

## 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 the Office of the Superintendent and Chief of Staff.

**Table 1.** Survey Responses and Response Rates, Spring 2013 and Spring 2014

	2013		2014	
	<i>n</i>	%	<i>n</i>	%
Office of the Superintendent and Chief of Staff	24	62%	26	57%

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

*Note.* Due to an insufficient number of department level survey responses, all departments under the Office of the Superintendent and Chief of Staff are reported collectively.

## Survey Results

Response options ranged from Strongly Agree to Strongly Disagree, unless otherwise noted (i.e., Table 10). 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 2.** Percentage of Respondents Who Agreed or Strongly Agreed with the Item, “Overall, AISD is a good place to work.”

Office of the Superintendent and Chief of Staff		
	2013	2014
Overall, AISD is a good place to work.	81%	79%

**Table 3.** Please rate how strongly you agree or disagree with the following statements about leadership in your area.

Office of the Superintendent and Chief of Staff		
	2013	2014
1. The staff and supervisor(s) have a shared vision.	71%	73%
2. There is an atmosphere of trust and mutual respect.	68%	68%
3. Staff feel comfortable raising issues and concerns that are important to them.	59%	65%
4. Supervisors consistently support staff.	73%	62%
5. Staff are held to high professional standards.	82%	81%
6. Staff performance is assessed objectively.	63%	67%
7. Staff receive feedback that can help them improve their work.	73%	65%
8. The procedures for evaluation are consistent.	61%	58%
9. Supervisors effectively communicate policy.	62%	68%

**Table 4.** Please rate how strongly you agree or disagree with the following statements about district leaders.

Office of the Superintendent and Chief of Staff		
	2013	2014
10. District leaders involve my work group in decisions that directly impact our operations.	55%	63%
11. District leaders define expectations for my work group.	65%	64%
12. There is an atmosphere of trust and mutual respect within this district.	52%	52%
13. District leaders provide support when we need it.	68%	55%
14. District leaders have a clearly defined mission and vision for all departments.	47%	63%
15. District leaders encourage cooperation among departments toward improving district operations.	71%	76%
16. District leaders take steps to solve problems.	75%	50%

**Table 5.** Please rate how strongly you agree or disagree with the following statements about training and development.

Office of the Superintendent and Chief of Staff		
	2013	2014
17. I am satisfied with the types of professional development (learning/training) offered to me.	55%	57%
18. I am satisfied with the amount of professional development (learning/training) required of me.	65%	55%
19. I am satisfied with the opportunities for professional advancement (promotion) available to me.	38%	27%

**Table 6.** Please rate how strongly you agree or disagree with the following statements about procedures.

Office of the Superintendent and Chief of Staff		
	2013	2014
20. I know the procedure for reporting sexual harassment.	71%	76%
21. I know the procedures for filing a complaint.	71%	72%
22. I have experienced discrimination while employed at AISD.	41%	17%↓

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

Office of the Superintendent and Chief of Staff		
	2013	2014
23. I am given deadlines that are reasonable.	67%	75%
24. My department/work group is given deadlines that are reasonable.	48%	63%
25. I am satisfied with the amount of autonomy and control I have over my own work.	76%	79%
26. My work environment is too stressful.	47%	39%

**Table 8.** Please rate how strongly you agree or disagree with the following statements about your work group.

Office of the Superintendent and Chief of Staff		
	2013	2014
27. Morale is high in my work group.	52%	61%
28. Cultural diversity is respected in my work group.	90%	88%
29. The opinions of employees in my work group are respected by employees in other areas.	79%	77%
30. Employees in my work group accomplish their jobs with enthusiasm.	81%	74%
31. The interactions among employees in my work group are cooperative.	76%	92%
32. The employees in my work group communicate with each other in an open and honest way.	75%	83%
33. Employees in my work group 'go the extra mile.'	81%	83%
34. Employees in my work group provide strong social support for each other.	75%	83%

**Table 9.** Please rate how strongly you agree or disagree with the following statements about facilities and resources.

Office of the Superintendent and Chief of Staff		
	2013	2014
35. Staff have sufficient access to appropriate materials necessary to do our work.	90%	83%
36. Staff have sufficient access to technology, including computers, printers, software and Internet access.	86%	83%
37. Staff have sufficient training and support to fully utilize the available technology, software, data systems, etc.	70%	86%
38. Staff have sufficient access to office equipment and supplies such as copy machines, paper, pens, etc.	95%	100%
39. The work environment is clean and well maintained.	90%	96%
40. Staff have adequate space to work productively.	90%	92%
41. My work group is provided sufficient data and information to make informed decisions.	80%	83%
42. I am satisfied with my health benefits.	95%	100%

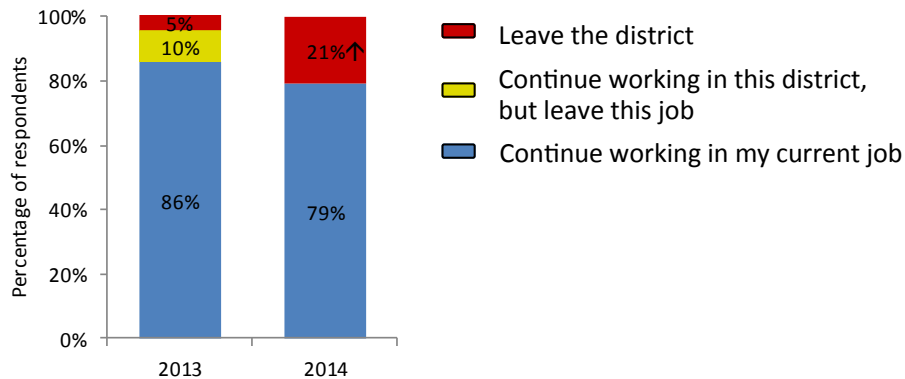
**Table 10.** Percentage of Respondents Experiencing Negative Workplace Behaviors Once a Month or More, by Job Location.

Office of the Superintendent and Chief of Staff		
	2013	2014
Racial Tension	0%	8% ↑
Bullying	10%	25%
Disrespect for supervisors	0%	8% ↑
Disrespect for co-workers	20%	25%
Unsafe practices	0%	8% ↑
Discrimination	10%	4%
Sexual harassment	0%	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 1.** Which of the following best describes your plans for the next school year?



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

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