

<b>Centennial High School</b>	<b>14-15</b>	<b>15-16</b>	<b>16-17</b>	<b>17-18</b>	<b>18-19</b>	<b>19-20</b>	
Overall, morale at my school/worksite is good.	75.0%	82.1%	75.0%	79.7%	83.3%	53.6%	
There is an atmosphere of open communication and trust in my school/worksite.	81.6%	81.8%	74.5%	67.6%	61.9%	47.3%	
I personally feel successful in my work.	90.8%	96.2%	92.0%	89.9%	93.8%	93.6%	
I feel involved in decision-making at my school/worksite.	64.0%	64.0%	58.3%	49.2%	45.9%	43.1%	
I want to be involved in decision-making at my school/worksite.	93.2%	86.3%	86.0%	87.9%	88.7%	74.4%	
In my school/worksite, I can speak openly about important issues without fear of repercussions	76.0%	76.6%	60.8%	64.2%	60.9%	62.7%	
In my school/worksite, I am treated as a professional	86.8%	88.5%	82.7%	85.5%	86.2%	81.7%	
There is good teamwork among staff in my school/worksite.	70.7%	79.2%	75.0%	75.0%	75.4%	70.5%	
Non-instructional duties are assigned on an equitable basis in my school/worksite	84.1%	90.1%	87.0%	68.3%	88.1%	68.4%	
My working environment (i.e. safety, cleanliness) is conducive to success	89.5%	88.3%	86.5%	75.4%	68.2%	77.6%	
My work performance is evaluated fairly.	66.7%	83.1%	84.6%	88.4%	81.8%	81.7%	
I am provided adequate time during the workday to plan, prepare for and do my job.	54.7%	53.9%	58.8%	63.6%	58.5%	52.6%	
I am provided adequate work and storage space to prepare for and do my job.	89.5%	85.9%	75.0%	84.1%	83.3%	75.7%	
My administrators/supervisors respect the negotiated contracts	94.6%	97.4%	90.4%	91.2%	95.3%	90.4%	
My planning time is respected by my school administrators/supervisors	84.3%	88.4%	78.3%	83.1%	93.3%	69.4%	
In my school, administrators/supervisors support me in enforcing discipline	85.9%	87.1%	62.0%	78.1%	77.8%	54.2%	
In my school, student misbehavior interferes with learning.	22.1%	12.5%	31.9%	35.0%	21.7%	35.7%	
Too much instructional time is spent administering assessments.	75.0%	82.9%	80.0%	77.6%	84.7%	75.7%	
HCPSS professional development experiences are meaningful and worthwhile	31.4%	32.4%	26.5%	40.0%	37.1%	32.6%	
Increased workload has contributed to a decline in my morale.	69.9%	62.2%	57.4%	58.5%	58.1%	55.3%	
I am paid fairly.	49.3%	30.8%	42.0%	49.3%	53.1%	45.2%	
I have confidence in the leadership exhibited by the HCPSS Superintendent.	36.8%	24.0%	10.6%	70.8%	65.6%	45.2%	
I have confidence in the leadership exhibited by the Howard County Board of Education.	35.1%	17.6%	52.3%	74.2%	75.0%	33.6%	
I have confidence in the leadership exhibited by the Howard County Education Assn. (HCEA).	83.6%	86.8%	85.7%	85.3%	89.2%	84.2%	
I feel that HCPSS offers me the possibility of advancing professionally in the field of education	70.4%	69.9%	64.6%	64.6%	62.9%	60.6%	
In my position, I receive appropriate and adequate support and training	79.7%	85.3%	76.9%	76.5%	77.8%	76.6%	
In the last 12 months, I have experienced harassing behavior from colleagues	14.7%	14.5%	18.0%	16.4%	13.1%	10.6%	
In the last 12 months, I have experienced harassing behavior from administrators/supervisors.	11.6%	9.3%	6.1%	7.6%	8.2%	9.5%	
In the last 12 months, I have experienced harassing behavior from parents	37.1%	30.7%	36.0%	32.8%	33.9%	31.5%	
At my school I spend most of my PIP time on non-instructional activities.					43.4%	33.6%	
At my school our administrator includes time during PIP for teacher-initiated collaboration.					51.9%	45.2%	
In my school, I spend too much time in meetings.						27.6%	
In my school, there is adequate support for special education students.						44.2%	
Participants	76	78	52	69	65 out of 147	95 out of 143	
Principal	Claire Hafets	Claire Hafets	Claire Hafets	Claire Hafets	Cynthia Dillon	Cynthia Dillon	