

2022-2023 HCEA Job Satisfaction Survey

CENTENNIAL HS

| Questions | Agree | Strongly agree | Disagree | Strongly disagree | Does not apply | Grand Total | % Agree | % Disagree |
|--|--------------|-----------------------|-----------------|--------------------------|-----------------------|--------------------|----------------|-------------------|
| 1) Overall, morale at my worksite is good | 36 | 1 | 36 | 20 | 1 | 94 | 39.8% | 60.2% |
| 2) There is an atmosphere of open communication and trust in my school/worksite. | 29 | 2 | 48 | 16 | | 95 | 32.6% | 67.4% |
| 3) I personally feel successful in my work. | 56 | 21 | 14 | 5 | | 96 | 80.2% | 19.8% |
| 4) I feel involved in decision-making at my school/worksite. | 18 | 6 | 48 | 17 | 6 | 95 | 27.0% | 73.0% |
| 5) I want to be involved in decision-making at my school/worksite. | 60 | 18 | 8 | 4 | 5 | 95 | 86.7% | 13.3% |
| 6) In my school/worksite, I can speak openly about important issues without fear of repercussions. | 27 | 10 | 40 | 16 | 2 | 95 | 39.8% | 60.2% |
| 7) In my school/worksite, I am treated as a professional. | 46 | 20 | 23 | 6 | | 95 | 69.5% | 30.5% |
| 8) There is good teamwork among staff in my school/worksite. | 45 | 15 | 32 | 2 | 2 | 96 | 63.8% | 36.2% |
| 9) Non-instructional duties are assigned on an equitable basis in my school/worksite. | 49 | 7 | 26 | 2 | 10 | 94 | 66.7% | 33.3% |
| 10) My working environment (i.e. safety, cleanliness) is conducive to success. | 41 | 16 | 27 | 9 | 1 | 94 | 61.3% | 38.7% |
| 11) My work performance is evaluated fairly. | 58 | 24 | 8 | 3 | 2 | 95 | 88.2% | 11.8% |
| 12) I am provided adequate time during the workday to plan, prepare for and do my job. | 32 | 8 | 32 | 22 | 1 | 95 | 42.6% | 57.4% |
| 13) I am provided adequate work and storage space to prepare for and do my job. | 55 | 24 | 9 | 6 | 1 | 95 | 84.0% | 16.0% |
| 14) My administrators/supervisors respect the negotiated contracts. | 64 | 20 | 10 | | | 94 | 89.4% | 10.6% |
| 15) My planning time is respected by my school administrations/supervisors. | 45 | 12 | 21 | 4 | 12 | 94 | 69.5% | 30.5% |
| 16) In my school/worksite, administrators/supervisors support me in enforcing discipline. | 36 | 8 | 24 | 18 | 9 | 95 | 51.2% | 48.8% |
| 17) In my school, student misbehavior interferes with learning. | 51 | 15 | 22 | 4 | 4 | 96 | 71.7% | 28.3% |
| 18) Too much instructional time is spent administering assessments. | 41 | 17 | 29 | | 7 | 94 | 66.7% | 33.3% |
| 19) HCPSS professional development experiences are meaningful and worthwhile. | 26 | 2 | 39 | 23 | 3 | 93 | 31.1% | 68.9% |
| 20) Increased workload has contributed to a decline in my morale. | 38 | 33 | 18 | 3 | 2 | 94 | 77.2% | 22.8% |
| 21) I am paid fairly. | 41 | 3 | 32 | 17 | 1 | 94 | 47.3% | 52.7% |
| 22) I have confidence in the leadership exhibited by the HCPSS Superintendent. | 25 | 4 | 43 | 19 | 3 | 94 | 31.9% | 68.1% |
| 23) I have confidence in the leadership exhibited by the Howard County Board of Education. | 19 | 1 | 50 | 20 | 3 | 93 | 22.2% | 77.8% |
| 24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA). | 64 | 24 | 4 | 3 | | 95 | 92.6% | 7.4% |

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|---|----|----|----|----|----|----|-------|-------|
| 25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education. | 44 | 7 | 27 | 12 | 4 | 94 | 56.7% | 43.3% |
| 26) In my position, I receive appropriate and adequate support and training. | 53 | 10 | 22 | 7 | 1 | 93 | 68.5% | 31.5% |
| 27) During this current school year, I have experienced harassing behavior from colleagues. | 8 | 1 | 41 | 39 | 6 | 95 | 10.1% | 89.9% |
| 28) During this current school year, I have experienced harassing behavior from administrators/supervisors. | 4 | 1 | 53 | 35 | 3 | 96 | 5.4% | 94.6% |
| 29) During this current school year, I have experienced harassing behavior from parents. | 18 | 5 | 52 | 17 | 2 | 94 | 25.0% | 75.0% |
| 30) At my school I spend most of my PIP time doing non-instructional duties/assignments. | 24 | 10 | 39 | 4 | 17 | 94 | 44.2% | 55.8% |
| 31) At my school our administrator includes time during PIP for teacher-initiated collaboration. | 43 | | 16 | 16 | 18 | 93 | 57.3% | 42.7% |
| 32) In my school/worksite, I spend too much time in meetings. | 22 | 9 | 51 | 5 | 8 | 95 | 35.6% | 64.4% |
| 33) In my school, there is adequate support for special education students. | 33 | 2 | 31 | 23 | 6 | 95 | 39.3% | 60.7% |