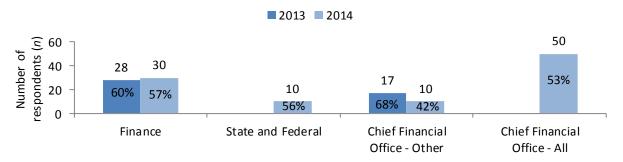
AISD Central Office Work Environment Survey Results for Chief Financial Office, Spring 2013 and Spring 2014

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 Financial 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

Note. Departments with fewer than 10 employees and/or survey respondents are included with Chief Financial Office—Other; State and Federal results were reported with Chief Performance Office in 2013; therefore longitudinal results for State and Federal and Chief Financial Office—All 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.	Finance	89%	96%
	State and Federal	_	90%
	Chief Financial Office—Other	100%	100%
	Chief Financial Office—All	_	96%

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

		2013	2014
	Finance	79%	72%
1. The staff and supervisor(s) have a shared vision.	State and Federal	_	80%
1. The stall and supervisor(s) have a shared vision.	Chief Financial Office—Other	87%	88%
	Chief Financial Office—All	_	78%
	Finance	55%	55%
2. There is an atmosphere of trust and mutual respect	State and Federal	_	50%
2. There is an atmosphere of trust and mutual respect.	Chief Financial Office—Other	73%	63%
	Chief Financial Office—All	_	56%
	Finance	60%	46%
3. Staff feel comfortable raising issues and concerns	State and Federal	_	50%
that are important to them.	Chief Financial Office—Other	80%	69%
	Chief Financial Office—All	_	54%
	Finance	55%	72%
46	State and Federal	_	50%
4. Supervisors consistently support staff.	Chief Financial Office—Other	73%	76%
	Chief Financial Office—All	_	70%
	Finance	80%	80%
	State and Federal	_	80%
5. Staff are held to high professional standards.	Chief Financial Office—Other	73%	75%
	Chief Financial Office—All	_	79%
	Finance	84%	79%
5.0.15	State and Federal	_	63%
6. Staff performance is assessed objectively.	Chief Financial Office—Other	73%	71%
	Chief Financial Office—All	79%	74%
	Finance	57%	48%
7. Staff receive feedback that can help them improve	State and Federal		60%
their work.	Chief Financial Office—Other	73%	79%
	Chief Financial Office—All	64%	59%
	Finance	83%	67%
	State and Federal		44%
8. The procedures for evaluation are consistent.	Chief Financial Office—Other	62%	79%
	Chief Financial Office—All	_	66%

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

		2013	2014
9. Supervisors effectively communicate policy.	Finance	55%	57%
	State and Federal	_	60%
	Chief Financial Office—Other	80%	82%
	Chief Financial Office—All	_	65%

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	Finance	27%	38%
	State and Federal	_	50%
that directly impact our operations.	Chief Financial Office—Other	60%	67%
	Chief Financial Office—All	_	50%
	Finance	54%	55%
11. District leaders define expectations for my work	State and Federal	_	70%
group.	Chief Financial Office—Other	86%	71%
	Chief Financial Office—All	_	64%
	Finance	54%	41%
12. There is an atmosphere of trust and mutual respect	State and Federal	_	30%
within this district.	Chief Financial Office—Other	50%	63%
	Chief Financial Office—All	_	46%
	Finance	36%	68%个
42 Pictrict I and a second as a second as	State and Federal	_	44%
13. District leaders provide support when we need it.	Chief Financial Office—Other	64%	73%
	Chief Financial Office—All	_	65%
	Finance	45%	41%
14. District leaders have a clearly defined mission and vision for all departments.	State and Federal	_	56%
	Chief Financial Office—Other	57%	86%
	Chief Financial Office—All	_	60%

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

		2013	2014
	Finance	57%	47%
15. District leaders encourage cooperation among	State and Federal	_	60%
departments toward improving district operations.	Chief Financial Office—Other	80%	87%
	Chief Financial Office—All	_	64%
	Finance	50%	50%
16. District leaders take steps to solve problems.	State and Federal	_	50%
	Chief Financial Office—Other	79%	79%
	Chief Financial Office—All	_	60%

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	Finance	47%	52%
	State and Federal	_	78%
development (learning/training) offered to me.	Chief Financial Office—Other	57%	67%
	Chief Financial Office—All	_	61%
	Finance	59%	55%
18. I am satisfied with the amount of professional	State and Federal	_	80%
development (learning/training) required of me.	Chief Financial Office—Other	67%	73%
	Chief Financial Office—All	_	67%
	Finance	27%	50% ↑
19. I am satisfied with the opportunities for professional advancement (promotion) available to me.	State and Federal	_	70%
	Chief Financial Office—Other	50%	43%
	Chief Financial Office—All	_	52%

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	Finance	88%	91%
	State and Federal	_	90%
harassment.	Chief Financial Office—Other	69%	86%
	Chief Financial Office—All	_	89%
	Finance	87%	91%
21. He south a massadoures for filing a compalaint	State and Federal	_	90%
21. I know the procedures for filing a complaint.	Chief Financial Office—Other	77%	87%
	Chief Financial Office—All	_	89%
	Finance	29%	21%
22. I have experienced discrimination while employed at AISD.	State and Federal	_	30%
	Chief Financial Office—Other	21%	36%
	Chief Financial Office—All	_	27%

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.	Finance	78%	85%
	State and Federal	_	90%
	Chief Financial Office—Other	87%	87%
	Chief Financial Office—All	_	86%
	Finance	76%	85%
24. My department/work group is given deadlines that	State and Federal		78%
are reasonable.	Chief Financial Office—Other	86%	86%
	Chief Financial Office—All	81%	84%
	Finance	89%	88%
25. I am satisfied with the amount of autonomy and	State and Federal	_	80%
control I have over my own work.	Chief Financial Office—Other	100%	93%
	Chief Financial Office—All	_	88%
	Finance	41%	35%
26. My work environment is too stressful.	State and Federal	_	0%
	Chief Financial Office—Other	29%	21%
	Chief Financial Office—All	_	24%

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.	Finance	25%	50%个
	State and Federal	_	70%
	Chief Financial Office—Other	57%	56%
	Chief Financial Office—All	_	56%
	Finance	94%	88%
20 Cultural diversity is reconsected in recovered, seems	State and Federal	-	90%
28. Cultural diversity is respected in my work group.	Chief Financial Office—Other	100%	88%
	Chief Financial Office—All	_	88%
	Finance	47%	63%
29. The opinions of employees in my work group are	State and Federal	_	70%
respected by employees in other areas.	Chief Financial Office—Other	67%	92%
	Chief Financial Office—All	-	72%
	Finance	47%	58%
30. Employees in my work group accomplish their jobs	State and Federal	_	70%
with enthusiasm.	Chief Financial Office—Other	71%	69%
	Chief Financial Office—All	_	64%
	Finance	83%	73%
31. The interactions among employees in my work	State and Federal	_	90%
group are cooperative.	Chief Financial Office—Other	80%	81%
	Chief Financial Office—All	_	79%
	Chief Financial Office—All Finance	_ 76%	79% 56%
32. The employees in my work group communicate		76% —	
32. The employees in my work group communicate with each other in an open and honest way.	Finance	76% — 79%	56%
	Finance State and Federal	_	56% 80%
	Finance State and Federal Chief Financial Office—Other	_	56% 80% 69%
with each other in an open and honest way.	Finance State and Federal Chief Financial Office—Other Chief Financial Office—All	 79% 	56% 80% 69% 65%
	Finance State and Federal Chief Financial Office—Other Chief Financial Office—All Finance	 79% 	56% 80% 69% 65% 64%
with each other in an open and honest way.	Finance State and Federal Chief Financial Office—Other Chief Financial Office—All Finance State and Federal	79% — 71% —	56% 80% 69% 65% 64% 90%
with each other in an open and honest way.	Finance State and Federal Chief Financial Office—Other Chief Financial Office—All Finance State and Federal Chief Financial Office—Other	79% — 71% —	56% 80% 69% 65% 64% 90% 93%
with each other in an open and honest way.	Finance State and Federal Chief Financial Office—Other Chief Financial Office—All Finance State and Federal Chief Financial Office—Other Chief Financial Office—All	- 79% - 71% - 83% -	56% 80% 69% 65% 64% 90% 93% 78%
with each other in an open and honest way. 33. Employees in my work group 'go the extra mile.'	Finance State and Federal Chief Financial Office—Other Chief Financial Office—All Finance State and Federal Chief Financial Office—Other Chief Financial Office—All Finance	- 79% - 71% - 83% -	56% 80% 69% 65% 64% 90% 93% 78%
33. Employees in my work group 'go the extra mile.' 34. Employees in my work group provide strong social	Finance State and Federal Chief Financial Office—Other Chief Financial Office—All Finance State and Federal Chief Financial Office—Other Chief Financial Office—All Finance State and Federal	- 79% - 71% - 83% - 72%	56% 80% 69% 65% 64% 90% 78% 68%

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

		2013	2014
	Finance	72%	84%
35. Staff have sufficient access to appropriate materials	State and Federal	_	80%
necessary to do our work.	Chief Financial Office—Other	93%	93%
	Chief Financial Office—All	_	86%
	Finance	83%	88%
36. Staff have sufficient access to technology, including	State and Federal	_	90%
computers, printers, software and Internet access.	Chief Financial Office—Other	93%	100%
	Chief Financial Office—All	_	92%
	Finance	44%	52%
37. Staff have sufficient training and support to fully	State and Federal	_	80%
utilize the available technology, software, data systems, etc.	Chief Financial Office—Other	67%	60%
	Chief Financial Office—All	_	60%
	Finance	100%	96%
38. Staff have sufficient access to office equipment and	State and Federal	_	100%
supplies such as copy machines, paper, etc.	Chief Financial Office—Other	93%	100%
	Chief Financial Office—All	_	98%
	Finance	94%	88%
39. The work environment is clean and well maintained.	State and Federal	_	100%
59. The work environment is clean and wen maintained.	Chief Financial Office—Other	80%	100%
	Chief Financial Office—All	_	94%
	Finance	72%	77%
40. Staff have adequate space to work productively.	State and Federal	_	60%
40. Stall have adequate space to work productively.	Chief Financial Office—Other	60%	87%
	Chief Financial Office—All	_	76%
	Finance	53%	68%
40. My work group is provided sufficient data and	State and Federal	_	70%
information to make informed decisions.	Chief Financial Office—Other	87%	50%
	Chief Financial Office—All	_	63%
	Finance	67%	83%
41 Lam satisfied with my health hopefits	State and Federal	_	67%
41. I am satisfied with my health benefits.	Chief Financial Office—Other	86%	79%
	Chief Financial Office—All	_	78%

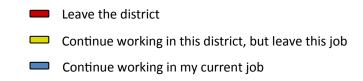
Table 9. Percentage of Respondents Experiencing Negative Workplace Behaviors Once a Month or More, by Job Location.

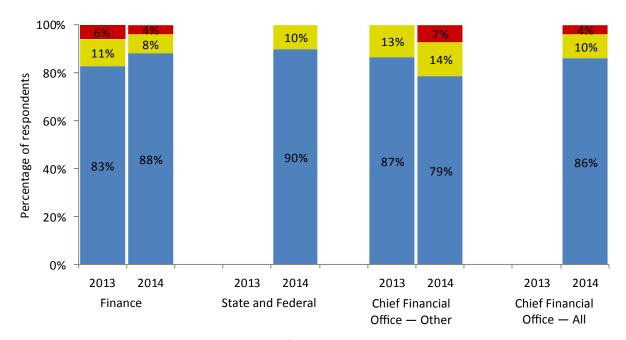
Bate and Federal — 10% Chief Financial Office—Other 0% 0% Chief Financial Office—All — 4% Bullying Finance 6% 0% Bullying State and Federal — 20% Chief Financial Office—Other 0% 13½ ↑ Chief Financial Office—Other 0% 13½ ↑ Chief Financial Office—Other 0% 13½ ↑ Chief Financial Office—Other 7% 7% Chief Financial Office—Other 7% 7% Chief Financial Office—Other 7% 7% Chief Financial Office—Other 2% 27% Chief Financial Office—Other 27% 27% Chief Financial Office—Other 2% 27% Chief Financial Office—Other 0% 0% Discrimination — 2% Discrimination — 5 State and Federal — 0% Chief Financial Office—Other 0% 0% Chief Financial Office—Other 0% <th></th> <th></th> <th>2013</th> <th>2014</th>			2013	2014
Racial tension Chief Financial Office—Other 0% 0% Bullying Finance 6% 0% Bullying State and Federal — 20% Chief Financial Office—Other 0% 13% ↑ Chief Financial Office—All — 8% Disrespect for supervisors State and Federal — 30% Chief Financial Office—Other 7% 7% Chief Financial Office—Other 7% 7% State and Federal — 28% 27% Chief Financial Office—Other 27% 27% Chief Financial Office—Other 27% 27% Chief Financial Office—Other 0% 0% Unsafe practices State and Federal — 0% Unsafe practices Finance 0% 0% Unsafe practices State and Federal — 0% Unsafe practices State and Federal — 0% Unsafe practices State and Federal — 0% Unsafe practices Sta	Racial tension	Finance	6%	4%
Chief Financial Office—Other 0% 0% Chief Financial Office—All — 4% Bullying Finance 6% 0% State and Federal — 20% Chief Financial Office—Other 0% 13% ↑ Chief Financial Office—All — 8% Prinance 11% 19% State and Federal — 30% Chief Financial Office—Other 7% 7% Chief Financial Office—All — 18% Pinance 28% 27% Chief Financial Office—Other 27% 27% Chief Financial Office—Other 27% 27% Chief Financial Office—Other 0% 0% Oxief Financial Office—Other 0% 7% Chief Financial Office—Other 0% 7% Chief Financial Office—Other 0% 4% Discrimination — 10% 0% Chief Financial Office—Other 0% 0% Chief Financial Office—Other		State and Federal	_	10%
Finance 6% 0%		Chief Financial Office—Other	0%	0%
Bullying State and Federal — 20% Chief Financial Office—Other 0% 13% ↑ Chief Financial Office—All — 8% Disrespect for supervisors Finance 11% 19% Chief Financial Office—Other 7% 7% Chief Financial Office—Other 7% 7% Chief Financial Office—All — 18% Unsafe practices Finance 28% 27% 27% Enance 0% 0% 0% Chief Financial Office—Other 27% 27% Chief Financial Office—Other 0% 0% Chief Financial Office—Other 0% 0% Discrimination State and Federal — 2% Chief Financial Office—Other 0% 0% 0% Chief Financial Office—Other 0% 0% 0% Chief Financial Office—Other 0% 0% 0% 0% 0% 0% Sexual harassment — 0%		Chief Financial Office—All	_	4%
Bullying Chief Financial Office—Other Chier Financial Office—All 0% 13% ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑		Finance	6%	0%
Chief Financial Office—Other 0% 13% ↑ Chief Financial Office—All — 8% Finance 11% 19% State and Federal — 30% Chief Financial Office—Other 7% 7% Chief Financial Office—All — 18% Finance 28% 27% State and Federal — 20% Chief Financial Office—Other 27% 27% Chief Financial Office—All — 25% Finance 0% 0% Chief Financial Office—Other 0% 7% Chief Financial Office—All — 2% Discrimination State and Federal — 10% Chief Financial Office—Other 0% 0% Chief Financial Office—All — 4% Sexual harassment Finance 0% 0% Chief Financial Office—Other 0% 0% Chief Financial Office—Other 0% 0%	Bullidag	State and Federal	_	20%
Finance 11% 19%	Bullying	Chief Financial Office—Other	0%	13%个
State and Federal - 30%		Chief Financial Office—All	_	8%
Disrespect for supervisors Chief Financial Office—Other Chief Financial Office—Other Chief Financial Office—All 7% 7% Disrespect for co-workers Finance 28% 27% State and Federal Chief Financial Office—Other Chief Financial Office—All 27% 27% Chief Financial Office—All — 25% State and Federal Chief Financial Office—Other 0% 0% Chief Financial Office—All — 2% Finance 0% 4% State and Federal Chief Financial Office—Other 0% 0% Chief Financial Office—Other 0% 0% Chief Financial Office—All — 4% State and Federal Chief Chi		Finance	11%	19%
Chief Financial Office—Other	Discourse of face and a second second	State and Federal	_	30%
Finance 28% 27%	Disrespect for supervisors	Chief Financial Office—Other	7%	7%
State and Federal - 20%		Chief Financial Office—All	_	18%
Disrespect for co-workers Chief Financial Office—Other 27% 27% Chief Financial Office—All — 25% In the practices Finance 0% 0% State and Federal — 0% 7% Chief Financial Office—Other 0% 7% Chief Financial Office—All — 2% State and Federal — 10% Chief Financial Office—Other 0% 0% Chief Financial Office—All — 4% State and Federal — 0% Chief Financial Office—Other 0% 0% Chief Financial Office—Other 0% 0%		Finance	28%	27%
Chief Financial Office—Other 27% 27% 27% Chief Financial Office—All — 25%	Diameter of face and another of	State and Federal	_	20%
Finance	Disrespect for co-workers	Chief Financial Office—Other	27%	27%
Unsafe practices State and Federal - 0% Chief Financial Office—Other 0% 7% Chief Financial Office—All - 2% Finance 0% 4% State and Federal - 10% Chief Financial Office—Other 0% 0% Chief Financial Office—Other 0% 0% Chief Financial Office—All - 4% Finance 0% 0% State and Federal - 0% Chief Financial Office—Other 0% 0% State and Federal - 0% Chief Financial Office—Other 0% 0%		Chief Financial Office—All	_	25%
Unsafe practices Chief Financial Office—Other 0% 7% Chief Financial Office—All — 2% Finance 0% 4% State and Federal — 10% Chief Financial Office—Other 0% 0% Chief Financial Office—All — 4% Finance 0% 0% State and Federal — 0% Chief Financial Office—Other 0% 0% Chief Financial Office—Other 0% 0%		Finance	0%	0%
Chief Financial Office—Other	Unafamatian	State and Federal	_	0%
Finance	Unsare practices	Chief Financial Office—Other	0%	7%
State and Federal - 10% Chief Financial Office—Other 0% 0% Chief Financial Office—All - 4% Finance 0% 0% State and Federal - 0% Chief Financial Office—Other 0% 0%		Chief Financial Office—All	_	2%
Chief Financial Office—Other 0% 0% Chief Financial Office—All — 4% Finance 0% 0% State and Federal — 0% Chief Financial Office—Other 0% 0%		Finance	0%	4%
Chief Financial Office—Other 0% 0% Chief Financial Office—All — 4% Finance 0% 0% State and Federal — 0% Chief Financial Office—Other 0% 0%	Discrimination	State and Federal	_	10%
Finance 0% 0% Sexual harassment Chief Financial Office—Other 0% 0%	Discrimination	Chief Financial Office—Other	0%	0%
Sexual harassment State and Federal - 0% Chief Financial Office—Other 0% 0%		Chief Financial Office—All	_	4%
Sexual harassment Chief Financial Office—Other 0% 0%		Finance	0%	0%
Chief Financial Office—Other 0% 0%	Sexual harassment	State and Federal	_	0%
Chief Financial Office—All — 0%		Chief Financial Office—Other	0%	0%
		Chief Financial 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. \uparrow reflects an increase in negative workplace behaviors; \lor reflects an improved work environment.

Figure 2. 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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