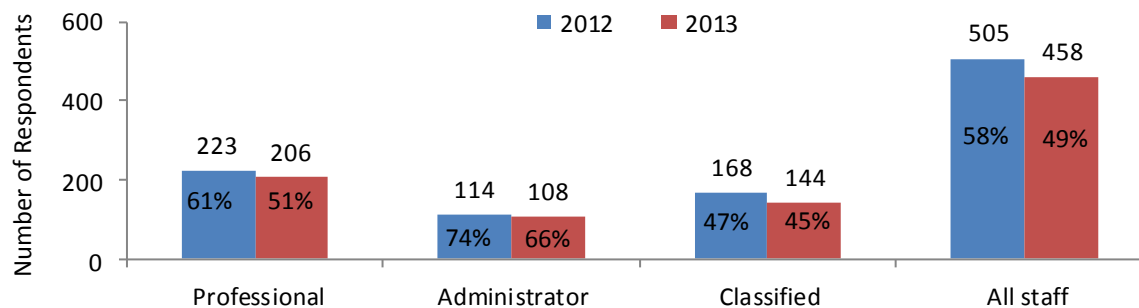


Central Office Work Environment Survey Results, Spring 2012 and Spring 2013

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 training and development opportunities, policies and procedures, facilities and resources, work-group dynamics, work expectations, and workplace behaviors. This report presents the Central Office Work Environment Survey results for the Spring 2012 and Spring 2013 survey administrations. Figure 1 displays participant counts and response rates for each job category.

Figure 1. Response Rates by Job Category: Spring 2012 and Spring 2013



Source. Spring 2012 and Spring 2013 Central Office Work Environment Survey

Results Summary

The 2013 Central Office Work Environment Survey results highlight the varied perceptions of workplace environment reported by staff in each job category. Some data suggest less positive working conditions may exist for classified staff than for their administrator and professional co-workers. Specifically, in 2013, classified staff reported lower levels of agreement with most survey items than did administrative or professional staff (Tables 1 through 7); they also reported overall higher rates of exposure to negative workplace behaviors (Table 8). However, all three groups expressed high rates of agreement with the survey item, “Overall, AISD is a good place to work” (Figure 2).

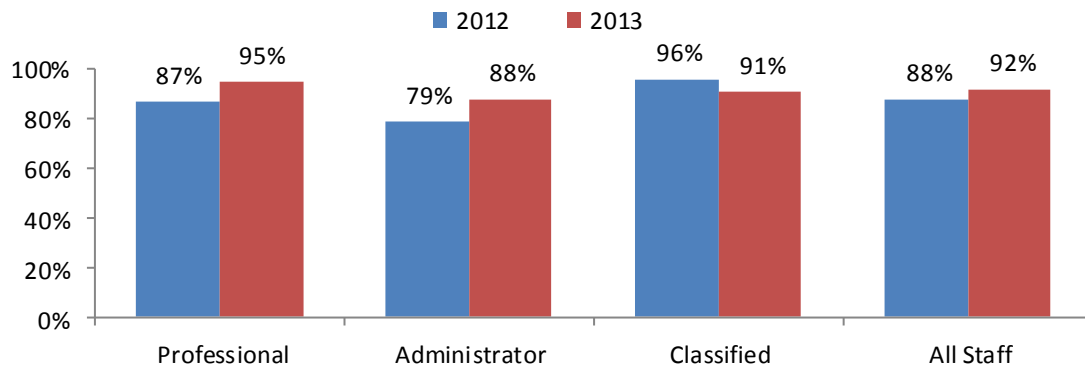
Survey results for 2013 were relatively stable compared with results for 2012. Year-over-year improvements were most frequent for professional and administrative staff. Professional staff’s responses improved for 11 of 49 survey items across five of the eight domains; administrative staff’s responses improved for six items. Classified staff generally reported slightly lower levels of agreement with survey items in each of the domains in 2013 than they did the prior year, and reported a statistically significant increase in incidences of workplace bullying. Survey items related to work expectations and work-group dynamics received the highest rates of agreement across all job categories, and all staff continued to rate departmental and district leadership, professional training and development opportunities, and workgroup morale less favorably than they rated other domain areas.

Note. Spring 2012 job categories were updated to match the job classification scheme used for the Spring 2013 survey. Previously published Spring 2012 results may therefore differ slightly from those included in this report.

Survey Results for Each Job Category

Response options for most subscales ranged from *strongly agree* to *strongly disagree*¹. Results in this report are presented in terms of percentage of respondents who agreed and strongly agreed with each item, unless otherwise noted. Arrows indicate a statistically significant change between the 2012 and 2013 survey results.

Figure 2. Percentage of Respondents Who Agreed or Strongly Agreed With the Item “Overall, AISD is a Good Place to Work” by Job Category.



Source. Spring 2012 and Spring 2013 Central Office Work Environment Survey

Table 1. Percentage of Respondents Who Agreed or Strongly Agreed With the Following Statements About Leadership.

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

Note. ↑ reflects a significant increase in the percentage of respondents in agreement; ↓ reflects a significant decrease.

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

Table 2. Percentage of Respondents Who Agreed or Strongly Agreed With the Following Statements About District Leaders.

	Professional			Administrator			Classified			All Staff		
	2012	2013	Δ	2012	2013	Δ	2012	2013	Δ	2012	2013	Δ
10. District leaders involve my work group in decisions that directly impact our operations.	49%	62%	↑	67%	67%		52%	48%		55%	60%	
11. District leaders define expectations for my work group.	64%	76%	↑	69%	70%		67%	58%		66%	69%	
12. There is an atmosphere of trust and mutual respect within this district.	43%	51%		35%	52%	↑	49%	53%		43%	51%	↑
13. District leaders provide support when we need it.	59%	71%	↑	66%	65%		66%	59%		63%	66%	
14. District leaders have a clearly defined mission and vision for all departments.	54%	57%		52%	62%		68%	64%		57%	60%	
15. District leaders encourage cooperation among departments toward improving district operations.	56%	64%		59%	69%		72%	72%		61%	67%	
16. District leaders take steps to solve problems.	63%	73%		78%	79%		73%	68%		70%	73%	

Note. ↑ reflects a significant increase in the percentage of respondents in agreement; ↓ reflects a significant decrease.

Table 3. Percentage of Respondents Who Agreed or Strongly Agreed With the Following Statements About Training and Development.

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

Table 4. Percentage of Respondents Who Agreed or Strongly Agreed With the Following Statements About Procedures.

	Professional			Administrator			Classified			All Staff		
	2012	2013	Δ	2012	2013	Δ	2012	2013	Δ	2012	2013	Δ
20. I know the procedure for reporting sexual harassment.	75%	71%		92%	89%		86%	87%		83%	80%	
21. I know the procedures for filing a complaint.	67%	69%		90%	87%		81%	80%		77%	77%	
22. I have experienced discrimination while employed at AISD.	17%	23%		24%	31%		26%	32%		21%	28%	↑

Note. ↑ reflects a significant increase in the percentage of respondents in agreement; ↓ reflects a significant decrease.

Table 5. Percentage of Respondents Who Agreed or Strongly Agreed With the Following Statements About Work Expectations.

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

Note. Survey items 23 and 24 were reworded from “unreasonable” in 2012 to “reasonable” in 2013. The changed wording from negative to positive statements may have affected respondents’ answer choices.

Note. ↑ reflects a significant increase in the percentage of respondents in agreement; ↓ reflects a significant decrease.

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

Table 6. Percentage of Respondents Who Agreed or Strongly Agreed With the Following Statements About Work-Group Dynamics.

	Professional			Administrator			Classified			All Staff		
	2012	2013	Δ	2012	2013	Δ	2012	2013	Δ	2012	2013	Δ
27. Morale is high in my work group.	52%	63%	↑	57%	73%	↑	53%	50%		54%	62%	↑
28. Cultural diversity is respected in my work group.	93%	96%		93%	92%		89%	88%		92%	92%	
29. The opinions of employees in my work group are respected by employees in other areas.	79%	77%		74%	80%		75%	74%		77%	77%	
30. Employees in my work group accomplish their jobs with enthusiasm.	77%	85%		81%	85%		71%	68%		77%	80%	
31. The interactions among employees in my work group are cooperative.	92%	90%		97%	92%		83%	79%		90%	87%	
32. The employees in my work group communicate with each other in an open and honest way.	81%	85%		87%	84%		75%	72%		81%	81%	
33. Employees in my work group 'go the extra mile.'	86%	88%		95%	94%		80%	77%		86%	86%	
34. Employees in my work group provide strong social support for each other.	81%	86%		92%	84%		71%	69%		80%	80%	

Note. ↑ reflects a significant increase in the percentage of respondents in agreement; ↓ reflects a significant decrease.

Table 7. Percentage of Respondents Who Agreed or Strongly Agreed With the Following Statements About Facilities and Resources.

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

Note. ↑ reflects a significant increase in the percentage of respondents in agreement; ↓ reflects a significant decrease.

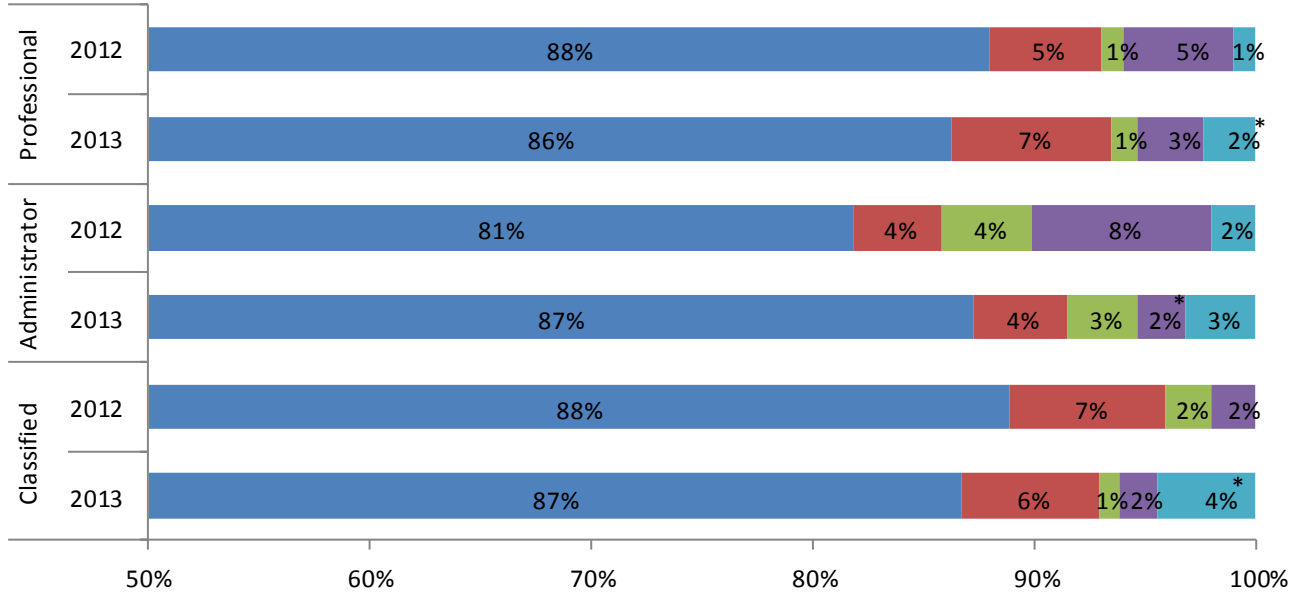
Table 8. Percentage of Respondents Who Reported Experiencing Negative Behaviors Once a Month or More, by Job Category.

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

Note. ↑ reflects a significant increase in negative behaviors; ↓ reflects a significant decrease.

Figure 3. Which of the following best describes your plans for the next school year?

- Continue working in my current job
- Continue working in this district, but leave this job
- Continue working in this state, but leave this district
- Continue working in education, but pursue a different position
- Leave education entirely



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

Note. Percentages may not equal 100% due to rounding.

* indicates a statistically significant ($p < .05$) change from 2012 to 2013

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