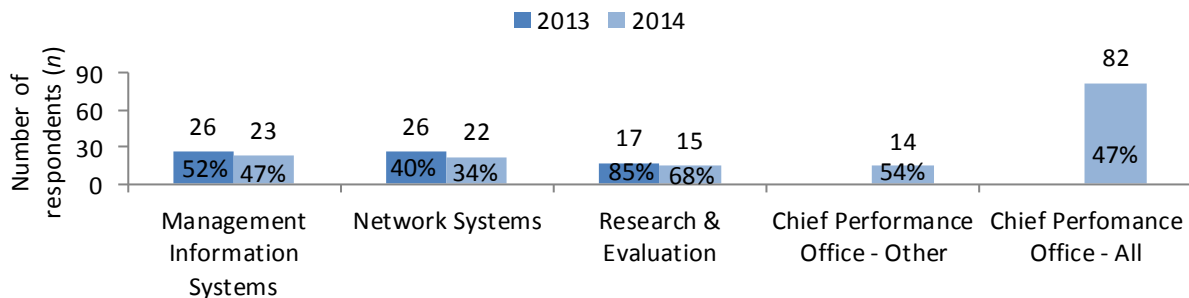


Introduction

To do their jobs well, staff need supportive and collaborative work environments where they feel valued and trusted. Since 2005, the AISD Central Office Work Environment Survey has been conducted to gather information about workplace conditions related to leadership, professional development, policies and procedures, facilities and resources, workgroup dynamics, and work expectations. The following report presents the work environment survey results for Spring 2013 and Spring 2014 for Chief Performance Office employees.

Figure 1. Survey Responses and Response Rates by Department, Spring 2013 and Spring 2014



Source. Spring 2013 and Spring 2014 AISD Central Office Work Environment Survey

Notes. Departments with fewer than 10 employees and/or respondents are included with Chief Performance Office—Other. Management Information Systems, Network Support Systems, and Information Systems (included with “Other”) were new to the Chief Performance Office in 2014; therefore longitudinal results for “Other” and “All” categories are not reported.

Survey Results by Job Location

Response options ranged from Strongly Agree to Strongly Disagree, unless otherwise noted (i.e., Table 9). Results in this report are presented in terms of the percentage of respondents who strongly agreed or agreed with each item. Percentages followed by an up or down arrow denote a statistically meaningful change from the prior year. “Don’t know/NA” responses were excluded from the analysis.

Table 1. Percentage of Respondents Who Agreed or Strongly Agreed with the Item, “Overall, AISD is a good place to work.”

	2013	2014
Management Information Systems	95%	87%
Network Systems	85%	80%
Research & Evaluation	100%	100%
Chief Performance Office—Other	—	100%
Chief Performance Office—All	—	91%

Table 2. Please rate how strongly you agree or disagree with the following statements about leadership in your area.

		2013	2014
1. The staff and supervisor(s) have a shared vision.	Management Information Systems	70%	83%
	Network Systems	60%	55%
	Research & Evaluation	100%	100%
	Chief Performance Office—Other	—	90%
	Chief Performance Office—All	—	80%
2. There is an atmosphere of trust and mutual respect.	Management Information Systems	70%	87%
	Network Systems	65%	59%
	Research & Evaluation	100%	100%
	Chief Performance Office—Other	—	86%
	Chief Performance Office—All	—	82%
3. Staff feel comfortable raising issues and concerns that are important to them.	Management Information Systems	78%	87%
	Network Systems	60%	41%
	Research & Evaluation	100%	93%
	Chief Performance Office—Other	—	85%
	Chief Performance Office—All	—	75%
4. Supervisors consistently support staff.	Management Information Systems	83%	91%
	Network Systems	70%	62%
	Research & Evaluation	100%	93%
	Chief Performance Office—Other	—	100%
	Chief Performance Office—All	—	86%
5. Staff are held to high professional standards.	Management Information Systems	86%	78%
	Network Systems	85%	81%
	Research & Evaluation	100%	93%
	Chief Performance Office—Other	—	91%
	Chief Performance Office—All	—	85%
6. Staff performance is assessed objectively.	Management Information Systems	78%	85%
	Network Systems	65%	60%
	Research & Evaluation	94%	86%
	Chief Performance Office—Other	—	85%
	Chief Performance Office—All	—	78%

Table 2. Please rate how strongly you agree or disagree with the following statements about leadership in your area. (Cont.)

		2013	2014
7. Staff receive feedback that can help them improve their work.	Management Information Systems	82%	91%
	Network Systems	65%	63%
	Research & Evaluation	100%	100%
	Chief Performance Office—Other	—	81%
	Chief Performance Office—All	—	83%
8. The procedures for evaluation are consistent.	Management Information Systems	76%	82%
	Network Systems	58%	58%
	Research & Evaluation	100%	100%
	Chief Performance Office—Other	—	79%
	Chief Performance Office—All	—	78%
9. Supervisors effectively communicate policy.	Management Information Systems	83%	82%
	Network Systems	65%	59%
	Research & Evaluation	100%	93%
	Chief Performance Office—Other	—	100%
	Chief Performance Office—All	—	82%

Table 3. Please rate how strongly you agree or disagree with the following statements about district leaders.

		2013	2014
10. District leaders involve my work group in decisions that directly impact our operations.	Management Information Systems	50%	68%
	Network Systems	25%	27%
	Research & Evaluation	56%	62%
	Chief Performance Office—Other	—	78%
	Chief Performance Office—All	—	57%
11. District leaders define expectations for my work group.	Management Information Systems	68%	58%
	Network Systems	50%	38%
	Research & Evaluation	47%	33%
	Chief Performance Office—Other	—	80%
	Chief Performance Office—All	—	52%

Table 3. Please rate how strongly you agree or disagree with the following statements about district leaders. (Cont.)

		2013	2014
12. There is an atmosphere of trust and mutual respect within this district.	Management Information Systems	60%	71%
	Network Systems	33%	19%
	Research & Evaluation	63%	69%
	Chief Performance Office—Other	—	78%
	Chief Performance Office—All	—	58%
13. District leaders provide support when we need it.	Management Information Systems	63%	71%
	Network Systems	39%	32%
	Research & Evaluation	64%	77%
	Chief Performance Office—Other	—	88%
	Chief Performance Office—All	—	64%
14. District leaders have a clearly defined mission and vision for all departments.	Management Information Systems	55%	60%
	Network Systems	35%	27%
	Research & Evaluation	31%	30%
	Chief Performance Office—Other	—	71%
	Chief Performance Office—All	—	47%
15. District leaders encourage cooperation among departments toward improving district operations.	Management Information Systems	58%	74%
	Network Systems	42%	45%
	Research & Evaluation	53%	64%
	Chief Performance Office—Other	—	94%
	Chief Performance Office—All	—	68%
16. District leaders take steps to solve problems.	Management Information Systems	61%	71%
	Network Systems	42%	40%
	Research & Evaluation	88%	100%
	Chief Performance Office—Other	—	88%
	Chief Performance Office—All	—	70%

Table 4. Please rate how strongly you agree or disagree with the following statements about training and development.

		2013	2014
17. I am satisfied with the types of professional development (learning/training) offered to me.	Management Information Systems	62%	52%
	Network Systems	33%	30%
	Research & Evaluation	94%	93%
	Chief Performance Office—Other	—	65%
	Chief Performance Office—All	—	58%
18. I am satisfied with the amount of professional development (learning/training) required of me.	Management Information Systems	67%	65%
	Network Systems	47%	47%
	Research & Evaluation	100%	100%
	Chief Performance Office—Other	—	63%
	Chief Performance Office—All	—	67%
19. I am satisfied with the opportunities for professional advancement (promotion) available to me.	Management Information Systems	62%	61%
	Network Systems	19%	25%
	Research & Evaluation	63%	57%
	Chief Performance Office—Other	—	53%
	Chief Performance Office—All	—	49%

Table 5. Please rate how strongly you agree or disagree with the following statements about procedures.

		2013	2014
20. I know the procedures for reporting sexual harassment.	Management Information Systems	89%	77%
	Network Systems	89%	90%
	Research & Evaluation	60%	71%
	Chief Performance Office—Other	—	89%
	Chief Performance Office—All	—	83%
21. I know the procedures for filing a complaint.	Management Information Systems	73%	73%
	Network Systems	78%	90%
	Research & Evaluation	60%	71%
	Chief Performance Office—Other	—	89%
	Chief Performance Office—All	—	81%

Table 5. Please rate how strongly you agree or disagree with the following statements about procedures. (Cont.)

		2013	2014
22. I have experienced discrimination while employed at AISD.	Management Information Systems	15%	23%
	Network Systems	35%	40%
	Research & Evaluation	18%	0% ↓
	Chief Performance Office—Other	—	6%
	Chief Performance Office—All	—	19%

Table 6. Please rate how strongly you agree or disagree with the following statements about expectations for your group.

		2013	2014
23. I am given deadlines that are reasonable.	Management Information Systems	95%	78%
	Network Systems	58%	80%
	Research & Evaluation	100%	93%
	Chief Performance Office—Other	—	85%
	Chief Performance Office—All	—	83%
24. My department/work group is given deadlines that are reasonable.	Management Information Systems	85%	78%
	Network Systems	47%	70%
	Research & Evaluation	75%	93%
	Chief Performance Office—Other	—	75%
	Chief Performance Office—All	—	78%
25. I am satisfied with the amount of autonomy and control I have over my own work.	Management Information Systems	91%	100%
	Network Systems	95%	95%
	Research & Evaluation	94%	87%
	Chief Performance Office—Other	—	91%
	Chief Performance Office—All	—	94%
26. My work environment is too stressful.	Management Information Systems	14%	17%
	Network Systems	50%	37%
	Research & Evaluation	6%	13%
	Chief Performance Office—Other	—	11%
	Chief Performance Office—All	—	20%

Table 7. Please rate how strongly you agree or disagree with the following statements about your work group.

		2013	2014
27. Morale is high in my work group.	Management Information Systems	59%	82%
	Network Systems	42%	45%
	Research & Evaluation	100%	93%
	Chief Performance Office—Other	—	84%
	Chief Performance Office—All	—	75%
28. Cultural diversity is respected in my work group.	Management Information Systems	100%	100%
	Network Systems	89%	86%
	Research & Evaluation	100%	100%
	Chief Performance Office—Other	—	95%
	Chief Performance Office—All	—	95%
29. The opinions of employees in my work group are respected by employees in other areas.	Management Information Systems	80%	90%
	Network Systems	69%	53%
	Research & Evaluation	94%	85%
	Chief Performance Office—Other	—	90%
	Chief Performance Office—All	—	79%
30. Employees in my work group accomplish their jobs with enthusiasm.	Management Information Systems	80%	91%
	Network Systems	58%	67%
	Research & Evaluation	100%	93%
	Chief Performance Office—Other	—	90%
	Chief Performance Office—All	—	85%
31. The interactions among employees in my work group are cooperative.	Management Information Systems	81%	83%
	Network Systems	85%	75%
	Research & Evaluation	100%	100%
	Chief Performance Office—Other	—	91%
	Chief Performance Office—All	—	86%
32. The employees in my work group communicate with each other in an open and honest way.	Management Information Systems	77%	78%
	Network Systems	80%	67%
	Research & Evaluation	100%	100%
	Chief Performance Office—Other	—	91%
	Chief Performance Office—All	—	83%

Table 7. Please rate how strongly you agree or disagree with the following statements about your work group. (Cont.)

		2013	2014
33. Employees in my work group 'go the extra mile.'	Management Information Systems	77%	95%
	Network Systems	75%	80%
	Research & Evaluation	100%	86%
	Chief Performance Office—Other	—	92%
	Chief Performance Office—All	—	88%
34. Employees in my work group provide strong social support for each other.	Management Information Systems	76%	82%
	Network Systems	65%	50%
	Research & Evaluation	100%	100%
	Chief Performance Office—Other	—	83%
	Chief Performance Office—All	—	78%

Table 8. Please rate how strongly you agree or disagree with the following statements about facilities and resources.

		2013	2014
35. Staff have sufficient access to appropriate materials necessary to do our work.	Management Information Systems	100%	96%
	Network Systems	35%	47%
	Research & Evaluation	94%	100%
	Chief Performance Office—Other	—	95%
	Chief Performance Office—All	—	84%
36. Staff have sufficient access to technology, including computers, printers, software and Internet access.	Management Information Systems	86%	100%
	Network Systems	45%	53%
	Research & Evaluation	100%	100%
	Chief Performance Office—Other	—	96%
	Chief Performance Office—All	—	87%
37. Staff have sufficient training and support to fully utilize the available technology, software, data systems, etc.	Management Information Systems	82%	70%
	Network Systems	35%	37%
	Research & Evaluation	88%	93%
	Chief Performance Office—Other	—	82%
	Chief Performance Office—All	—	70%

Table 8. Please rate how strongly you agree or disagree with the following statements about facilities and resources. (Cont.)

		2013	2014
38. Staff have sufficient access to office equipment and supplies such as copy machines, paper, etc.	Management Information Systems	90%	96%
	Network Systems	70%	70%
	Research & Evaluation	100%	100%
	Chief Performance Office—Other	—	100%
	Chief Performance Office—All	—	91%
39. The work environment is clean and well maintained.	Management Information Systems	95%	96%
	Network Systems	80%	85%
	Research & Evaluation	100%	100%
	Chief Performance Office—Other	—	96%
	Chief Performance Office—All	—	94%
40. Staff have adequate space to work productively.	Management Information Systems	100%	100%
	Network Systems	65%	75%
	Research & Evaluation	47%	87%↑
	Chief Performance Office—Other	—	77%
	Chief Performance Office—All	—	85%
41. My work group is provided sufficient data and information to make informed decisions.	Management Information Systems	86%	86%
	Network Systems	60%	58%
	Research & Evaluation	94%	100%
	Chief Performance Office—Other	—	84%
	Chief Performance Office—All	—	81%
42. I am satisfied with my health benefits.	Management Information Systems	90%	87%
	Network Systems	65%	55%
	Research & Evaluation	76%	87%
	Chief Performance Office—Other	—	75%
	Chief Performance Office—All	—	76%

Table 9. Percentage of Respondents Experiencing Negative Workplace Behaviors Once a Month or More, by Job Location.

		2013	2014
Racial tension	Management Information Systems	0%	4%
	Network Systems	0%	5%
	Research & Evaluation	0%	0%
	Chief Performance Office—Other	—	0%
	Chief Performance Office—All	—	3%
Bullying	Management Information Systems	14%	13%
	Network Systems	5%	10%
	Research & Evaluation	0%	7%
	Chief Performance Office—Other	—	0%
	Chief Performance Office—All	—	8%
Disrespect for supervisors	Management Information Systems	0%	9% ↑
	Network Systems	20%	30%
	Research & Evaluation	0%	0%
	Chief Performance Office—Other	—	0%
	Chief Performance Office—All	—	10%
Disrespect for co-workers	Management Information Systems	9%	13%
	Network Systems	10%	40% ↑
	Research & Evaluation	0%	0%
	Chief Performance Office—Other	—	0%
	Chief Performance Office—All	—	14%
Unsafe practices	Management Information Systems	0%	4%
	Network Systems	5%	5%
	Research & Evaluation	0%	0%
	Chief Performance Office—Other	—	0%
	Chief Performance Office—All	—	3%
Discrimination	Management Information Systems	0%	0%
	Network Systems	5%	15%
	Research & Evaluation	0%	0%
	Chief Performance Office—Other	—	0%
	Chief Performance Office—All	—	4%

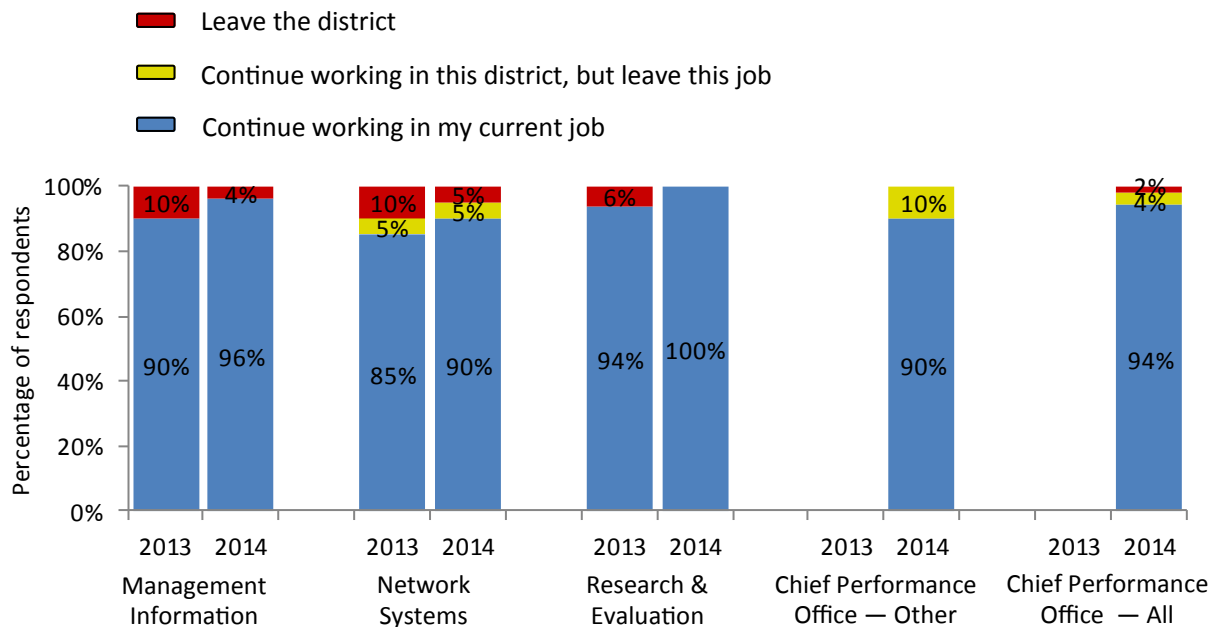
Table 9. Percentage of Respondents Experiencing Negative Workplace Behaviors Once a Month or More, by Job Location (Cont.)

		2013	2014
Sexual harassment	Management Information Systems	0%	0%
	Network Systems	5%	0%
	Research & Evaluation	0%	0%
	Chief Performance Office—Other	—	0%
	Chief Performance Office—All	—	0%

Note. Response options ranged from “Never” to “Daily” on a five point scale; values represent the percentage of respondents who reported experiencing negative workplace behaviors on a monthly basis or more.

Note. ↑ reflects an increase in negative workplace behaviors; ↓ reflects an improved work environment.

Figure 2. Which of the following best describes your plans for the next school year?



Source. Spring 2012, Spring 2013 and Spring 2014 AISD Central Office Work Environment Survey

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