Bollman Bridge ES	34	15	17	9	1	76	65.3%	34.7%
Longfellow ES	26	9	13	6		54	64.8%	35.2%
Veterans ES	38	12	21	7	2	80	64.1%	35.9%
Bushy Park ES	33	6	17	5		61	63.9%	36.1%
Waverly ES	30	10	17	7	3	67	62.5%	37.5%
Clemens Crossing ES	12	7	9	3	3	34	61.3%	38.7%
Triadelphia Ridge ES	24	5	16	4		49	59.2%	40.8%
Jeffers Hill ES	18	6	14	5		43	55.8%	44.2%
Centennial Lane ES	1	3	23	33		60	6.7%	93.3%

## 2025-2026 HCEA Job Satisfaction Survey

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Middle</b>	<b>520</b>	<b>217</b>	<b>201</b>	<b>62</b>	<b>11</b>	<b>1011</b>	<b>73.7%</b>	<b>26.3%</b>
Glenwood MS	24	5	3	1		33	87.9%	12.1%
Clarksville MS	30	12	5	1	2	50	87.5%	12.5%
Harper's Choice MS	18	16	3	3	1	41	85.0%	15.0%
Oakland Mills MS	15	10	2	3	1	31	83.3%	16.7%
Dunloggin MS	28	13	4	5	1	51	82.0%	18.0%
Lime Kiln MS	24	11	7	2		44	79.5%	20.5%
Burleigh Manor MS	31	9	9	3	2	54	76.9%	23.1%
Folly Quarter MS	28	5	9	2	1	45	75.0%	25.0%
Wilde Lake MS	29	12	9	5	1	56	74.5%	25.5%
Murray Hill MS	36	13	15	3		67	73.1%	26.9%
Patapsco MS	20	15	10	3		48	72.9%	27.1%
Ellicott Mills MS	28	12	14	1		55	72.7%	27.3%
Mount View MS	27	13	13	3	1	57	71.4%	28.6%
Bonnie Branch MS	27	5	7	6		45	71.1%	28.9%
Mayfield Woods MS	26	15	14	3		58	70.7%	29.3%
Patuxent Valley MS	32	13	15	4		64	70.3%	29.7%
Elkridge Landing MS	30	10	15	5		60	66.7%	33.3%
Hammond MS	18	11	14	1		44	65.9%	34.1%
Lake Elkhorn MS	29	10	19	3	1	62	63.9%	36.1%
Thomas Viaduct MS	20	7	14	5		46	58.7%	41.3%
<b>High</b>	<b>534</b>	<b>164</b>	<b>246</b>	<b>104</b>	<b>16</b>	<b>1064</b>	<b>66.6%</b>	<b>33.4%</b>
Centennial HS	40	23	10	5	1	79	80.8%	19.2%
Guilford Park HS	43	14	15	1	1	74	78.1%	21.9%
Mt. Hebron HS	47	12	13	4	1	77	77.6%	22.4%
Oakland Mills HS	49	14	17	6		86	73.3%	26.7%
River Hill HS	36	8	12	6		62	71.0%	29.0%
Long Reach HS	48	14	21	5		88	70.5%	29.5%
Hammond HS	42	21	19	8		90	70.0%	30.0%
Atholton HS	48	12	20	6	1	87	69.8%	30.2%
Reservoir HS	54	10	28	7	2	101	64.6%	35.4%
Marriotts Ridge HS	42	5	24	2	2	75	64.4%	35.6%
Wilde Lake HS	38	14	22	7	4	85	64.2%	35.8%
Howard HS	42	13	35	4	3	97	58.5%	41.5%
Glenelg HS	5	4	10	43	1	63	14.5%	85.5%
<b>Special</b>	<b>68</b>	<b>28</b>	<b>25</b>	<b>13</b>	<b>1</b>	<b>135</b>	<b>71.6%</b>	<b>28.4%</b>
ARL	26	6	4	5	1	42	78.0%	22.0%
Cedar Lane - Fulton	27	13	10	4		54	74.1%	25.9%
Homewood School	15	9	11	4		39	61.5%	38.5%
<b>Non-School Based</b>	<b>93</b>	<b>40</b>	<b>29</b>	<b>9</b>	<b>9</b>	<b>180</b>	<b>77.8%</b>	<b>22.2%</b>
Old Cedar Lane	34	11	10	2	3	60	78.9%	21.1%
Central Office	44	18	11	6	5	84	78.5%	21.5%
Ascend One Center	15	11	8	1	1	36	74.3%	25.7%
<b>Grand Total</b>	<b>2431</b>	<b>874</b>	<b>983</b>	<b>373</b>	<b>66</b>	<b>4727</b>	<b>70.9%</b>	<b>29.1%</b>

## 2025-2026 HCEA Job Satisfaction Survey

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

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Elementary</b>	<b>216</b>	<b>123</b>	<b>685</b>	<b>1268</b>	<b>42</b>	<b>2334</b>	<b>14.8%</b>	<b>85.2%</b>
Atholton ES	27	4	14	1		46	67.4%	32.6%
Fulton ES	41	11	24	2		78	66.7%	33.3%
Ilchester ES	7	2	12	21		42	21.4%	78.6%
Hanover Hills ES	9	4	21	28	2	64	21.0%	79.0%
Deep Run ES	8	7	24	33	2	74	20.8%	79.2%
Forest Ridge ES	5	4	17	21		47	19.1%	80.9%
Jeffers Hill ES	3	5	13	21		42	19.0%	81.0%
Stevens Forest ES	3	3	11	15		32	18.8%	81.3%
Waterloo ES	7	4	18	34	1	64	17.5%	82.5%
Bollman Bridge ES	6	7	20	42	1	76	17.3%	82.7%
Talbott Springs ES	7	4	22	34	4	71	16.4%	83.6%
Hammond ES	6	3	16	30	1	56	16.4%	83.6%
Veterans ES	8	4	20	45	3	80	15.6%	84.4%
Guilford ES	3	3	15	18	2	41	15.4%	84.6%
Cradlerock ES	3	8	31	30	1	73	15.3%	84.7%
Phelps Luck ES	6	4	21	35		66	15.2%	84.8%
Clemens Crossing ES	4	1	9	20		34	14.7%	85.3%
Swansfield ES	4	4	13	38	1	60	13.6%	86.4%
Laurel Woods ES	6	3	18	40	3	70	13.4%	86.6%
Longfellow ES	5	2	15	31	1	54	13.2%	86.8%
Ducketts Lane ES	5	2	21	34	3	65	11.3%	88.7%
Worthington ES	2	4	12	36	1	55	11.1%	88.9%
Running Brook ES	3	4	17	40	1	65	10.9%	89.1%
Waverly ES	4	3	18	41	1	67	10.6%	89.4%
Rockburn ES	2	3	19	23		47	10.6%	89.4%
Triadelphia Ridge ES	3	2	13	31		49	10.2%	89.8%
Elkridge ES	4	1	23	26		54	9.3%	90.7%
St John's Lane ES	3	1	17	27	1	49	8.3%	91.7%
Clarksville ES	2	2	19	26		49	8.2%	91.8%
Gorman Crossing ES	4	1	9	51	2	67	7.7%	92.3%
Lisbon ES	2	1	14	22		39	7.7%	92.3%
Northfield ES	4	1	13	50	2	70	7.4%	92.6%
Centennial Lane ES	2	2	22	34	1	61	6.7%	93.3%
Hollifield Station ES	1	2	9	33	1	46	6.7%	93.3%
Bryant Woods ES	1	2	17	27		47	6.4%	93.6%
Manor Woods ES	2	1	12	35	2	52	6.0%	94.0%
Dayton Oaks ES		4	22	46	2	74	5.6%	94.4%
Thunder Hill ES	1	1	12	23		37	5.4%	94.6%
Bushy Park ES	2	1	24	33	1	61	5.0%	95.0%
Bellows Spring ES	4		11	75	1	91	4.4%	95.6%
Pointers Run ES	1	1	14	34	2	52	4.0%	96.0%
West Friendship ES			11	23		34	0.0%	100%

## 2025-2026 HCEA Job Satisfaction Survey

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Middle</b>	<b>69</b>	<b>40</b>	<b>320</b>	<b>564</b>	<b>18</b>	<b>1011</b>	<b>11.0%</b>	<b>89.0%</b>
Elkridge Landing MS	10	7	14	29		60	28.3%	71.7%
Bonnie Branch MS	7	4	17	16	1	45	25.0%	75.0%
Patuxent Valley MS	7	6	25	25	1	64	20.6%	79.4%
Murray Hill MS	5	6	28	27	1	67	16.7%	83.3%
Lake Elkhorn MS	3	6	15	33	5	62	15.8%	84.2%
Patapsco MS	4	3	15	26		48	14.6%	85.4%
Wilde Lake MS	5	2	18	30	1	56	12.7%	87.3%
Oakland Mills MS	3	1	12	16		32	12.5%	87.5%
Thomas Viaduct MS	4	1	21	19		45	11.1%	88.9%
Folly Quarter MS	4		10	31		45	8.9%	91.1%
Harper's Choice MS	2	1	13	24	1	41	7.5%	92.5%
Hammond MS	3		14	26	1	44	7.0%	93.0%
Glenwood MS	1	1	12	18	1	33	6.3%	93.8%
Ellicott Mills MS	2	1	11	41		55	5.5%	94.5%
Mount View MS	3		17	37		57	5.3%	94.7%
Lime Kiln MS	2		13	29		44	4.5%	95.5%
Mayfield Woods MS	2		14	39	3	58	3.6%	96.4%
Clarksville MS	1		16	33		50	2.0%	98.0%
Dunloggin MS	1		17	32	1	51	2.0%	98.0%
Burleigh Manor MS		1	18	33	2	54	1.9%	98.1%
<b>High</b>	<b>66</b>	<b>26</b>	<b>300</b>	<b>654</b>	<b>18</b>	<b>1064</b>	<b>8.8%</b>	<b>91.2%</b>
Hammond HS	12	4	27	42	5	90	18.8%	81.2%
Howard HS	10	4	32	49	1	96	14.7%	85.3%
Atholton HS	8	3	27	47	1	86	12.9%	87.1%
Long Reach HS	7	4	26	49	3	89	12.8%	87.2%
Marriotts Ridge HS	4	3	26	40	2	75	9.6%	90.4%
Wilde Lake HS	4	3	30	47	1	85	8.3%	91.7%
Guilford Park HS	3	2	17	52		74	6.8%	93.2%
Oakland Mills HS	4	1	25	55	1	86	5.9%	94.1%
Mt. Hebron HS	3	1	22	51	1	78	5.2%	94.8%
Reservoir HS	5		30	64	2	101	5.1%	94.9%
River Hill HS	3		17	42		62	4.8%	95.2%
Glenelg HS	2		8	52	1	63	3.2%	96.8%
Centennial HS	1	1	13	64		79	2.5%	97.5%
<b>Special</b>	<b>13</b>	<b>9</b>	<b>43</b>	<b>67</b>	<b>4</b>	<b>136</b>	<b>16.7%</b>	<b>83.3%</b>
Cedar Lane - Fulton	6	5	19	24	1	55	20.4%	79.6%
Homewood School	5	2	12	19	1	39	18.4%	81.6%
ARL	2	2	12	24	2	42	10.0%	90.0%
<b>Non-School Based</b>	<b>51</b>	<b>20</b>	<b>32</b>	<b>68</b>	<b>9</b>	<b>180</b>	<b>41.5%</b>	<b>58.5%</b>
Central Office	44	18	11	6	5	84	78.5%	21.5%
Old Cedar Lane	6	1	14	36	3	60	12.3%	87.7%
Ascend One Center	1	1	7	26	1	36	5.7%	94.3%
<b>Grand Total</b>	<b>415</b>	<b>218</b>	<b>1380</b>	<b>2621</b>	<b>91</b>	<b>4725</b>	<b>13.7%</b>	<b>86.3%</b>

## 2025-2026 HCEA Job Satisfaction Survey

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

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Elementary</b>	<b>109</b>	<b>78</b>	<b>675</b>	<b>1439</b>	<b>33</b>	<b>2334</b>	<b>8.1%</b>	<b>91.9%</b>
Jeffers Hill ES	7	6	11	18		42	31.0%	69.0%
Centennial Lane ES	9	4	24	24		61	21.3%	78.7%
Bryant Woods ES	5	4	16	22		47	19.1%	80.9%
Atholton ES	8		9	28	1	46	17.8%	82.2%
Rockburn ES	4	4	15	24		47	17.0%	83.0%
Laurel Woods ES	4	6	24	30	5	69	15.6%	84.4%
St John's Lane ES	5	2	15	27		49	14.3%	85.7%
Longfellow ES	5	2	14	33		54	13.0%	87.0%
Guilford ES		5	15	20	1	41	12.5%	87.5%
Cradlerock ES	1	8	27	37	1	74	12.3%	87.7%
Phelps Luck ES	4	4	23	36		67	11.9%	88.1%
West Friendship ES	1	3	17	13		34	11.8%	88.2%
Deep Run ES	4	4	23	43		74	10.8%	89.2%
Thunder Hill ES	3	1	9	24		37	10.8%	89.2%
Bollman Bridge ES	4	4	20	47	1	76	10.7%	89.3%
Swansfield ES	4	2	16	38		60	10.0%	90.0%
Clemens Crossing ES	3		9	21		33	9.1%	90.9%
Hammond ES	3	2	15	35	1	56	9.1%	90.9%
Dayton Oaks ES	5	1	22	44	1	73	8.3%	91.7%
Clarksville ES	2	2	19	26		49	8.2%	91.8%
Fulton ES	4	2	33	37	2	78	7.9%	92.1%
Gorman Crossing ES	4	1	8	51	3	67	7.8%	92.2%
Bushy Park ES	2	2	23	34		61	6.6%	93.4%
Hanover Hills ES	2	2	24	36		64	6.3%	93.8%
Veterans ES	3	1	21	55		80	5.0%	95.0%
Forest Ridge ES	1	1	17	27	1	47	4.3%	95.7%
Hollifield Station ES	2		11	33		46	4.3%	95.7%
Triadelphia Ridge ES		2	6	41		49	4.1%	95.9%
Pointers Run ES	1	1	11	37	2	52	4.0%	96.0%
Bellows Spring ES	3		8	80	1	92	3.3%	96.7%
Waterloo ES	2		17	44	1	64	3.2%	96.8%
Waverly ES	1	1	19	45	1	67	3.0%	97.0%
Running Brook ES	1	1	16	48		66	3.0%	97.0%
Talbott Springs ES	2		17	48	4	71	3.0%	97.0%
Elkridge ES	1		23	30		54	1.9%	98.1%
Worthington ES		1	12	41	1	55	1.9%	98.1%
Ducketts Lane ES			23	39	3	65	0.0%	100%
Ilchester ES			12	30		42	0.0%	100%
Lisbon ES			11	27	1	39	0.0%	100%
Manor Woods ES			11	39	1	51	0.0%	100%
Northfield ES			13	55	2	70	0.0%	100%
Stevens Forest ES			15	17		32	0.0%	100%

## 2025-2026 HCEA Job Satisfaction Survey

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Middle</b>	<b>45</b>	<b>50</b>	<b>307</b>	<b>589</b>	<b>21</b>	<b>1012</b>	<b>9.6%</b>	<b>90.4%</b>
Murray Hill MS	7	17	25	16	2	67	36.9%	63.1%
Patuxent Valley MS	8	5	23	26	2	64	21.0%	79.0%
Patapsco MS	3	6	12	26	1	48	19.1%	80.9%
Lake Elkhorn MS	1	8	17	32	4	62	15.5%	84.5%
Elkridge Landing MS	3	4	15	37	1	60	11.9%	88.1%
Wilde Lake MS	2	4	22	28		56	10.7%	89.3%
Hammond MS	4		11	28	1	44	9.3%	90.7%
Bonnie Branch MS	1	3	18	22	1	45	9.1%	90.9%
Folly Quarter MS	4		10	31		45	8.9%	91.1%
Harper's Choice MS	3		12	25	1	41	7.5%	92.5%
Mayfield Woods MS	3	1	16	36	2	58	7.1%	92.9%
Thomas Viaduct MS	2	1	22	21		46	6.5%	93.5%
Ellicott Mills MS	2		14	39		55	3.6%	96.4%
Oakland Mills MS	1		15	15	1	32	3.2%	96.8%
Lime Kiln MS	1		12	31		44	2.3%	97.7%
Dunloggin MS		1	11	38	1	51	2.0%	98.0%
Burleigh Manor MS			14	37	3	54	0.0%	100%
Clarksville MS			15	35		50	0.0%	100%
Glenwood MS			7	25	1	33	0.0%	100%
Mount View MS			16	41		57	0.0%	100%
<b>High</b>	<b>54</b>	<b>32</b>	<b>311</b>	<b>650</b>	<b>17</b>	<b>1064</b>	<b>8.2%</b>	<b>91.8%</b>
Glenelg HS	9	4	13	35	2	63	21.3%	78.7%
Hammond HS	10	5	34	36	5	90	17.6%	82.4%
Wilde Lake HS	8	4	29	43	1	85	14.3%	85.7%
Atholton HS	5	4	35	42	1	87	10.5%	89.5%
Howard HS	7	2	28	58	1	96	9.5%	90.5%
Marriotts Ridge HS	3	4	25	43		75	9.3%	90.7%
Long Reach HS	3	4	25	55	2	89	8.0%	92.0%
Oakland Mills HS	5	1	24	55	1	86	7.1%	92.9%
Guilford Park HS	3		18	53		74	4.1%	95.9%
Centennial HS	1	2	13	63		79	3.8%	96.2%
River Hill HS		1	16	44	1	62	1.6%	98.4%
Mt. Hebron HS		1	22	54	1	78	1.3%	98.7%
Reservoir HS			29	69	2	100	0.0%	100%
<b>Special</b>	<b>7</b>	<b>7</b>	<b>46</b>	<b>74</b>	<b>2</b>	<b>136</b>	<b>10.4%</b>	<b>89.6%</b>
Homewood School	3	2	12	22		39	12.8%	87.2%
Cedar Lane - Fulton	1	5	21	27	1	55	11.1%	88.9%
ARL	3		13	25	1	42	7.3%	92.7%
<b>Non-School Based</b>	<b>8</b>	<b>4</b>	<b>38</b>	<b>115</b>	<b>15</b>	<b>180</b>	<b>7.3%</b>	<b>92.7%</b>
Central Office	7		15	50	12	84	9.7%	90.3%
Ascend One Center		2	6	27	1	36	5.7%	94.3%
Old Cedar Lane	1	2	17	38	2	60	5.2%	94.8%
<b>Grand Total</b>	<b>223</b>	<b>171</b>	<b>1377</b>	<b>2867</b>	<b>88</b>	<b>4726</b>	<b>8.5%</b>	<b>91.5%</b>

## 2025-2026 HCEA Job Satisfaction Survey

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

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Elementary</b>	<b>241</b>	<b>129</b>	<b>807</b>	<b>1067</b>	<b>79</b>	<b>2323</b>	<b>16.5%</b>	<b>83.5%</b>
Hollifield Station ES	11	1	19	4	11	46	34.3%	65.7%
Running Brook ES	9	10	21	26		66	28.8%	71.2%
Centennial Lane ES	9	4	24	9	13	59	28.3%	71.7%
Clemens Crossing ES	7	2	12	11		32	28.1%	71.9%
Clarksville ES	9	4	15	20	1	49	27.1%	72.9%
Longfellow ES	10	4	18	21	1	54	26.4%	73.6%
Bryant Woods ES	9	3	17	19		48	25.0%	75.0%
Thunder Hill ES	6	3	11	16	1	37	25.0%	75.0%
Pointers Run ES	8	4	15	22	3	52	24.5%	75.5%
Hanover Hills ES	8	6	24	24	2	64	22.6%	77.4%
Stevens Forest ES	3	4	12	13		32	21.9%	78.1%
Bollman Bridge ES	8	8	23	35	2	76	21.6%	78.4%
Phelps Luck ES	12	1	25	25	2	65	20.6%	79.4%
Laurel Woods ES	9	4	26	27	4	70	19.7%	80.3%
Waterloo ES	9	3	25	25	2	64	19.4%	80.6%
Cradlerock ES	7	7	34	25	1	74	19.2%	80.8%
Hammond ES	6	4	22	23	1	56	18.2%	81.8%
Dayton Oaks ES	10	3	22	37	2	74	18.1%	81.9%
Manor Woods ES	9		17	24	1	51	18.0%	82.0%
St John's Lane ES	5	3	19	20	2	49	17.0%	83.0%
Waverly ES	7	4	23	32	1	67	16.7%	83.3%
Veterans ES	6	7	25	40	2	80	16.7%	83.3%
Triadelphia Ridge ES	5	3	14	27		49	16.3%	83.7%
Gorman Crossing ES	6	4	14	39	4	67	15.9%	84.1%
Rockburn ES	3	4	15	25		47	14.9%	85.1%
Deep Run ES	6	4	21	42	1	74	13.7%	86.3%
Bushy Park ES	5	3	24	28	1	61	13.3%	86.7%
Guilford ES	4	1	20	16		41	12.2%	87.8%
Jeffers Hill ES		5	14	22	1	42	12.2%	87.8%
Swansfield ES	3	4	18	33	2	60	12.1%	87.9%
Ilchester ES	2	3	16	21		42	11.9%	88.1%
Ducketts Lane ES	3	4	22	34	2	65	11.1%	88.9%
Talbott Springs ES	7		21	36	7	71	10.9%	89.1%
Elkridge ES	4	1	28	21		54	9.3%	90.7%
West Friendship ES	3		13	18		34	8.8%	91.2%
Forest Ridge ES	4		21	21	1	47	8.7%	91.3%
Worthington ES	2	2	16	26	1	47	8.7%	91.3%
Lisbon ES	2	1	12	23	1	39	7.9%	92.1%
Bellows Spring ES	5	2	20	64	1	92	7.7%	92.3%
Northfield ES	4	1	26	35	4	70	7.6%	92.4%
Atholton ES	2		13	29	1	45	4.5%	95.5%
Fulton ES	1	2	33	41	1	78	3.9%	96.1%

## 2025-2026 HCEA Job Satisfaction Survey

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Middle</b>	<b>146</b>	<b>73</b>	<b>350</b>	<b>412</b>	<b>26</b>	<b>1007</b>	<b>22.3%</b>	<b>77.7%</b>
Thomas Viaduct MS	13	3	12	17	1	46	35.6%	64.4%
Bonnie Branch MS	14	1	11	17	2	45	34.9%	65.1%
Dunloggin MS	13	3	14	19	2	51	32.7%	67.3%
Mount View MS	10	7	17	23		57	29.8%	70.2%
Lake Elkhorn MS	8	8	18	24	3	61	27.6%	72.4%
Patapsco MS	8	4	13	21	1	47	26.1%	73.9%
Patuxent Valley MS	9	7	26	20	2	64	25.8%	74.2%
Elkridge Landing MS	9	6	22	23		60	25.0%	75.0%
Folly Quarter MS	6	5	17	17		45	24.4%	75.6%
Ellicott Mills MS	10	2	19	23	1	55	22.2%	77.8%
Murray Hill MS	8	6	29	21	3	67	21.9%	78.1%
Clarksville MS	5	5	21	19		50	20.0%	80.0%
Hammond MS	5	3	13	20	3	44	19.5%	80.5%
Glenwood MS	3	3	13	13	1	33	18.8%	81.3%
Mayfield Woods MS	7	3	16	30	2	58	17.9%	82.1%
Harper's Choice MS	5	2	16	17		40	17.5%	82.5%
Burleigh Manor MS	5	1	19	26	3	54	11.8%	88.2%
Wilde Lake MS	4	2	25	23	2	56	11.1%	88.9%
Oakland Mills MS	1	2	12	15		30	10.0%	90.0%
Lime Kiln MS	3		17	24		44	6.8%	93.2%
<b>High</b>	<b>152</b>	<b>77</b>	<b>338</b>	<b>456</b>	<b>40</b>	<b>1063</b>	<b>22.4%</b>	<b>77.6%</b>
Atholton HS	18	8	36	21	3	86	31.3%	68.7%
Reservoir HS	16	9	32	38	5	100	26.3%	73.7%
Long Reach HS	13	9	29	34	4	89	25.9%	74.1%
Howard HS	15	8	27	44	3	97	24.5%	75.5%
Marriotts Ridge HS	9	8	28	27	3	75	23.6%	76.4%
Centennial HS	14	4	18	42	1	79	23.1%	76.9%
Hammond HS	14	4	35	30	6	89	21.7%	78.3%
Wilde Lake HS	12	6	29	37	1	85	21.4%	78.6%
Glenelg HS	9	4	13	35	2	63	21.3%	78.7%
Guilford Park HS	13	2	19	38	2	74	20.8%	79.2%
Oakland Mills HS	9	7	22	43	5	86	19.8%	80.2%
Mt. Hebron HS	6	5	32	31	4	78	14.9%	85.1%
River Hill HS	4	3	18	36	1	62	11.5%	88.5%
<b>Special</b>	<b>6</b>	<b>8</b>	<b>53</b>	<b>62</b>	<b>7</b>	<b>136</b>	<b>10.9%</b>	<b>89.1%</b>
Homewood School	3	3	17	16		39	15.4%	84.6%
ARL	3	3	13	21	2	42	15.0%	85.0%
Cedar Lane - Fulton		2	23	25	5	55	4.0%	96.0%
<b>Non-School Based</b>	<b>10</b>	<b>10</b>	<b>40</b>	<b>92</b>	<b>28</b>	<b>180</b>	<b>13.2%</b>	<b>86.8%</b>
Old Cedar Lane	5	7	12	23	13	60	25.5%	74.5%
Ascend One Center	1	3	11	19	2	36	11.8%	88.2%
Central Office	4		17	50	13	84	5.6%	94.4%
<b>Grand Total</b>	<b>555</b>	<b>297</b>	<b>1588</b>	<b>2089</b>	<b>180</b>	<b>4709</b>	<b>18.8%</b>	<b>81.2%</b>

## 2025-2026 HCEA Job Satisfaction Survey

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

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Elementary</b>	<b>503</b>	<b>149</b>	<b>798</b>	<b>261</b>	<b>611</b>	<b>2322</b>	<b>38.1%</b>	<b>61.9%</b>
Centennial Lane ES	33	6	4	2	15	60	86.7%	13.3%
Running Brook ES	18	8	15	5	19	65	56.5%	43.5%
Atholton ES	11	7	14	4	10	46	50.0%	50.0%
Guilford ES	12	4	13	3	9	41	50.0%	50.0%
Ilchester ES	13	3	11	5	10	42	50.0%	50.0%
Thunder Hill ES	9	2	8	3	15	37	50.0%	50.0%
Bellows Spring ES	15	6	21	2	48	92	47.7%	52.3%
Waterloo ES	20	2	21	6	15	64	44.9%	55.1%
Deep Run ES	20	4	21	10	18	73	43.6%	56.4%
Bollman Bridge ES	17	5	19	11	24	76	42.3%	57.7%
Rockburn ES	10	3	14	4	16	47	41.9%	58.1%
Triadelphia Ridge ES	12	3	13	8	13	49	41.7%	58.3%
Phelps Luck ES	13	6	22	5	21	67	41.3%	58.7%
Northfield ES	16	5	25	5	19	70	41.2%	58.8%
Worthington ES	8	7	20	2	17	54	40.5%	59.5%
Bryant Woods ES	16	1	22	3	5	47	40.5%	59.5%
Jeffers Hill ES	8	6	16	5	7	42	40.0%	60.0%
Manor Woods ES	13	2	15	8	13	51	39.5%	60.5%
Waverly ES	14	6	24	8	15	67	38.5%	61.5%
St John's Lane ES	11	3	16	7	12	49	37.8%	62.2%
Dayton Oaks ES	18	2	25	8	20	73	37.7%	62.3%
Clarksville ES	12	3	19	6	8	48	37.5%	62.5%
Laurel Woods ES	12	6	26	6	19	69	36.0%	64.0%
Pointers Run ES	11	3	21	4	12	51	35.9%	64.1%
Swansfield ES	11	5	21	8	15	60	35.6%	64.4%
Talbott Springs ES	13	4	24	7	23	71	35.4%	64.6%
Longfellow ES	9	4	18	6	16	53	35.1%	64.9%
Elkridge ES	13	3	24	6	8	54	34.8%	65.2%
Forest Ridge ES	9	2	17	4	14	46	34.4%	65.6%
Hollifield Station ES	11	1	19	4	11	46	34.3%	65.7%
Cradlerock ES	15	5	29	10	15	74	33.9%	66.1%
Stevens Forest ES	6	1	11	3	11	32	33.3%	66.7%
Bushy Park ES	7	6	21	6	20	60	32.5%	67.5%
Veterans ES	13	4	30	9	23	79	30.4%	69.6%
Fulton ES	16	7	27	26	2	78	30.3%	69.7%
Hammond ES	12	1	25	6	12	56	29.5%	70.5%
Hanover Hills ES	8	4	27	7	18	64	26.1%	73.9%
Gorman Crossing ES	11	2	23	14	16	66	26.0%	74.0%
Lisbon ES	7	1	18	5	8	39	25.8%	74.2%
Ducketts Lane ES	7	2	26	8	21	64	20.9%	79.1%
Clemens Crossing ES	5		19	6	3	33	16.7%	83.3%
West Friendship ES	2		18	4	10	34	8.3%	91.7%

## 2025-2026 HCEA Job Satisfaction Survey

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Middle</b>	<b>223</b>	<b>71</b>	<b>393</b>	<b>110</b>	<b>205</b>	<b>1002</b>	<b>36.9%</b>	<b>63.1%</b>
Thomas Viaduct MS	16	4	14	1	11	46	57.1%	42.9%
Murray Hill MS	17	7	15	4	22	65	55.8%	44.2%
Dunloggin MS	15	5	14	4	13	51	52.6%	47.4%
Lake Elkhorn MS	17	7	17	6	14	61	51.1%	48.9%
Patuxent Valley MS	21	5	24	4	10	64	48.1%	51.9%
Wilde Lake MS	19	2	20	4	11	56	46.7%	53.3%
Glenwood MS	7	4	9	4	9	33	45.8%	54.2%
Clarksville MS	12	5	18	5	9	49	42.5%	57.5%
Elkridge Landing MS	14	5	25	6	10	60	38.0%	62.0%
Bonnie Branch MS	11	2	17	6	9	45	36.1%	63.9%
Mayfield Woods MS	11	6	21	10	10	58	35.4%	64.6%
Oakland Mills MS	5	4	14	4	3	30	33.3%	66.7%
Harper's Choice MS	7	3	15	9	7	41	29.4%	70.6%
Mount View MS	10	4	31	3	9	57	29.2%	70.8%
Patapsco MS	5	3	16	9	13	46	24.2%	75.8%
Folly Quarter MS	8	1	25	4	6	44	23.7%	76.3%
Burleigh Manor MS	9	1	28	8	8	54	21.7%	78.3%
Ellicott Mills MS	7	2	29	5	12	55	20.9%	79.1%
Hammond MS	7		20	7	9	43	20.6%	79.4%
Lime Kiln MS	5	1	21	7	10	44	17.6%	82.4%
<b>High</b>	<b>251</b>	<b>98</b>	<b>365</b>	<b>102</b>	<b>242</b>	<b>1058</b>	<b>42.8%</b>	<b>57.2%</b>
Atholton HS	36	8	19	3	20	86	66.7%	33.3%
Oakland Mills HS	20	17	14	5	29	85	66.1%	33.9%
Guilford Park HS	25	11	21	2	15	74	61.0%	39.0%
Hammond HS	21	11	27	5	25	89	50.0%	50.0%
Long Reach HS	20	10	33	3	23	89	45.5%	54.5%
Reservoir HS	26	8	35	9	20	98	43.6%	56.4%
Wilde Lake HS	23	6	31	8	17	85	42.6%	57.4%
Marriotts Ridge HS	18	9	30	9	9	75	40.9%	59.1%
Howard HS	21	8	35	11	22	97	38.7%	61.3%
Mt. Hebron HS	15	5	33	7	17	77	33.3%	66.7%
River Hill HS	10	2	31	9	10	62	23.1%	76.9%
Glenelg HS	7	2	18	18	18	63	20.0%	80.0%
Centennial HS	9	1	38	13	17	78	16.4%	83.6%
<b>Special</b>	<b>21</b>	<b>9</b>	<b>41</b>	<b>12</b>	<b>53</b>	<b>136</b>	<b>36.1%</b>	<b>63.9%</b>
Homewood School	9	6	11	2	11	39	53.6%	46.4%
Cedar Lane - Fulton	8	3	13	6	25	55	36.7%	63.3%
ARL	4		17	4	17	42	16.0%	84.0%
<b>Non-School Based</b>	<b>7</b>		<b>16</b>	<b>25</b>	<b>130</b>	<b>178</b>	<b>14.6%</b>	<b>85.4%</b>
Ascend One Center	3		2	1	30	36	50.0%	50.0%
Old Cedar Lane	1		1	1	55	58	33.3%	66.7%
Central Office	3		13	23	45	84	7.7%	92.3%
<b>Grand Total</b>	<b>1005</b>	<b>327</b>	<b>1613</b>	<b>510</b>	<b>1241</b>	<b>4696</b>	<b>38.6%</b>	<b>61.4%</b>

## 2025-2026 HCEA Job Satisfaction Survey

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

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Elementary</b>	<b>1068</b>	<b>316</b>	<b>256</b>	<b>80</b>	<b>599</b>	<b>2319</b>	<b>80.5%</b>	<b>19.5%</b>
Manor Woods ES	25	14		1	11	51	97.5%	2.5%
Stevens Forest ES	13	9	1		9	32	95.7%	4.3%
Dayton Oaks ES	41	8	1	2	21	73	94.2%	5.8%
Northfield ES	37	10	3		20	70	94.0%	6.0%
Gorman Crossing ES	30	20	2	2	12	66	92.6%	7.4%
Cradlerock ES	30	23	4	1	16	74	91.4%	8.6%
Bushy Park ES	29	7	4		20	60	90.0%	10.0%
Talbott Springs ES	33	12	5		21	71	90.0%	10.0%
Lisbon ES	19	5	2	1	11	38	88.9%	11.1%
West Friendship ES	18	5	2	1	8	34	88.5%	11.5%
Hollifield Station ES	23	7	3	1	12	46	88.2%	11.8%
Veterans ES	38	14	7		20	79	88.1%	11.9%
Ilchester ES	23	4	4		11	42	87.1%	12.9%
Elkridge ES	35	5	4	2	8	54	87.0%	13.0%
St John's Lane ES	29	4	2	3	11	49	86.8%	13.2%
Fulton ES	42	10	5	3	17	77	86.7%	13.3%
Waverly ES	38	5	2	3	17	67	86.0%	14.0%
Ducketts Lane ES	24	17	4	3	16	64	85.4%	14.6%
Hanover Hills ES	30	9	5	3	17	64	83.0%	17.0%
Swansfield ES	25	12	6	2	15	60	82.2%	17.8%
Longfellow ES	25	4	5	2	16	52	80.6%	19.4%
Triadelphia Ridge ES	21	8	5	2	13	49	80.6%	19.4%
Waterloo ES	30	7	8	1	18	64	80.4%	19.6%
Guilford ES	18	7	6	1	9	41	78.1%	21.9%
Hammond ES	32	3	8	2	11	56	77.8%	22.2%
Worthington ES	21	7	6	2	19	55	77.8%	22.2%
Deep Run ES	33	9	12	1	18	73	76.4%	23.6%
Bryant Woods ES	29	2	9	1	6	47	75.6%	24.4%
Phelps Luck ES	31	6	7	5	16	65	75.5%	24.5%
Thunder Hill ES	18	3	5	2	9	37	75.0%	25.0%
Forest Ridge ES	18	5	6	2	15	46	74.2%	25.8%
Atholton ES	22	2	8	1	13	46	72.7%	27.3%
Clarksville ES	28	1	8	3	8	48	72.5%	27.5%
Clemens Crossing ES	18	3	5	3	4	33	72.4%	27.6%
Rockburn ES	15	6	5	3	18	47	72.4%	27.6%
Laurel Woods ES	29	7	8	6	20	70	72.0%	28.0%
Jeffers Hill ES	24	3	5	6	5	43	71.1%	28.9%
Pointers Run ES	21	5	9	2	14	51	70.3%	29.7%
Running Brook ES	21	12	13	1	18	65	70.2%	29.8%
Bollman Bridge ES	33	6	16	3	18	76	67.2%	32.8%
Bellows Spring ES	19	6	12	4	50	91	61.0%	39.0%
Centennial Lane ES	18	9	26	2	5	60	49.1%	50.9%

## 2025-2026 HCEA Job Satisfaction Survey

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Middle</b>	<b>445</b>	<b>191</b>	<b>125</b>	<b>44</b>	<b>199</b>	<b>1004</b>	<b>79.0%</b>	<b>21.0%</b>
Folly Quarter MS	23	13		1	7	44	97.3%	2.7%
Ellicott Mills MS	28	12	1	1	13	55	95.2%	4.8%
Burleigh Manor MS	29	13	4	1	7	54	89.4%	10.6%
Oakland Mills MS	15	10	2	1	2	30	89.3%	10.7%
Lime Kiln MS	16	14	4		10	44	88.2%	11.8%
Mount View MS	25	17	4	2	9	57	87.5%	12.5%
Patapsco MS	19	10	4	1	14	48	85.3%	14.7%
Clarksville MS	27	7	6	1	9	50	82.9%	17.1%
Elkridge Landing MS	27	15	8	1	9	60	82.4%	17.6%
Dunloggin MS	21	10	6	1	13	51	81.6%	18.4%
Mayfield Woods MS	28	14	5	5	5	57	80.8%	19.2%
Hammond MS	17	8	6	1	11	43	78.1%	21.9%
Glenwood MS	17	3	4	2	7	33	76.9%	23.1%
Harper's Choice MS	17	9	7	1	7	41	76.5%	23.5%
Lake Elkhorn MS	21	12	9	3	15	60	73.3%	26.7%
Wilde Lake MS	28	3	9	4	12	56	70.5%	29.5%
Patuxent Valley MS	28	9	14	3	10	64	68.5%	31.5%
Thomas Viaduct MS	18	4	10	3	11	46	62.9%	37.1%
Murray Hill MS	25	4	13	7	17	66	59.2%	40.8%
Bonnie Branch MS	16	4	9	5	11	45	58.8%	41.2%
<b>High</b>	<b>448</b>	<b>114</b>	<b>194</b>	<b>89</b>	<b>212</b>	<b>1057</b>	<b>66.5%</b>	<b>33.5%</b>
Glenelg HS	26	13	3	3	18	63	86.7%	13.3%
Centennial HS	31	21	9		17	78	85.2%	14.8%
Mt. Hebron HS	39	11	7	2	17	76	84.7%	15.3%
River Hill HS	32	9	11	1	9	62	77.4%	22.6%
Atholton HS	45	7	12	6	16	86	74.3%	25.7%
Reservoir HS	49	9	15	9	16	98	70.7%	29.3%
Hammond HS	40	8	14	10	17	89	66.7%	33.3%
Long Reach HS	36	8	19	5	20	88	64.7%	35.3%
Howard HS	38	11	16	11	21	97	64.5%	35.5%
Marriotts Ridge HS	31	6	17	8	13	75	59.7%	40.3%
Wilde Lake HS	37	3	23	8	14	85	56.3%	43.7%
Guilford Park HS	22	5	27	10	10	74	42.2%	57.8%
Oakland Mills HS	22	3	21	16	24	86	40.3%	59.7%
<b>Special</b>	<b>39</b>	<b>20</b>	<b>13</b>	<b>9</b>	<b>54</b>	<b>135</b>	<b>72.8%</b>	<b>27.2%</b>
ARL	15	8		1	18	42	95.8%	4.2%
Homewood School	11	8	9	2	9	39	63.3%	36.7%
Cedar Lane - Fulton	13	4	4	6	27	54	63.0%	37.0%
<b>Non-School Based</b>	<b>6</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>169</b>	<b>178</b>	<b>77.8%</b>	<b>22.2%</b>
Ascend One Center	5				31	36	100%	0.0%
Old Cedar Lane	1	1	1		55	58	66.7%	33.3%
Central Office				1	83	84	0.0%	100%
<b>Grand Total</b>	<b>2006</b>	<b>642</b>	<b>589</b>	<b>223</b>	<b>1233</b>	<b>4693</b>	<b>76.5%</b>	<b>23.5%</b>

## 2025-2026 HCEA Job Satisfaction Survey

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

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Elementary</b>	<b>663</b>	<b>393</b>	<b>823</b>	<b>201</b>	<b>243</b>	<b>2323</b>	<b>50.8%</b>	<b>49.2%</b>
Bellows Spring ES	59	15	10	1	7	92	87.1%	12.9%
Fulton ES	42	10	5	3	17	77	86.7%	13.3%
Pointers Run ES	17	13	9	3	9	51	71.4%	28.6%
Veterans ES	23	22	16	5	13	79	68.2%	31.8%
Jeffers Hill ES	15	11	13	1	2	42	65.0%	35.0%
Dayton Oaks ES	19	20	18	4	13	74	63.9%	36.1%
Bollman Bridge ES	26	17	20	5	8	76	63.2%	36.8%
Laurel Woods ES	20	19	24	2	5	70	60.0%	40.0%
Cradlerock ES	23	17	22	5	7	74	59.7%	40.3%
Running Brook ES	15	19	19	4	9	66	59.6%	40.4%
Guilford ES	8	14	12	3	4	41	59.5%	40.5%
Waverly ES	26	10	22	4	5	67	58.1%	41.9%
Deep Run ES	17	17	23	2	14	73	57.6%	42.4%
Atholton ES	12	11	15	4	4	46	54.8%	45.2%
Clarksville ES	18	5	18	1	6	48	54.8%	45.2%
Bryant Woods ES	10	13	17	3	5	48	53.5%	46.5%
Elkridge ES	15	10	19	3	7	54	53.2%	46.8%
Ilchester ES	14	7	15	4	2	42	52.5%	47.5%
St John's Lane ES	14	10	19	3	3	49	52.2%	47.8%
Ducketts Lane ES	19	9	20	6	11	65	51.9%	48.1%
Hollifield Station ES	10	11	16	4	4	45	51.2%	48.8%
Hanover Hills ES	21	8	25	4	6	64	50.0%	50.0%
West Friendship ES	10	6	14	2	2	34	50.0%	50.0%
Talbott Springs ES	19	13	31	2	4	69	49.2%	50.8%
Phelps Luck ES	18	10	26	3	10	67	49.1%	50.9%
Triadelphia Ridge ES	18	5	17	7	2	49	48.9%	51.1%
Clemens Crossing ES	9	7	13	4		33	48.5%	51.5%
Bushy Park ES	17	9	24	4	7	61	48.1%	51.9%
Worthington ES	16	7	21	5	5	54	46.9%	53.1%
Longfellow ES	12	9	25	3	5	54	42.9%	57.1%
Thunder Hill ES	11	3	18	2	3	37	41.2%	58.8%
Stevens Forest ES	10	2	14	4	2	32	40.0%	60.0%
Waterloo ES	15	6	26	8	9	64	38.2%	61.8%
Hammond ES	15	4	31	3	3	56	35.8%	64.2%
Rockburn ES	9	5	21	5	6	46	35.0%	65.0%
Manor Woods ES	13	4	28	4	3	52	34.7%	65.3%
Lisbon ES	8	4	22	1	3	38	34.3%	65.7%
Forest Ridge ES	7	7	26	3	3	46	32.6%	67.4%
Northfield ES	9	6	38	5	11	69	25.9%	74.1%
Gorman Crossing ES	15	1	29	17	5	67	25.8%	74.2%
Swansfield ES	9	3	35	10	3	60	21.1%	78.9%
Centennial Lane ES	6	4	9	39	1	59	17.2%	82.8%

## 2025-2026 HCEA Job Satisfaction Survey

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Middle</b>	<b>283</b>	<b>134</b>	<b>415</b>	<b>80</b>	<b>91</b>	<b>1003</b>	<b>45.7%</b>	<b>54.3%</b>
Patuxent Valley MS	23	20	15	1	5	64	72.9%	27.1%
Dunloggin MS	19	12	11	2	7	51	70.5%	29.5%
Elkridge Landing MS	19	18	13	6	4	60	66.1%	33.9%
Glenwood MS	9	6	11	2	5	33	53.6%	46.4%
Folly Quarter MS	18	4	14	6	2	44	52.4%	47.6%
Lake Elkhorn MS	16	11	24	1	8	60	51.9%	48.1%
Murray Hill MS	20	10	29	1	6	66	50.0%	50.0%
Thomas Viaduct MS	13	7	21	1	4	46	47.6%	52.4%
Bonnie Branch MS	12	7	16	6	3	44	46.3%	53.7%
Ellicott Mills MS	14	7	23	2	9	55	45.7%	54.3%
Harper's Choice MS	12	5	14	8	2	41	43.6%	56.4%
Wilde Lake MS	16	5	23	5	7	56	42.9%	57.1%
Oakland Mills MS	11		13	4	2	30	39.3%	60.7%
Hammond MS	13	2	20	4	4	43	38.5%	61.5%
Clarksville MS	16	1	25	4	4	50	37.0%	63.0%
Patapsco MS	12	3	26	2	5	48	34.9%	65.1%
Mount View MS	19		29	8	1	57	33.9%	66.1%
Burleigh Manor MS	9	7	28	5	5	54	32.7%	67.3%
Mayfield Woods MS	8	8	28	9	4	57	30.2%	69.8%
Lime Kiln MS	4	1	32	3	4	44	12.5%	87.5%
<b>High</b>	<b>255</b>	<b>162</b>	<b>470</b>	<b>88</b>	<b>83</b>	<b>1058</b>	<b>42.8%</b>	<b>57.2%</b>
Atholton HS	35	19	25	1	6	86	67.5%	32.5%
Long Reach HS	26	18	29	2	13	88	58.7%	41.3%
Oakland Mills HS	19	22	31	6	8	86	52.6%	47.4%
Guilford Park HS	18	16	33	3	3	73	48.6%	51.4%
Hammond HS	25	12	40	3	9	89	46.3%	53.8%
Howard HS	22	17	39	7	12	97	45.9%	54.1%
Reservoir HS	29	11	44	6	9	99	44.4%	55.6%
Marriotts Ridge HS	21	10	38	3	3	75	43.1%	56.9%
Mt. Hebron HS	24	7	37	5	4	77	42.5%	57.5%
Wilde Lake HS	18	9	44	8	6	85	34.2%	65.8%
River Hill HS	6	12	36	6	2	62	30.0%	70.0%
Glenelg HS	7	3	27	22	4	63	16.9%	83.1%
Centennial HS	5	6	47	16	4	78	14.9%	85.1%
<b>Special</b>	<b>34</b>	<b>20</b>	<b>51</b>	<b>12</b>	<b>19</b>	<b>136</b>	<b>46.2%</b>	<b>53.8%</b>
Homewood School	16	5	13	2	3	39	58.3%	41.7%
Cedar Lane - Fulton	13	11	21	6	4	55	47.1%	52.9%
ARL	5	4	17	4	12	42	30.0%	70.0%
<b>Non-School Based</b>	<b>13</b>	<b>7</b>	<b>16</b>	<b>7</b>	<b>134</b>	<b>177</b>	<b>46.5%</b>	<b>53.5%</b>
Ascend One Center	5	3	7	2	18	35	47.1%	52.9%
Old Cedar Lane	8	4	9	5	32	58	46.2%	53.8%
Central Office					84	84	0.0%	0.0%
<b>Grand Total</b>	<b>1248</b>	<b>716</b>	<b>1775</b>	<b>388</b>	<b>570</b>	<b>4697</b>	<b>47.6%</b>	<b>52.4%</b>

## 2025-2026 HCEA Job Satisfaction Survey

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

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Elementary</b>	<b>331</b>	<b>115</b>	<b>608</b>	<b>1208</b>	<b>59</b>	<b>2321</b>	<b>19.7%</b>	<b>80.3%</b>
Fulton ES	22	20	20	6	10	78	61.8%	38.2%
Gorman Crossing ES	18	8	16	22	2	66	40.6%	59.4%
Talbott Springs ES	21	3	23	19	3	69	36.4%	63.6%
Worthington ES	13	6	12	24		55	34.5%	65.5%
Pointers Run ES	13	4	20	13	1	51	34.0%	66.0%
Bushy Park ES	13	7	22	19		61	32.8%	67.2%
Ducketts Lane ES	15	5	27	16	2	65	31.7%	68.3%
Hammond ES	16	1	19	20		56	30.4%	69.6%
Swansfield ES	13	3	22	21		59	27.1%	72.9%
Dayton Oaks ES	15	4	22	31	1	73	26.4%	73.6%
Hollifield Station ES	9	2	14	19	1	45	25.0%	75.0%
West Friendship ES	5	3	17	7	1	33	25.0%	75.0%
Triadelphia Ridge ES	8	3	10	26	2	49	23.4%	76.6%
Guilford ES	7	2	12	20		41	22.0%	78.0%
Rockburn ES	7	2	12	23	2	46	20.5%	79.5%
Clarksville ES	10		11	28		49	20.4%	79.6%
Bryant Woods ES	9		9	28	2	48	19.6%	80.4%
Stevens Forest ES	4	2	7	19		32	18.8%	81.3%
Atholton ES	6	2	14	22	2	46	18.2%	81.8%
Centennial Lane ES	6	4	9	39	1	59	17.2%	82.8%
Phelps Luck ES	9	2	17	36	3	67	17.2%	82.8%
Ilchester ES	7		7	27	1	42	17.1%	82.9%
Jeffers Hill ES	6	1	8	26	1	42	17.1%	82.9%
Forest Ridge ES	6	1	12	23	4	46	16.7%	83.3%
Longfellow ES	5	3	17	28	1	54	15.1%	84.9%
St John's Lane ES	4	3	13	28	1	49	14.6%	85.4%
Northfield ES	8	1	13	47	1	70	13.0%	87.0%
Hanover Hills ES	5	3	19	35	2	64	12.9%	87.1%
Waterloo ES	5	3	18	36	2	64	12.9%	87.1%
Deep Run ES	7	2	23	40		72	12.5%	87.5%
Waverly ES	6	2	11	47	1	67	12.1%	87.9%
Clemens Crossing ES	2	2	7	23		34	11.8%	88.2%
Running Brook ES	4	3	21	36	2	66	10.9%	89.1%
Manor Woods ES	4	1	8	38	1	52	9.8%	90.2%
Cradlerock ES	4	3	25	40	2	74	9.7%	90.3%
Elkridge ES	3	2	13	36		54	9.3%	90.7%
Bollman Bridge ES	5	2	12	57		76	9.2%	90.8%
Veterans ES	4	2	15	54	4	79	8.0%	92.0%
Bellows Spring ES	7		8	75	2	92	7.8%	92.2%
Thunder Hill ES	2		12	20	1	35	5.9%	94.1%
Laurel Woods ES	3		13	54		70	4.3%	95.7%
Lisbon ES	1		9	27	1	38	2.7%	97.3%

## 2025-2026 HCEA Job Satisfaction Survey

Worksite	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
<b>Middle</b>	<b>315</b>	<b>94</b>	<b>322</b>	<b>234</b>	<b>38</b>	<b>1003</b>	<b>42.4%</b>	<b>57.6%</b>
Burleigh Manor MS	29	5	11	4	5	54	69.4%	30.6%
Mount View MS	26	12	12	5	2	57	69.1%	30.9%
Mayfield Woods MS	27	5	16	7	2	57	58.2%	41.8%
Oakland Mills MS	11	5	8	5	1	30	55.2%	44.8%
Glenwood MS	13	4	8	6	2	33	54.8%	45.2%
Lime Kiln MS	18	5	12	9		44	52.3%	47.7%
Folly Quarter MS	14	7	16	6	2	45	48.8%	51.2%
Harper's Choice MS	15	4	15	5	2	41	48.7%	51.3%
Dunloggin MS	15	5	21	5	4	50	43.5%	56.5%
Hammond MS	12	5	15	9	3	44	41.5%	58.5%
Ellicott Mills MS	16	6	19	14		55	40.0%	60.0%
Murray Hill MS	22	3	24	15	1	65	39.1%	60.9%
Wilde Lake MS	17	4	19	14	2	56	38.9%	61.1%
Patapsco MS	10	6	17	9	5	47	38.1%	61.9%
Elkridge Landing MS	19	2	22	16	1	60	35.6%	64.4%
Lake Elkhorn MS	13	8	19	20	2	62	35.0%	65.0%
Patuxent Valley MS	17	2	18	24	3	64	31.1%	68.9%
Thomas Viaduct MS	11	1	12	21		45	26.7%	73.3%
Bonnie Branch MS	4	3	19	17	1	44	16.3%	83.7%
Clarksville MS	6	2	19	23		50	16.0%	84.0%
<b>High</b>	<b>389</b>	<b>140</b>	<b>321</b>	<b>143</b>	<b>65</b>	<b>1058</b>	<b>53.3%</b>	<b>46.7%</b>
Glenelg HS	23	19	10	4	7	63	75.0%	25.0%
Long Reach HS	49	12	16	7	5	89	72.6%	27.4%
River Hill HS	29	6	18	5	3	61	60.3%	39.7%
Atholton HS	39	10	25	8	4	86	59.8%	40.2%
Reservoir HS	39	16	26	12	5	98	59.1%	40.9%
Howard HS	42	9	30	11	5	97	55.4%	44.6%
Centennial HS	27	11	23	12	6	79	52.1%	47.9%
Oakland Mills HS	31	7	26	15	7	86	48.1%	51.9%
Guilford Park HS	23	9	31	4	7	74	47.8%	52.2%
Marriotts Ridge HS	21	11	28	10	5	75	45.7%	54.3%
Mt. Hebron HS	22	10	30	11	3	76	43.8%	56.2%
Hammond HS	24	11	32	20	2	89	40.2%	59.8%
Wilde Lake HS	20	9	26	24	6	85	36.7%	63.3%
<b>Special</b>	<b>36</b>	<b>17</b>	<b>34</b>	<b>33</b>	<b>16</b>	<b>136</b>	<b>44.2%</b>	<b>55.8%</b>
ARL	9	2	3	17	11	42	35.5%	64.5%
Cedar Lane - Fulton	13	8	20	12	2	55	39.6%	60.4%
Homewood School	14	7	11	4	3	39	58.3%	41.7%
<b>Non-School Based</b>	<b>15</b>	<b>8</b>	<b>9</b>	<b>7</b>	<b>137</b>	<b>176</b>	<b>59.0%</b>	<b>41.0%</b>
Central Office	2		1		80	83	66.7%	33.3%
Old Cedar Lane	6	6	4	2	40	58	66.7%	33.3%
Ascend One Center	7	2	4	5	17	35	50.0%	50.0%
<b>Grand Total</b>	<b>1086</b>	<b>374</b>	<b>1294</b>	<b>1625</b>	<b>315</b>	<b>4694</b>	<b>33.3%</b>	<b>66.7%</b>