

2021-2022 HCEA Job Satisfaction Survey

CENTENNIAL HS

Worksite	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1. Overall, morale at my worksite is good	1	25	40	32		98	26.5%	73.5%
2. There is an atmosphere of open communication and trust in my school/worksite.	1	31	29	35	2	98	33.3%	66.7%
3. I personally feel successful in my work.	16	54	6	22		98	71.4%	28.6%
4. I feel involved in decision-making at my school/worksite.	2	19	29	40	8	98	23.3%	76.7%
5. I want to be involved in decision-making at my school/worksite.	19	59	2	15	3	98	82.1%	17.9%
6. In my school/worksite, I can speak openly about important issues without fear of repercussions.	8	24	22	41	3	98	33.7%	66.3%
7. In my school/worksite, I am treated as a professional.	13	42	8	34		97	56.7%	43.3%
8. There is good teamwork among staff in my school/worksite.	12	55	8	21	2	98	69.8%	30.2%
9. Non-instructional duties are assigned on an equitable basis in my school/worksite.	4	47	14	24	8	97	57.3%	42.7%
10. My working environment (i.e. safety, cleanliness) is conducive to success.	8	48	10	30		96	58.3%	41.7%
11. My work performance is evaluated fairly.	16	67	5	9		97	85.6%	14.4%
12. I am provided adequate time during the workday to plan, prepare for and do my job.	2	31	29	32	2	96	35.1%	64.9%
13. I am provided adequate work and storage space to prepare for and do my job.	16	64	5	12	1	98	82.5%	17.5%
14. My administrators/supervisors respect the negotiated contracts.	15	61	2	18	2	98	79.2%	20.8%
15. My planning time is respected by my school administrations/supervisors.	14	48	8	17	11	98	71.3%	28.7%
16. In my school, administrators/supervisors support me in enforcing discipline.	6	42	10	23	17	98	59.3%	40.7%
17. In my school, student misbehavior interferes with learning.	8	29	11	43	7	98	40.7%	59.3%
18. Too much instructional time is spent administering assessments.	26	41	1	20	10	98	76.1%	23.9%
19. HCPSS professional development experiences are meaningful and worthwhile.		21	33	41	3	98	22.1%	77.9%
20. Increased workload has contributed to a decline in my morale.	46	39	3	10		98	86.7%	13.3%
21. I am paid fairly.	1	24	39	33		97	25.8%	74.2%
22. I have confidence in the leadership exhibited by the HCPSS Superintendent.		25	39	33		97	25.8%	74.2%
23. I have confidence in the leadership exhibited by the Howard County Board of Education.		11	42	42	1	96	11.6%	88.4%
24. I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	15	61	1	18		95	80.0%	20.0%
25. I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	5	40	15	30	6	96	50.0%	50.0%
26. In my position, I receive appropriate and adequate support and training.	5	60	9	23		97	67.0%	33.0%
27. During this current school year, I have experienced harassing behavior from colleagues.	3	8	48	34	4	97	11.8%	88.2%

28. During this current school year, I have experienced harassing behavior from administrators/supervisors.	2	11	35	44	3	95	14.1%	85.9%
29. During this current school year, I have experienced harassing behavior from parents.	7	16	30	36	6	95	25.8%	74.2%
30. At my school I spend most of my PIP time on non-instructional activities.	5	29	4	42	17	97	42.5%	57.5%
31. At my school our administrator includes time during PIP for teacher-initiated collaboration.	2	47	8	23	16	96	61.3%	38.8%
32. In my school, I spend too much time in meetings.	5	20	4	61	7	97	27.8%	72.2%
33. In my school, there is adequate support for special education students.	2	39	15	34	4	94	45.6%	54.4%