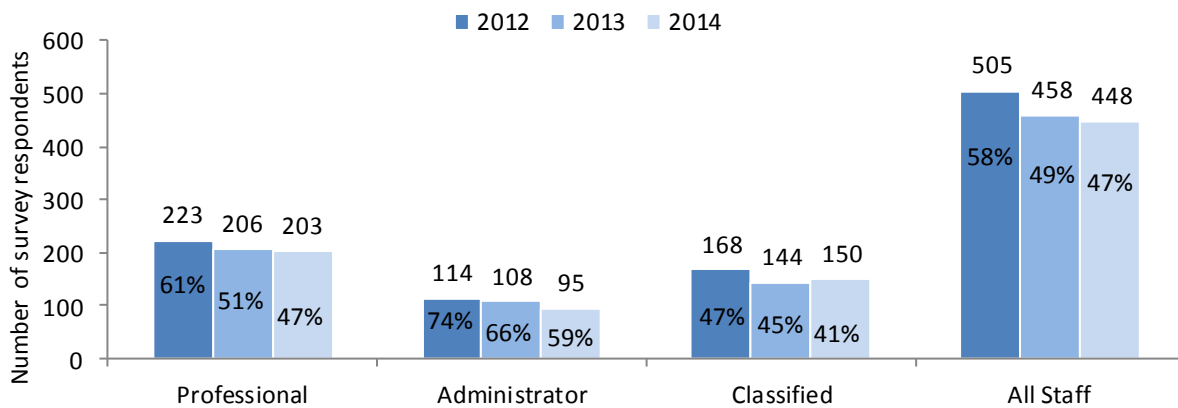


Introduction

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 2012, Spring 2013, and Spring 2014. Figure 1 displays participant counts and response rates by employee type.

Figure 1. Survey Responses and Response Rates by Employee Type, 2012 through 2014



Source. Spring 2012, Spring 2013 and Spring 2014 AISD Central Office Work Environment Survey

Results Summary

Response options ranged from Strongly Agree to Strongly Disagree¹, 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. The 2013 and 2014 percentages followed by up or down arrows denote a statistically meaningful change from the prior year.

Table 1. Percentage of Respondents Who Agreed or Strongly Agreed with the Item, “Overall, AISD is a good place to work.”

	2012	2013	2014
Professional	87%	95%	87%
Administrator	79%	88%	86%
Classified	96%	91%	94%
All Staff	88%	92%	89%

¹ “Don’t know/NA” responses were excluded from the analysis.

Table 2. Results for Area Leadership

		2012	2013	2014
1. The staff and supervisor(s) have a shared vision.	Professional	74%	83%	81%
	Administrator	77%	86%	80%
	Classified	80%	77%	79%
	All Staff	77%	82%	80%
2. There is an atmosphere of trust and mutual respect.	Professional	62%	74% ↑	73%
	Administrator	65%	82% ↑	76%
	Classified	63%	64%	59%
	All Staff	63%	73% ↑	69%
3. Staff feel comfortable raising issues and concerns that are important to them.	Professional	62%	76% ↑	69%
	Administrator	67%	80%	76%
	Classified	65%	65%	55%
	All Staff	64%	74% ↑	66%
4. Supervisors consistently support staff.	Professional	71%	80%	77%
	Administrator	75%	86%	76%
	Classified	72%	63%	66%
	All Staff	72%	76%	73%
5. Staff are held to high professional standards.	Professional	85%	86%	86%
	Administrator	92%	90%	90%
	Classified	83%	84%	82%
	All Staff	86%	87%	85%
6. Staff performance is assessed objectively.	Professional	72%	82%	82%
	Administrator	80%	87%	81%
	Classified	75%	71%	71%
	All Staff	75%	80%	78%
7. Staff receive feedback that can help them improve their work.	Professional	71%	81%	75%
	Administrator	74%	83%	78%
	Classified	69%	67%	71%
	All Staff	71%	77%	74%
8. The procedures for evaluation are consistent.	Professional	75%	78%	80%
	Administrator	78%	84%	79%
	Classified	77%	69%	71%
	All Staff	76%	77%	77%

Table 2. Results for Area Leadership (Cont.)

		2012	2013	2014
9. Supervisors effectively communicate policy.	Professional	73%	79%	79%
	Administrator	71%	82%	79%
	Classified	72%	69%	69%
	All Staff	72%	76%	76%

Table 3. Results for District Leadership

		2012	2013	2014
10. District leaders involve my work group in decisions that directly impact our operations.	Professional	49%	62% ↑	56%
	Administrator	67%	67%	63%
	Classified	52%	48%	62% ↑
	All Staff	55%	60%	59%
11. District leaders define expectations for my work group.	Professional	64%	76% ↑	62% ↓
	Administrator	69%	70%	77%
	Classified	67%	58%	66%
	All Staff	66%	69%	67%
12. There is an atmosphere of trust and mutual respect within this district.	Professional	43%	51%	53%
	Administrator	35%	52% ↑	52%
	Classified	49%	53%	49%
	All Staff	43%	51% ↑	51%
13. District leaders provide support when we need it.	Professional	59%	71% ↑	64%
	Administrator	66%	65%	67%
	Classified	66%	59%	60%
	All Staff	63%	66%	64%
14. District leaders have a clearly defined mission and vision for all departments.	Professional	54%	57%	50%
	Administrator	52%	62%	68%
	Classified	68%	64%	66%
	All Staff	57%	60%	59%
15. District leaders encourage cooperation among departments toward improving district operations.	Professional	56%	64%	62%
	Administrator	59%	69%	69%
	Classified	72%	72%	70%
	All Staff	61%	67%	66%

Table 3. Results for District Leadership (Cont.)

		2012	2013	2014
16. District leaders take steps to solve problems.	Professional	63%	73%	70%
	Administrator	78%	79%	72%
	Classified	73%	68%	66%
	All Staff	70%	73%	69%

Table 4. Results for Training and Professional Development

		2012	2013	2014
17. I am satisfied with the types of professional development (learning/training) offered to me.	Professional	62%	69%	63%
	Administrator	74%	71%	76%
	Classified	64%	60%	65%
	All Staff	66%	67%	67%
18. I am satisfied with the amount of professional development (learning/training) required of me.	Professional	70%	77%	73%
	Administrator	78%	79%	76%
	Classified	65%	66%	69%
	All Staff	70%	75%	72%
19. I am satisfied with the opportunities for professional advancement (promotion) available to me.	Professional	51%	54%	53%
	Administrator	65%	62%	63%
	Classified	38%	40%	42%
	All Staff	50%	52%	52%

Table 5. Results for Policies and Procedures

		2012	2013	2014
20. I know the procedures for reporting sexual harassment	Professional	75%	71%	78%
	Administrator	92%	89%	91%
	Classified	86%	87%	92%
	All Staff	83%	80%	85%
21. I know the procedures for filing a complaint.	Professional	67%	69%	75%
	Administrator	90%	87%	90%
	Classified	81%	80%	89%
	All Staff	77%	77%	83%

Table 5. Results for Policies and Procedures (Cont.)

		2012	2013	2014
22. I have experienced discrimination while employed at AISD.	Professional	17%	23%	21%
	Administrator	24%	31%	32%
	Classified	26%	32%	29%
	All Staff	21%	28% ↑	26%

Table 6. Results for Work Expectations

		2012	2013	2014
23. I am given deadlines that are reasonable.	Professional	72%	83%	81%
	Administrator	58%	84% ↑	78%
	Classified	70%	80%	85%
	All Staff	68%	82% ↑	82%
24. My department/work group is given deadlines that are reasonable.	Professional	61%	73% ↑	77%
	Administrator	55%	77% ↑	73%
	Classified	69%	75%	78%
	All Staff	62%	74% ↑	76%
25. I am satisfied with the amount of autonomy and control I have over my own work.	Professional	78%	90% ↑	91%
	Administrator	78%	86%	79%
	Classified	90%	86%	88%
	All Staff	81%	88%	87%
26. My work environment is too stressful.*	Professional	31%	27%	26%
	Administrator	54%	38% ↓	34%
	Classified	29%	37%	30%
	All Staff	36%	36%	29% ↓

Note. * Due to the negative wording of the survey item, ↓ indicates a statistically significant improvement.

Table 7. Results for Workgroup

		2012	2013	2014
27. Morale is high in my work group.	Professional	52%	63% ↑	64%
	Administrator	57%	73% ↑	74%
	Classified	53%	50%	56%
	All Staff	54%	62% ↑	64%

Table 7. Results for Workgroup (Cont.)

		2012	2013	2014
28. Cultural diversity is respected in my work group.	Professional	93%	96%	93%
	Administrator	93%	92%	90%
	Classified	89%	88%	89%
	All Staff	92%	92%	91%
29. The opinions of employees in my work group are respected by employees in other areas.	Professional	79%	77%	76%
	Administrator	74%	80%	75%
	Classified	75%	74%	72%
	All Staff	77%	77%	75%
30. Employees in my work group accomplish their jobs with enthusiasm.	Professional	77%	85%	79%
	Administrator	81%	85%	86%
	Classified	71%	68%	67%
	All Staff	77%	80%	76%
31. The interactions among employees in my work group are cooperative.	Professional	92%	90%	85%
	Administrator	97%	92%	91%
	Classified	83%	79%	84%
	All Staff	90%	87%	86%
32. The employees in my work group communicate with each other in an open and honest way.	Professional	81%	85%	74%
	Administrator	87%	84%	85%
	Classified	75%	72%	71%
	All Staff	81%	81%	76%
33. Employees in my work group 'go the extra mile.'	Professional	86%	88%	86%
	Administrator	95%	94%	90%
	Classified	80%	77%	78%
	All Staff	86%	86%	84%
34. Employees in my work group provide strong social support for each other.	Professional	81%	86%	75%
	Administrator	92%	84%	82%
	Classified	71%	69%	73%
	All Staff	80%	80%	76%

Table 8. Results for Facilities & Resources

		2012	2013	2014
35. Staff have sufficient access to appropriate materials necessary to do our work.	Professional	82%	89%	86%
	Administrator	88%	90%	90%
	Classified	85%	79%	84%
	All Staff	84%	86%	86%
36. Staff have sufficient access to technology, including computers, printers, software and Internet access.	Professional	90%	85%	89%
	Administrator	92%	94%	92%
	Classified	93%	86%	86%
	All Staff	91%	87%	89%
37. Staff have sufficient training and support to fully utilize the available technology, software, data systems, etc.	Professional	73%	71%	68%
	Administrator	87%	78%	79%
	Classified	76%	66%	71%
	All Staff	77%	71%	72%
38. Staff have sufficient access to office equipment and supplies such as copy machines, paper, etc.	Professional	94%	96%	95%
	Administrator	97%	98%	98%
	Classified	92%	92%	93%
	All Staff	94%	95%	95%
39. The work environment is clean and well maintained.	Professional	92%	92%	94%
	Administrator	92%	88%	88%
	Classified	92%	88%	88%
	All Staff	92%	90%	90%
40. Staff have adequate space to work productively.	Professional	80%	74%	79%
	Administrator	82%	74%	72%
	Classified	81%	71%	74%
	All Staff	81%	73%	76%
41. My work group is provided sufficient data and information to make informed decisions.	Professional	75%	84%	83%
	Administrator	87%	87%	86%
	Classified	75%	75%	75%
	All Staff	78%	82%	81%
42. I am satisfied with my health benefits.	Professional	71%	77%	81%
	Administrator	85%	84%	88%
	Classified	58%	71% ↑	72%
	All Staff	70%	77%	80%

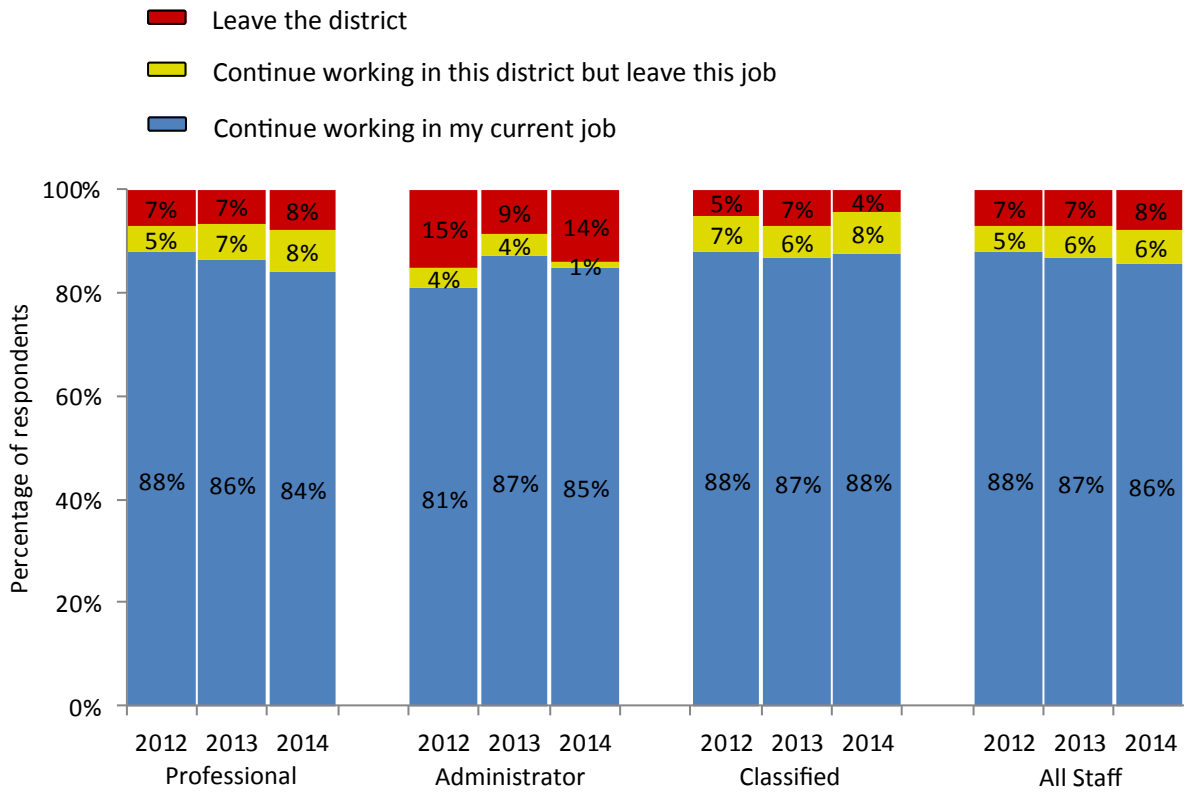
Table 9. Percentage of Respondents Experiencing Negative Workplace Behaviors Once a Month or More, by Employee Type.

		2012	2013	2014
Racial tension	Professional	4%	2% ↓	5% ↑
	Administrator	6%	6%	8%
	Classified	4%	4%	3%
	All Staff	5%	4%	5%
Bullying	Professional	10%	10%	10%
	Administrator	14%	9%	12%
	Classified	4%	10% ↑	12%
	All Staff	9%	9%	11%
Disrespect for supervisors	Professional	14%	8%	11%
	Administrator	17%	11%	14%
	Classified	8%	14%	13%
	All Staff	13%	10%	12%
Disrespect for co-workers	Professional	21%	14% ↓	17%
	Administrator	17%	13%	12%
	Classified	16%	19%	21%
	All Staff	19%	15% ↓	17%
Unsafe practices	Professional	3%	1% ↓	2%
	Administrator	1%	2%	3%
	Classified	2%	4%	7%
	All Staff	2%	2%	4% ↑
Discrimination	Professional	4%	4%	5%
	Administrator	5%	5%	6%
	Classified	5%	6%	6%
	All Staff	5%	5%	5%
Sexual harassment	Professional	1%	1%	1%
	Administrator	1%	1%	2%
	Classified	1%	2%	1%
	All Staff	1%	1%	1%

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

**INTERIM SUPERINTENDENT
OF SCHOOLS**
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**CHIEF FINANCIAL
OFFICER**
Nicole Conley

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