Department of Research and Evaluation
AUSTIN INDEPENDENT SCHOOL DISTRICT

AISD Central Office Work Environment Survey Results for Chief Schools Office, Spring 2013 and Spring 2014

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 Schools Office employees.

Figure 1. Survey Responses and Response Rates by Department, Spring 2013 and Spring 2014
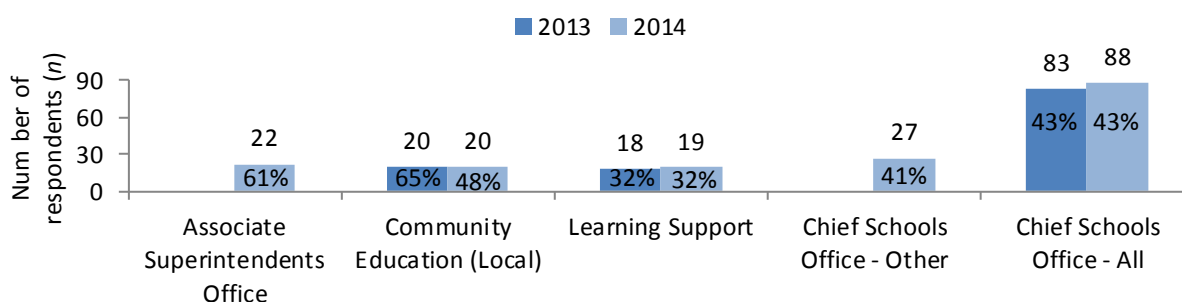
Source. Spring 2013 and Spring 2014 AISD Central Office Work Environment Survey

Notes. Departments with fewer than 10 employees and/or survey respondents are included with Chief School Office—Other. Associate Superintendents Office results were included with Chief School Office—Other in 2013; therefore, longitudinal results for the Associate Superintend Office and Chief Schools Office—Other 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
Overall, AISD is a good place to work.	Associate Superintendents Office	—	90%
	Community Ed (Local)	94%	88%
	Learning Support Systems	100%	89%
	Chief Schools Office—Other	—	96%
	Chief Schools Office—All	94%	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.	Associate Superintendents Office	—	95%
	Community Ed (Local)	93%	76%
	Learning Support Systems	80%	94%
	Chief Schools Office—Other	—	89%
	Chief Schools Office—All	85%	89%
2. There is an atmosphere of trust and mutual respect.	Associate Superintendents Office	—	82%
	Community Ed (Local)	71%	56%
	Learning Support Systems	73%	67%
	Chief Schools Office—Other	—	78%
	Chief Schools Office—All	76%	72%
3. Staff feel comfortable raising issues and concerns that are important to them.	Associate Superintendents Office	—	76%
	Community Ed (Local)	75%	50%
	Learning Support Systems	73%	67%
	Chief Schools Office—Other	—	70%
	Chief Schools Office—All	75%	67%
4. Supervisors consistently support staff.	Associate Superintendents Office	—	77%
	Community Ed (Local)	82%	56%
	Learning Support Systems	86%	83%
	Chief Schools Office—Other	—	85%
	Chief Schools Office—All	84%	76%
5. Staff are held to high professional standards.	Associate Superintendents Office	—	91%
	Community Ed (Local)	88%	68%
	Learning Support Systems	93%	89%
	Chief Schools Office—Other	—	93%
	Chief Schools Office—All	90%	86%
6. Staff performance is assessed objectively.	Associate Superintendents Office	—	91%
	Community Ed (Local)	88%	71%
	Learning Support Systems	92%	83%
	Chief Schools Office—Other	—	88%
	Chief Schools Office—All	85%	84%

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.	Associate Superintendents Office	—	91%
	Community Ed (Local)	87%	68%
	Learning Support Systems	86%	83%
	Chief Schools Office—Other	—	77%
	Chief Schools Office—All	84%	80%
8. The procedures for evaluation are consistent.	Associate Superintendents Office	—	90%
	Community Ed (Local)	88%	78%
	Learning Support Systems	92%	89%
	Chief Schools Office—Other	—	88%
	Chief Schools Office—All	87%	87%
9. Supervisors effectively communicate policy.	Associate Superintendents Office	—	82%
	Community Ed (Local)	88%	63%
	Learning Support Systems	86%	94%
	Chief Schools Office—Other	—	81%
	Chief Schools Office—All	85%	80%

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.	Associate Superintendents Office	—	71%
	Community Ed (Local)	83%	67%
	Learning Support Systems	67%	76%
	Chief Schools Office—Other	—	83%
	Chief Schools Office—All	72%	75%
11. District leaders define expectations for my work group.	Associate Superintendents Office	—	79%
	Community Ed (Local)	83%	75%
	Learning Support Systems	69%	94%
	Chief Schools Office—Other	—	75%
	Chief Schools Office—All	70%	81%

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.	Associate Superintendents Office	—	52%
	Community Ed (Local)	45%	67%
	Learning Support Systems	42%	59%
	Chief Schools Office—Other	—	52%
	Chief Schools Office—All	49%	57%
13. District leaders provide support when we need it.	Associate Superintendents Office	—	76%
	Community Ed (Local)	92%	64%
	Learning Support Systems	69%	75%
	Chief Schools Office—Other	—	70%
	Chief Schools Office—All	73%	72%
14. District leaders have a clearly defined mission and vision for all departments.	Associate Superintendents Office	—	55%
	Community Ed (Local)	75%	67%
	Learning Support Systems	64%	64%
	Chief Schools Office—Other	—	59%
	Chief Schools Office—All	60%	61%
15. District leaders encourage cooperation among departments toward improving district operations.	Associate Superintendents Office	—	62%
	Community Ed (Local)	80%	81%
	Learning Support Systems	69%	65%
	Chief Schools Office—Other	—	70%
	Chief Schools Office—All	64%	69%
16. District leaders take steps to solve problems.	Associate Superintendents Office	—	76%
	Community Ed (Local)	82%	77%
	Learning Support Systems	75%	94%
	Chief Schools Office—Other	—	70%
	Chief Schools Office—All	72%	79%

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.	Associate Superintendents Office	—	71%
	Community Ed (Local)	63%	87%
	Learning Support Systems	71%	83%
	Chief Schools Office—Other	—	83%
	Chief Schools Office—All	73%	81%
18. I am satisfied with the amount of professional development (learning/training) required of me.	Associate Superintendents Office	—	78%
	Community Ed (Local)	80%	71%
	Learning Support Systems	93%	88%
	Chief Schools Office—Other	—	83%
	Chief Schools Office—All	85%	81%
19. I am satisfied with the opportunities for professional advancement (promotion) available to me.	Associate Superintendents Office	—	52%
	Community Ed (Local)	63%	50%
	Learning Support Systems	57%	63%
	Chief Schools Office—Other	—	55%
	Chief Schools Office—All	66%	55%

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.	Associate Superintendents Office	—	90%
	Community Ed (Local)	81%	67%
	Learning Support Systems	79%	89%
	Chief Schools Office—Other	—	91%
	Chief Schools Office—All	78%	85%
21. I know the procedures for filing a complaint.	Associate Superintendents Office	—	90%
	Community Ed (Local)	80%	63%
	Learning Support Systems	79%	83%
	Chief Schools Office—Other	—	86%
	Chief Schools Office—All	76%	81%

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

		2013	2014
	Associate Superintendents Office	—	43%
	Community Ed (Local)	25%	20%
22. I have experienced discrimination while employed at AISD.	Learning Support Systems	21%	12%
	Chief Schools Office—Other	—	17%
	Chief Schools Office—All	25%	23%

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

		2013	2014
	Associate Superintendents Office	—	81%
	Community Ed (Local)	100%	88%
23. I am given deadlines that are reasonable.	Learning Support Systems	93%	100%
	Chief Schools Office—Other	—	88%
	Chief Schools Office—All	84%	88%
	Associate Superintendents Office	—	62%
	Community Ed (Local)	93%	88%
24. My department/work group is given deadlines that are reasonable.	Learning Support Systems	100%	100%
	Chief Schools Office—Other	—	78%
	Chief Schools Office—All	79%	80%
	Associate Superintendents Office	—	90%
	Community Ed (Local)	81%	81%
25. I am satisfied with the amount of autonomy and control I have over my own work.	Learning Support Systems	100%	94%
	Chief Schools Office—Other	—	96%
	Chief Schools Office—All	89%	91%
	Associate Superintendents Office	—	29%
	Community Ed (Local)	19%	31%
26. My work environment is too stressful.	Learning Support Systems	31%	35%
	Chief Schools Office—Other	—	29%
	Chief Schools Office—All	32%	31%

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.	Associate Superintendents Office	—	81%
	Community Ed (Local)	75%	44%
	Learning Support Systems	46%	65%
	Chief Schools Office—Other	—	67%
	Chief Schools Office—All	65%	65%
28. Cultural diversity is respected in my work group.	Associate Superintendents Office	—	90%
	Community Ed (Local)	94%	73%
	Learning Support Systems	86%	100%
	Chief Schools Office—Other	—	100%
	Chief Schools Office—All	91%	92%
29. The opinions of employees in my work group are respected by employees in other areas.	Associate Superintendents Office	—	76%
	Community Ed (Local)	93%	80%
	Learning Support Systems	82%	89%
	Chief Schools Office—Other	—	86%
	Chief Schools Office—All	79%	83%
30. Employees in my work group accomplish their jobs with enthusiasm.	Associate Superintendents Office	—	81%
	Community Ed (Local)	80%	44%↓
	Learning Support Systems	79%	100%
	Chief Schools Office—Other	—	79%
	Chief Schools Office—All	78%	77%
31. The interactions among employees in my work group are cooperative.	Associate Superintendents Office	—	86%
	Community Ed (Local)	94%	63%
	Learning Support Systems	79%	83%
	Chief Schools Office—Other	—	92%
	Chief Schools Office—All	83%	82%
32. The employees in my work group communicate with each other in an open and honest way.	Associate Superintendents Office	—	81%
	Community Ed (Local)	88%	50%↓
	Learning Support Systems	71%	72%
	Chief Schools Office—Other	—	75%
	Chief Schools Office—All	79%	71%

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.'	Associate Superintendents Office	—	90%
	Community Ed (Local)	88%	56%
	Learning Support Systems	85%	89%
	Chief Schools Office—Other	—	79%
	Chief Schools Office—All	84%	80%
34. Employees in my work group provide strong social support for each other.	Associate Superintendents Office	—	81%
	Community Ed (Local)	88%	63%
	Learning Support Systems	86%	82%
	Chief Schools Office—Other	—	73%
	Chief Schools Office—All	83%	75%

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.	Associate Superintendents Office	—	90%
	Community Ed (Local)	100%	94%
	Learning Support Systems	93%	89%
	Chief Schools Office—Other	—	96%
	Chief Schools Office—All	91%	92%
36. Staff have sufficient access to technology, including computers, printers, software and Internet access.	Associate Superintendents Office	—	100%
	Community Ed (Local)	93%	94%
	Learning Support Systems	86%	100%
	Chief Schools Office—Other	—	92%
	Chief Schools Office—All	88%	96%
37. Staff have sufficient training and support to fully utilize the available technology, software, data systems, etc.	Associate Superintendents Office	—	90%
	Community Ed (Local)	63%	80%
	Learning Support Systems	86%	100%
	Chief Schools Office—Other	—	79%
	Chief Schools Office—All	76%	87%

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.	Associate Superintendents Office	—	100%
	Community Ed (Local)	100%	100%
	Learning Support Systems	100%	100%
	Chief Schools Office—Other	—	100%
	Chief Schools Office—All	99%	100%
39. The work environment is clean and well maintained.	Associate Superintendents Office	—	90%
	Community Ed (Local)	94%	94%
	Learning Support Systems	93%	100%
	Chief Schools Office—Other	—	88%
	Chief Schools Office—All	93%	92%
40. Staff have adequate space to work productively.	Associate Superintendents Office	—	57%
	Community Ed (Local)	100%	88%
	Learning Support Systems	43%	89%↑
	Chief Schools Office—Other	—	92%
	Chief Schools Office—All	75%	81%
41. My work group is provided sufficient data and information to make informed decisions.	Associate Superintendents Office	—	90%
	Community Ed (Local)	100%	80%
	Learning Support Systems	83%	94%
	Chief Schools Office—Other	—	87%
	Chief Schools Office—All	88%	88%
42. I am satisfied with my health benefits.	Associate Superintendents Office	—	76%
	Community Ed (Local)	80%	75%
	Learning Support Systems	71%	95%
	Chief Schools Office—Other	—	71%
	Chief Schools Office—All	74%	79%

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

		2013	2014
Racial tension	Associate Superintendents Office	—	0%
	Community Ed (Local)	0%	19% ↑
	Learning Support Systems	0%	6%
	Chief Schools Office—Other	—	4%
	Chief Schools Office—All	6%	6%
Bullying	Associate Superintendents Office	—	10%
	Community Ed (Local)	0%	13% ↑
	Learning Support Systems	14%	6%
	Chief Schools Office—Other	—	4%
	Chief Schools Office—All	7%	8%
Disrespect for supervisors	Associate Superintendents Office	—	0%
	Community Ed (Local)	0%	19% ↑
	Learning Support Systems	21%	11%
	Chief Schools Office—Other	—	13%
	Chief Schools Office—All	9%	10%
Disrespect for co-workers	Associate Superintendents Office	—	5%
	Community Ed (Local)	6%	25% ↑
	Learning Support Systems	21%	17%
	Chief Schools Office—Other	—	17%
	Chief Schools Office—All	14%	15%
Unsafe practices	Associate Superintendents Office	—	0%
	Community Ed (Local)	6%	7%
	Learning Support Systems	0%	6%
	Chief Schools Office—Other	—	4%
	Chief Schools Office—All	3%	4%
Discrimination	Associate Superintendents Office	—	5%
	Community Ed (Local)	0%	13% ↑
	Learning Support Systems	0%	0%
	Chief Schools Office—Other	—	4%
	Chief Schools Office—All	3%	5%

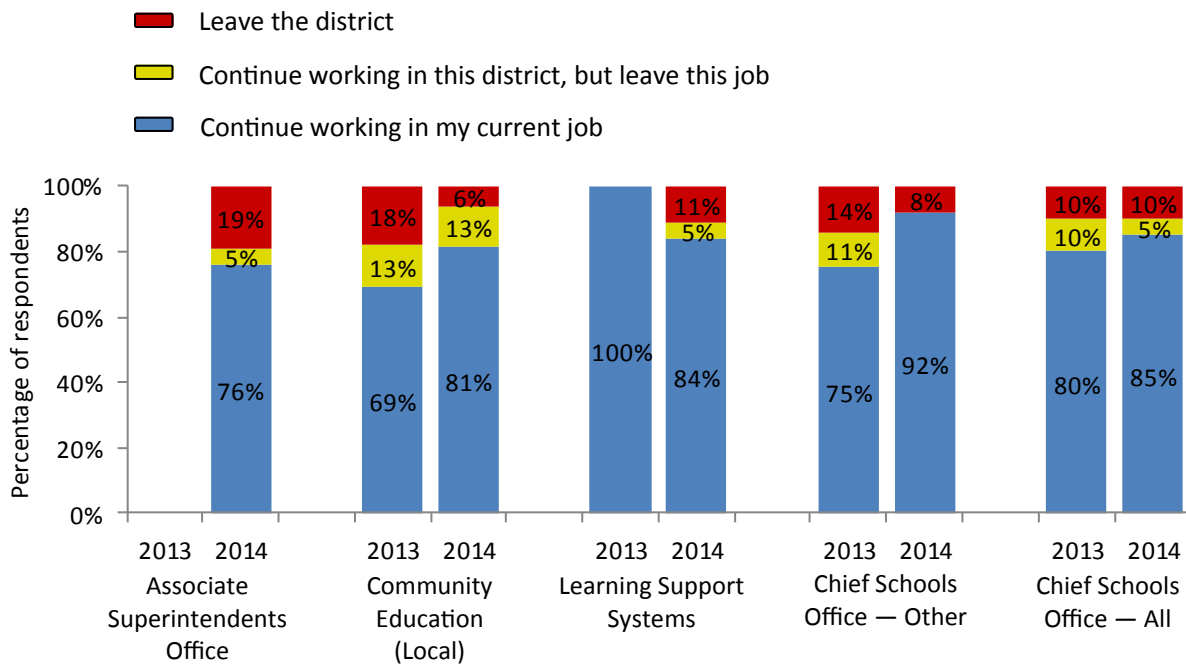**Table 9.** Percentage of Respondents Experiencing Negative Workplace Behaviors Once a Month or More, by Job Location. (Cont.)

		2013	2014
Sexual harassment	Associate Superintendents Office	—	0%
	Community Ed (Local)	0%	6%
	Learning Support Systems	0%	0%
	Chief Schools Office—Other	—	4%
	Chief Schools Office—All	1%	3%

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