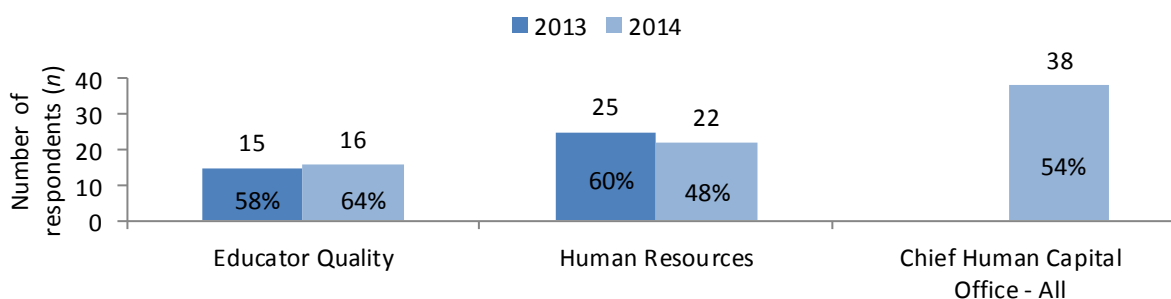


Introduction

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 Human Capital 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. Due to district reorganization, Management Information Systems, Network Systems, and Information Systems results were moved to the Chief Performance Office for the 2013—2014 school year; therefore, longitudinal results for the Human Capital 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.	Educator Quality	77% 87%
	Human Resources	90% 86%
	Human Capital Office—All	— 86%

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.	Educator Quality	64%	63%
	Human Resources	82%	70%
	Human Capital Office—All	—	67%
2. There is an atmosphere of trust and mutual respect.	Educator Quality	71%	44%
	Human Resources	71%	65%
	Human Capital Office—All	—	56%
3. Staff feel comfortable raising issues and concerns that are important to them.	Educator Quality	57%	69%
	Human Resources	68%	60%
	Human Capital Office—All	—	64%
4. Supervisors consistently support staff.	Educator Quality	79%	67%
	Human Resources	67%	62%
	Human Capital Office—All	—	64%
5. Staff are held to high professional standards.	Educator Quality	79%	81%
	Human Resources	90%	90%
	Human Capital Office—All	—	86%
6. Staff performance is assessed objectively.	Educator Quality	83%	77%
	Human Resources	84%	80%
	Human Capital Office—All	—	79%
7. Staff receive feedback that can help them improve their work.	Educator Quality	71%	75%
	Human Resources	60%	70%
	Human Capital Office—All	—	72%
8. The procedures for evaluation are consistent.	Educator Quality	80%	82%
	Human Resources	84%	82%
	Human Capital Office—All	—	82%
9. Supervisors effectively communicate policy.	Educator Quality	79%	69%
	Human Resources	73%	76%
	Human Capital Office—All	—	73%

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.	Educator Quality	33%	60%
	Human Resources	67%	50%
	Human Capital Office—All	—	55%
11. District leaders define expectations for my work group.	Educator Quality	38%	57%
	Human Resources	78%	74%
	Human Capital Office—All	—	67%
12. There is an atmosphere of trust and mutual respect within this district.	Educator Quality	23%	54% ↑
	Human Resources	56%	45%
	Human Capital Office—All	—	48%
13. District leaders provide support when we need it.	Educator Quality	42%	67%
	Human Resources	71%	63%
	Human Capital Office—All	—	65%
14. District leaders have a clearly defined mission and vision for all departments.	Educator Quality	44%	64%
	Human Resources	81%	63%
	Human Capital Office—All	—	64%
15. District leaders encourage cooperation among departments toward improving district operations.	Educator Quality	45%	69%
	Human Resources	76%	58%
	Human Capital Office—All	—	63%
16. District leaders take steps to solve problems.	Educator Quality	64%	64%
	Human Resources	83%	68%
	Human Capital Office—All	—	67%

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.	Educator Quality	83%	80%
	Human Resources	67%	50%
	Human Capital Office—All	—	63%
18. I am satisfied with the amount of professional development (learning/training) required of me.	Educator Quality	92%	87%
	Human Resources	65%	40%
	Human Capital Office—All	—	60%

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

		2013	2014
19. I am satisfied with the opportunities for professional advancement (promotion) available to me.	Educator Quality	42%	54%
	Human Resources	59%	47%
	Human Capital Office—All	—	50%

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.	Educator Quality	62%	79%
	Human Resources	95%	89%
	Human Capital Office—All	—	85%
21. I know the procedures for filing a complaint.	Educator Quality	69%	77%
	Human Resources	90%	90%
	Human Capital Office—All	—	85%
22. I have experienced discrimination while employed at AISD.	Educator Quality	23%	14%
	Human Resources	42%	43%
	Human Capital Office—All	—	31%

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.	Educator Quality	92%	80%
	Human Resources	89%	86%
	Human Capital Office—All	—	84%
24. My department/work group is given deadlines that are reasonable.	Educator Quality	91%	73%
	Human Resources	79%	85%
	Human Capital Office—All	—	80%
25. I am satisfied with the amount of autonomy and control I have over my own work.	Educator Quality	69%	80%
	Human Resources	89%	81%
	Human Capital Office—All	—	81%

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

		2013	2014
26. My work environment is too stressful.	Educator Quality	23%	27%
	Human Resources	37%	33%
	Human Capital Office—All	—	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.	Educator Quality	62%	60%
	Human Resources	50%	55%
	Human Capital Office—All	—	57%
28. Cultural diversity is respected in my work group.	Educator Quality	92%	100%
	Human Resources	90%	91%
	Human Capital Office—All	—	95%
29. The opinions of employees in my work group are respected by employees in other areas.	Educator Quality	50%	85%
	Human Resources	78%	70%
	Human Capital Office—All	—	76%
30. Employees in my work group accomplish their jobs with enthusiasm.	Educator Quality	69%	79%
	Human Resources	60%	62%
	Human Capital Office—All	—	69%
31. The interactions among employees in my work group are cooperative.	Educator Quality	85%	80%
	Human Resources	86%	91%
	Human Capital Office—All	—	86%
32. The employees in my work group communicate with each other in an open and honest way.	Educator Quality	85%	73%
	Human Resources	79%	73%
	Human Capital Office—All	—	73%
33. Employees in my work group 'go the extra mile.'	Educator Quality	92%	87%
	Human Resources	85%	95%
	Human Capital Office—All	—	92%
34. Employees in my work group provide strong social support for each other.	Educator Quality	77%	80%
	Human Resources	74%	62%
	Human Capital Office—All	—	69%

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.	Educator Quality	77%	80%
	Human Resources	95%	90%
	Human Capital Office—All	—	86%
36. Staff have sufficient access to technology, including computers, printers, software and Internet access.	Educator Quality	92%	87%
	Human Resources	100%	91%
	Human Capital Office—All	—	89%
37. Staff have sufficient training and support to fully utilize the available technology, software, data systems, etc.	Educator Quality	83%	73%
	Human Resources	70%	48%
	Human Capital Office—All	—	58%
38. Staff have sufficient access to office equipment and supplies such as copy machines, paper, etc.	Educator Quality	100%	93%
	Human Resources	100%	100%
	Human Capital Office—All	—	97%
39. The work environment is clean and well maintained.	Educator Quality	85%	100%
	Human Resources	100%	73%
	Human Capital Office—All	—	84%
40. Staff have adequate space to work productively.	Educator Quality	92%	100%
	Human Resources	79%	77%
	Human Capital Office—All	—	86%
41. My work group is provided sufficient data and information to make informed decisions.	Educator Quality	92%	80%
	Human Resources	90%	67%
	Human Capital Office—All	—	72%
42. I am satisfied with my health benefits.	Educator Quality	69%	73%
	Human Resources	72%	83%
	Human Capital Office—All	—	79%

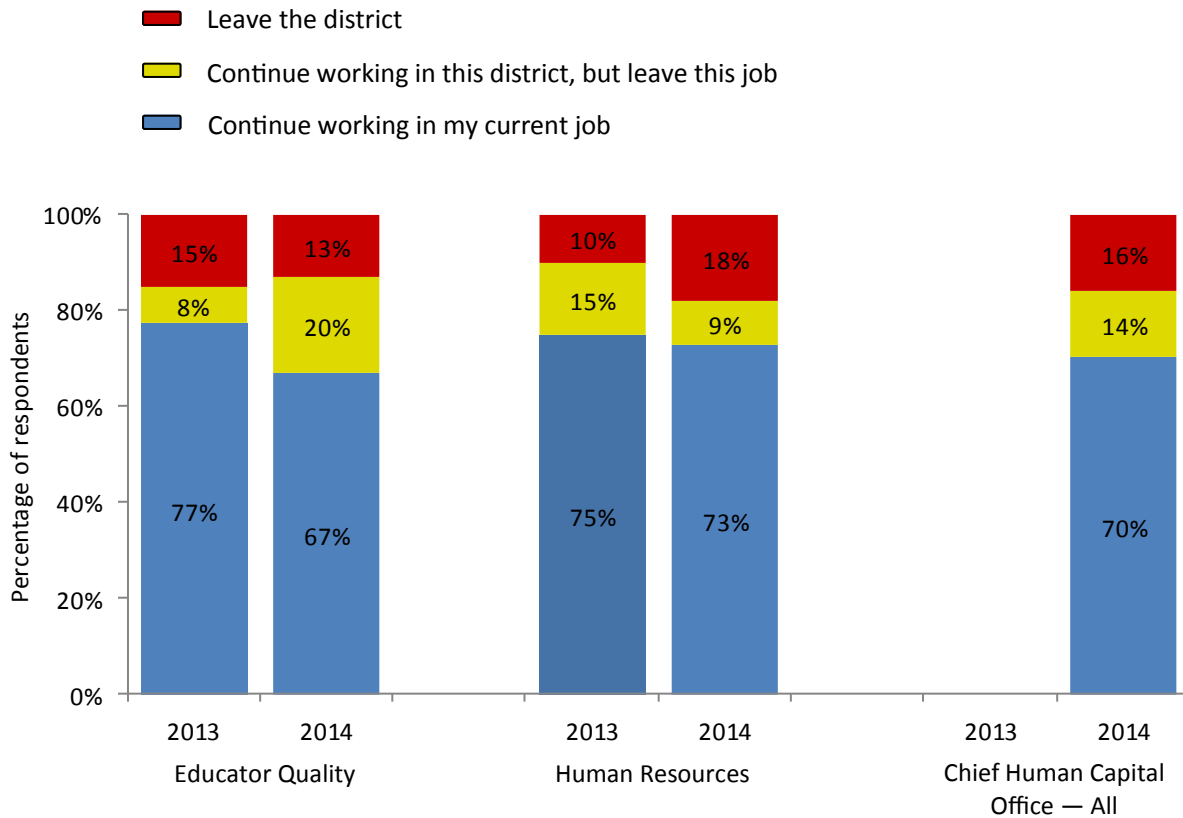
Table 9. Percentage of Respondents Experiencing Negative Workplace Behaviors Once a Month or More, by Job Location.

		2013	2014
Racial tension	Educator Quality	8%	0%
	Human Resources	5%	5%
	Human Capital Office—All	—	3%
Bullying	Educator Quality	8%	20%
	Human Resources	10%	14%
	Human Capital Office—All	—	16%
Disrespect for supervisors	Educator Quality	31%	13%
	Human Resources	15%	9%
	Human Capital Office—All	—	11%
Disrespect for co-workers	Educator Quality	31%	33%
	Human Resources	10%	23%
	Human Capital Office—All	—	27%
Unsafe practices	Educator Quality	8%	7%
	Human Resources	5%	0%
	Human Capital Office—All	—	3%
Discrimination	Educator Quality	8%	0%
	Human Resources	10%	9%
	Human Capital Office—All	—	5%
Sexual harassment	Educator Quality	0%	0%
	Human Resources	5%	0%
	Human Capital 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 2013 and Spring 2014 AISD Central Office Work Environment Survey

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