

**2023-2024 HCEA Job Satisfaction Survey**

**CENTENNIAL HS**

Questions	Strongly agree	Agree	Strongly disagree	Disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	31	47	1	5		84	92.9%	7.1%
2) There is an atmosphere of open communication and trust in my school/worksite.	41	39	1	3		84	95.2%	4.8%
3) I personally feel successful in my work.	30	42	1	9		82	87.8%	12.2%
4) I feel involved in decision-making at my school/worksite.	23	38	1	18	4	84	76.3%	23.8%
5) I want to be involved in decision-making at my school/worksite.	16	50		12	5	83	84.6%	15.4%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	34	39	1	9		83	88.0%	12.0%
7) In my school/worksite, I am treated as a professional.	50	30	1	3		84	95.2%	4.8%
8) There is good teamwork among staff in my school/worksite.	31	47	1	4	1	84	94.0%	6.0%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	29	39		8	8	84	89.5%	10.5%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	21	40	6	16		83	73.5%	26.5%
11) My work performance is evaluated fairly.	37	43	1	3		84	95.2%	4.8%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	19	31	10	24		84	59.5%	40.5%
13) I am provided adequate work and storage space to prepare for and do my job.	33	40	2	9		84	86.9%	13.1%
14) My administrators/supervisors respect the negotiated contracts.	53	30		1		84	98.8%	1.2%
15) My planning time is respected by my school administrations/supervisors.	40	31		2	11	84	97.3%	2.7%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	29	39	2	5	9	84	90.7%	9.3%
17) In my school, student misbehavior interferes with learning.	5	21	14	34	9	83	35.1%	64.9%
18) Too much instructional time is spent administering assessments.	15	39	1	18	11	84	74.0%	26.0%
19) HCPSS professional development experiences are meaningful and worthwhile.	5	21	20	33	3	82	32.9%	67.1%
20) Increased workload has contributed to a decline in my morale.	10	42	5	25		82	63.4%	36.6%
21) I am paid fairly.	5	31	13	35		84	42.9%	57.1%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	6	28	15	24	10	83	46.6%	53.4%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.		15	29	37	3	84	18.5%	81.5%

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24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	11	62	4	6	1	84	88.0%	12.0%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	13	42	5	16	8	84	72.4%	27.6%
26) In my position, I receive appropriate and adequate support and training.	14	51	4	15		84	77.4%	22.6%
27) During this current school year, I have experienced harassing behavior from colleagues.		1	52	29	1	83	1.2%	98.8%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.		1	55	26	2	84	1.2%	98.8%
29) During this current school year, I have experienced harassing behavior from parents.	1	12	30	39	1	83	15.9%	84.1%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	1	10	20	38	15	84	15.9%	84.1%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	15	48		8	13	84	88.7%	11.3%
32) In my school/worksite, I spend too much time in meetings.		8	13	60	3	84	9.9%	90.1%
33) In my school, there is adequate support for special education students.	4	40	8	27	5	84	55.7%	44.3%