

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	25	49	4	2		80	92.5%	7.5%
2) There is an atmosphere of open communication and trust in my school/worksite.	17	53	7	2	1	80	88.6%	11.4%
3) I personally feel successful in my work.	24	50	4	1	1	80	93.7%	6.3%
4) I feel involved in decision-making at my school/worksite.	31	34	11	3	1	80	82.3%	17.7%
5) I want to be involved in decision-making at my school/worksite.	38	32	7	1	2	80	89.7%	10.3%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	23	49	6	2		80	90.0%	10.0%
7) In my school/worksite, I am treated as a professional.	18	54	5	2	1	80	91.1%	8.9%
8) There is good teamwork among staff in my school/worksite.	26	47	5	1	1	80	92.4%	7.6%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	21	46	4	2	7	80	91.8%	8.2%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	32	26	17	5		80	72.5%	27.5%
11) My work performance is evaluated fairly.	21	54	2	1	2	80	96.2%	3.8%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	20	33	14	11	2	80	67.9%	32.1%
13) I am provided adequate work and storage space to prepare for and do my job.	27	42	5	4	2	80	88.5%	11.5%
14) My administrators/supervisors respect the negotiated contracts.	19	61	2	1	6	89	96.4%	3.6%
15) My planning time is respected by my school administrations/supervisors.	10	44	4	1	11	70	91.5%	8.5%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	23	45	4	2	6	80	91.9%	8.1%
17) In my school, student misbehavior interferes with learning.	27	13	25	9	6	80	54.1%	45.9%

**2025-2026 HCEA Job Satisfaction Survey**

**Centennial HS**

18) Too much instructional time is spent administering assessments.	25	13	23	2	17	80	60.3%	39.7%
19) HCPSS professional development experiences are meaningful and worthwhile.	22	5	26	24	3	80	35.1%	64.9%
20) Increased workload has contributed to a decline in my morale.	35	15	17	7	6	80	67.6%	32.4%
21) I am paid fairly.	28	8	24	19	1	80	45.6%	54.4%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	44	21	8	5	2	80	83.3%	16.7%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	26		25	27	2	80	33.3%	66.7%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	44	18	9	5	3	79	81.6%	18.4%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	37	20	16	5	1	79	73.1%	26.9%
26) In my position, I receive appropriate and adequate support and training.	40	23	10	5	1	79	80.8%	19.2%
27) During this current school year, I have experienced harassing behavior from colleagues.	1	1	13	64		79	2.5%	97.5%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	1	2	13	63		79	3.8%	96.2%
29) During this current school year, I have experienced harassing behavior from parents.	14	4	18	42	1	79	23.1%	76.9%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	9	1	38	13	17	78	16.4%	83.6%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	31	21	9		17	78	85.2%	14.8%
32) In my school/worksite, I spend too much time in meetings.	5	6	47	16	4	78	14.9%	85.1%
33) In my school, there is adequate support for special education students.	27	11	23	12	6	79	52.1%	47.9%