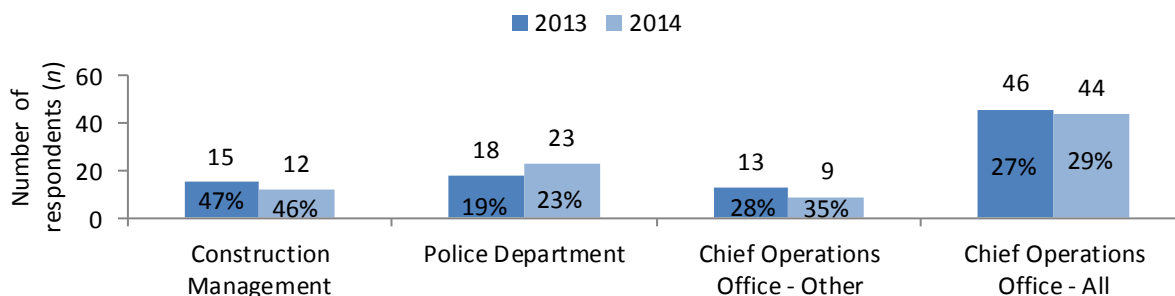


Introduction

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 Operations 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 Operation Office—Other.

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.	94%	90%
Construction Management	100%	75%
Police Department	94%	90%
Chief Operations Office—Other	89%	89%
Chief Operations Office—All	95%	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.	Construction Management	92%	70%
	Police Department	73%	87%
	Chief Operations Office—Other	82%	89%
	Chief Operations Office—All	82%	83%
2. There is an atmosphere of trust and mutual respect.	Construction Management	71%	58%
	Police Department	56%	59%
	Chief Operations Office—Other	64%	67%
	Chief Operations Office—All	63%	60%
3. Staff feel comfortable raising issues and concerns that are important to them.	Construction Management	73%	50%
	Police Department	50%	59% ↓
	Chief Operations Office—Other	64%	63%
	Chief Operations Office—All	62%	57%
4. Supervisors consistently support staff.	Construction Management	62%	50%
	Police Department	63%	57%
	Chief Operations Office—Other	55%	75%
	Chief Operations Office—All	60%	58%
5. Staff are held to high professional standards.	Construction Management	80%	67%
	Police Department	88%	78%
	Chief Operations Office—Other	91%	89%
	Chief Operations Office—All	86%	77%
6. Staff performance is assessed objectively.	Construction Management	67%	70%
	Police Department	63%	57%
	Chief Operations Office—Other	82%	89%
	Chief Operations Office—All	69%	67%
7. Staff receive feedback that can help them improve their work.	Construction Management	69%	64%
	Police Department	69%	64%
	Chief Operations Office—Other	60%	78%
	Chief Operations Office—All	67%	67%
8. The procedures for evaluation are consistent.	Construction Management	42%	75%
	Police Department	47%	57%
	Chief Operations Office—Other	60%	89%
	Chief Operations Office—All	49%	68%

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.	Construction Management	50%	58%
	Police Department	63%	76%
	Chief Operations Office—Other	64%	78%
	Chief Operations Office—All	59%	71%

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.	Construction Management	64%	56%
	Police Department	62%	33%
	Chief Operations Office—Other	50%	89%
	Chief Operations Office—All	59%	53%
11. District leaders define expectations for my work group.	Construction Management	58%	67%
	Police Department	64%	59%
	Chief Operations Office—Other	70%	75%
	Chief Operations Office—All	64%	65%
12. There is an atmosphere of trust and mutual respect within this district.	Construction Management	50%	45%
	Police Department	57%	50%
	Chief Operations Office—Other	50%	67%
	Chief Operations Office—All	53%	53%
13. District leaders provide support when we need it.	Construction Management	64%	50%
	Police Department	58%	53%
	Chief Operations Office—Other	78%	78%
	Chief Operations Office—All	66%	58%
14. District leaders have a clearly defined mission and vision for all departments.	Construction Management	45%	30%
	Police Department	79%	67%
	Chief Operations Office—Other	50%	63%
	Chief Operations Office—All	61%	56%

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

		2013	2014
15. District leaders encourage cooperation among departments toward improving district operations.	Construction Management	58%	45%
	Police Department	93%	71%
	Chief Operations Office—Other	75%	78%
	Chief Operations Office—All	76%	65%
16. District leaders take steps to solve problems.	Construction Management	67%	55%
	Police Department	82%	59%
	Chief Operations Office—Other	67%	88%
	Chief Operations Office—All	72%	64%

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.	Construction Management	69%	36%
	Police Department	63%	57%
	Chief Operations Office—Other	56%	67%
	Chief Operations Office—All	63%	54%
18. I am satisfied with the amount of professional development (learning/training) required of me.	Construction Management	69%	89%
	Police Department	73%	71%
	Chief Operations Office—Other	63%	75%
	Chief Operations Office—All	69%	76%
19. I am satisfied with the opportunities for professional advancement (promotion) available to me.	Construction Management	62%	36%
	Police Department	31%	35%
	Chief Operations Office—Other	33%	56%
	Chief Operations Office—All	42%	40%

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.	Construction Management	64%	75%
	Police Department	94%	95%
	Chief Operations Office—Other	90%	89%
	Chief Operations Office—All	83%	88%
21. I know the procedures for filing a complaint.	Construction Management	57%	75%
	Police Department	75%	90%
	Chief Operations Office—Other	90%	89%
	Chief Operations Office—All	73%	86%
22. I have experienced discrimination while employed at AISD.	Construction Management	17%	17%
	Police Department	56%	39%
	Chief Operations Office—Other	20%	33%
	Chief Operations Office—All	34%	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.	Construction Management	62%	75%
	Police Department	88%	86%
	Chief Operations Office—Other	89%	75%
	Chief Operations Office—All	79%	80%
24. My department/work group is given deadlines that are reasonable.	Construction Management	54%	70%
	Police Department	87%	76%
	Chief Operations Office—Other	89%	75%
	Chief Operations Office—All	76%	74%
25. I am satisfied with the amount of autonomy and control I have over my own work.	Construction Management	92%	75%
	Police Department	81%	75%
	Chief Operations Office—Other	89%	88%
	Chief Operations Office—All	86%	78%
26. My work environment is too stressful.	Construction Management	43%	42%
	Police Department	44%	38%
	Chief Operations Office—Other	44%	44%
	Chief Operations Office—All	44%	40%

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.	Construction Management	43%	36%
	Police Department	47%	55%
	Chief Operations Office—Other	56%	67%
	Chief Operations Office—All	47%	53%
28. Cultural diversity is respected in my work group.	Construction Management	79%	73%
	Police Department	88%	85%
	Chief Operations Office—Other	100%	88%
	Chief Operations Office—All	87%	82%
29. The opinions of employees in my work group are respected by employees in other areas.	Construction Management	58%	44%
	Police Department	64%	65%
	Chief Operations Office—Other	100%	88%
	Chief Operations Office—All	71%	65%
30. Employees in my work group accomplish their jobs with enthusiasm.	Construction Management	83%	64%
	Police Department	73%	81%
	Chief Operations Office—Other	88%	67%
	Chief Operations Office—All	80%	73%
31. The interactions among employees in my work group are cooperative.	Construction Management	85%	75%
	Police Department	80%	90%
	Chief Operations Office—Other	89%	89%
	Chief Operations Office—All	84%	86%
32. The employees in my work group communicate with each other in an open and honest way.	Construction Management	83%	58%
	Police Department	64%	70%
	Chief Operations Office—Other	78%	86%
	Chief Operations Office—All	74%	69%
33. Employees in my work group 'go the extra mile.'	Construction Management	79%	73%
	Police Department	75%	80%
	Chief Operations Office—Other	89%	67%
	Chief Operations Office—All	79%	75%
34. Employees in my work group provide strong social support for each other.	Construction Management	77%	55%
	Police Department	50%	75%
	Chief Operations Office—Other	89%	71%
	Chief Operations Office—All	68%	68%

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.	Construction Management	93%	100%
	Police Department	75%	71%
	Chief Operations Office—Other	100%	75%
	Chief Operations Office—All	87%	80%
36. Staff have sufficient access to technology, including computers, printers, software and Internet access.	Construction Management	93%	100%
	Police Department	87%	80%
	Chief Operations Office—Other	100%	78%
	Chief Operations Office—All	92%	85%
37. Staff have sufficient training and support to fully utilize the available technology, software, data systems, etc.	Construction Management	42%	64%
	Police Department	81%	81%
	Chief Operations Office—Other	67%	56%
	Chief Operations Office—All	65%	71%
38. Staff have sufficient access to office equipment and supplies such as copy machines, paper, etc.	Construction Management	100%	100%
	Police Department	94%	100%
	Chief Operations Office—Other	100%	89%
	Chief Operations Office—All	97%	98%
39. The work environment is clean and well maintained.	Construction Management	93%	92%
	Police Department	81%	90%
	Chief Operations Office—Other	89%	78%
	Chief Operations Office—All	87%	88%
40. Staff have adequate space to work productively.	Construction Management	86%	92%
	Police Department	56%	57%
	Chief Operations Office—Other	100%	100%
	Chief Operations Office—All	77%	76%
40. My work group is provided sufficient data and information to make informed decisions.	Construction Management	85%	83%
	Police Department	75%	80%
	Chief Operations Office—Other	89%	75%
	Chief Operations Office—All	82%	80%
41. I am satisfied with my health benefits.	Construction Management	85%	83%
	Police Department	67%	60%
	Chief Operations Office—Other	56%	78%
	Chief Operations Office—All	70%	71%

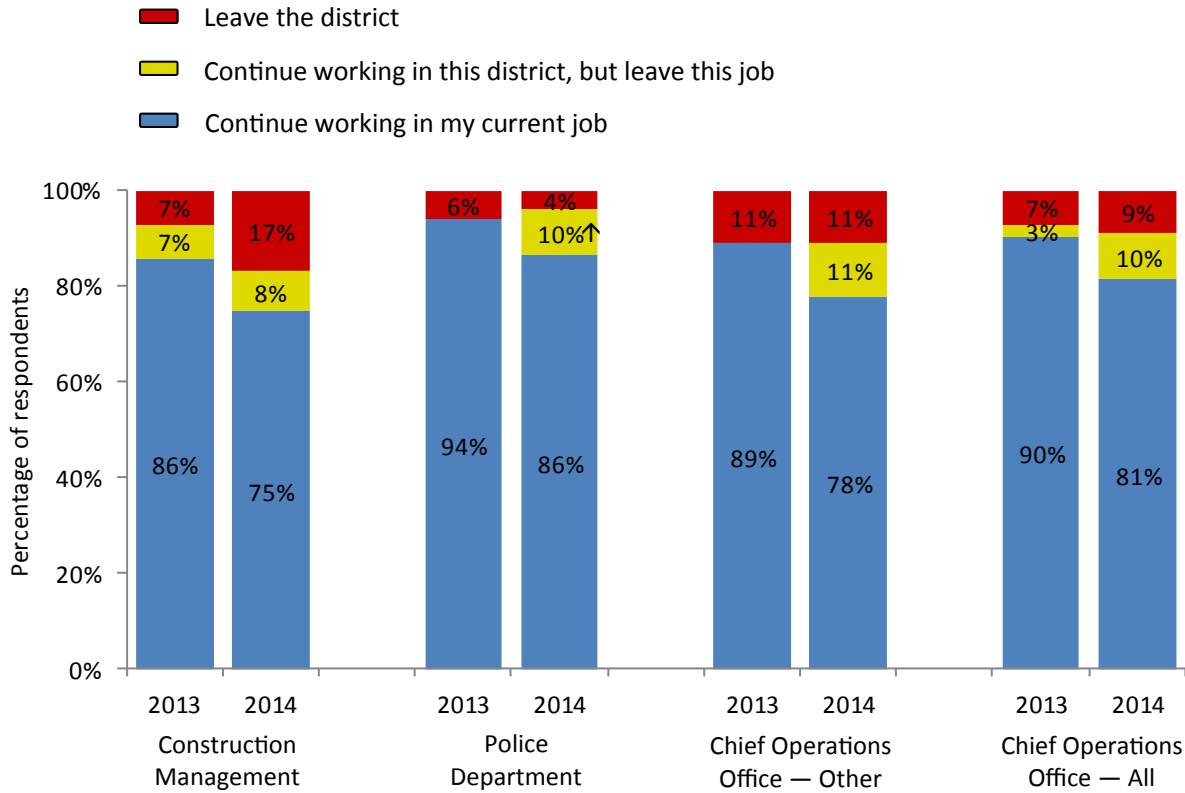
Table 9. Percentage of Respondents Experiencing Negative Workplace Behaviors Once a Month or More, by Job Location.

		2013	2014
Racial tension	Construction Management	8%	17%
	Police Department	0%	0%
	Chief Operations Office—Other	0%	11%
	Chief Operations Office—All	3%	7%
Bullying	Construction Management	8%	25%
	Police Department	31%	19%
	Chief Operations Office—Other	11%	22%
	Chief Operations Office—All	18%	21%
Disrespect for supervisors	Construction Management	0%	17% [↑]
	Police Department	19%	24%
	Chief Operations Office—Other	11%	11%
	Chief Operations Office—All	11%	19%
Disrespect for co-workers	Construction Management	8%	33% [↑]
	Police Department	25%	14%
	Chief Operations Office—Other	11%	22%
	Chief Operations Office—All	16%	21%
Unsafe practices	Construction Management	0%	0%
	Police Department	13%	10%
	Chief Operations Office—Other	0%	0%
	Chief Operations Office—All	5%	5%
Discrimination	Construction Management	15%	8%
	Police Department	19%	10%
	Chief Operations Office—Other	11%	13%
	Chief Operations Office—All	16%	10%
Sexual harassment	Construction Management	0%	0%
	Police Department	0%	0%
	Chief Operations Office—Other	11%	13%
	Chief Operations Office—All	3%	2%

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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