

Questions	Agree	Strongly agree	Disagree	Strongly disagree	Does not apply	Grand Total	% Agree	% Disagree
1) Overall, morale at my worksite is good	44	24	6	1		75	90.7%	9.3%
2) There is an atmosphere of open communication and trust in my school/worksite.	43	27	4	1		75	93.3%	6.7%
3) I personally feel successful in my work.	46	22	7			75	90.7%	9.3%
4) I feel involved in decision-making at my school/worksite.	43	10	17		5	75	75.7%	24.3%
5) I want to be involved in decision-making at my school/worksite.	52	8	9	1	3	73	85.7%	14.3%
6) In my school/worksite, I can speak openly about important issues without fear of repercussions.	47	18	8	2		75	86.7%	13.3%
7) In my school/worksite, I am treated as a professional.	32	35	6			73	91.8%	8.2%
8) There is good teamwork among staff in my school/worksite.	40	28	7			75	90.7%	9.3%
9) Non-instructional duties are assigned on an equitable basis in my school/worksite.	36	26	4		9	75	93.9%	6.1%
10) My working environment (i.e. safety, cleanliness) is conducive to success.	29	19	20	5	2	75	65.8%	34.2%
11) My work performance is evaluated fairly.	38	29	5		3	75	93.1%	6.9%
12) I am provided adequate time during the workday to plan, prepare for and do my job.	31	11	20	12	1	75	56.8%	43.2%
13) I am provided adequate work and storage space to prepare for and do my job.	42	22	9	2		75	85.3%	14.7%
14) My administrators/supervisors respect the negotiated contracts.	37	35	3			75	96.0%	4.0%
15) My planning time is respected by my school administrations/supervisors.	26	33	4	1	11	75	92.2%	7.8%
16) In my school/worksite, administrators/supervisors support me in enforcing discipline.	42	21	6	2	4	75	88.7%	11.3%
17) In my school, student misbehavior interferes with learning.	29	3	33	7	3	75	44.4%	55.6%

2024-2025 HCEA Job Satisfaction Survey

CENTENNIAL HS

18) Too much instructional time is spent administering assessments.	33	12	21	1	8	75	67.2%	32.8%
19) HCPSS professional development experiences are meaningful and worthwhile.	24	2	27	19	2	74	36.1%	63.9%
20) Increased workload has contributed to a decline in my morale.	27	14	29	3	2	75	56.2%	43.8%
21) I am paid fairly.	33	4	21	17		75	49.3%	50.7%
22) I have confidence in the leadership exhibited by the HCPSS Superintendent.	53	14	6		2	75	91.8%	8.2%
23) I have confidence in the leadership exhibited by the Howard County Board of Education.	21	1	33	15	4	74	31.4%	68.6%
24) I have confidence in the leadership exhibited by the Howard County Education Association (HCEA).	52	12	9		1	74	87.7%	12.3%
25) I feel that HCPSS offers me the possibility of advancing professionally in the field of education.	37	14	12	5	7	75	75.0%	25.0%
26) In my position, I receive appropriate and adequate support and training.	53	8	12	1	1	75	82.4%	17.6%
27) During this current school year, I have experienced harassing behavior from colleagues.	2	1	22	48	1	74	4.1%	95.9%
28) During this current school year, I have experienced harassing behavior from administrators/supervisors.	4		23	48		75	5.3%	94.7%
29) During this current school year, I have experienced harassing behavior from parents.	14	2	35	23	1	75	21.6%	78.4%
30) At my school I spend most of my PIP time doing non-instructional duties/assignments.	10	1	39	12	13	75	17.7%	82.3%
31) At my school our administrator includes time during PIP for teacher-initiated collaboration.	38	12	8		16	74	86.2%	13.8%
32) In my school/worksite, I spend too much time in meetings.	8	4	47	14	2	75	16.4%	83.6%
33) In my school, there is adequate support for special education students.	27	6	28	8	6	75	47.8%	52.2%