

Austin Independent School District Central Office Work Environment Survey

Spring 2012 through Spring 2016



Introduction

The following report presents the AISD Central Office Work Environment Survey results for Spring 2012 through Spring 2016. Unless otherwise noted, results in this report represent the percentage of respondents who *strongly agreed* or *agreed* with each item. Arrows (↑↓) in the tables indicate a statistically meaningful change¹ from the prior year.

Nearly half of central office employees responded to the 2016 survey, representing an increase from the previous year. Response rates over time are shown in Appendix A.

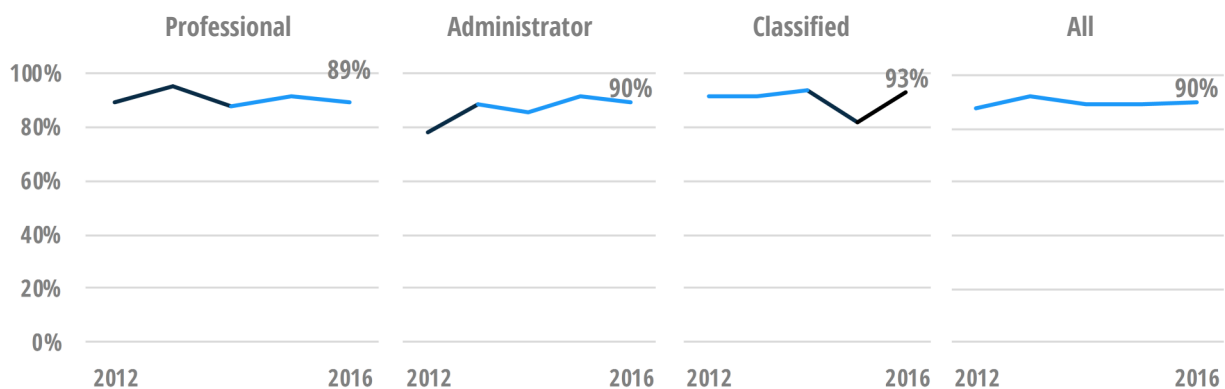
The method of data collection in 2016 was unique relative to past AISD Central Office Climate surveys. Survey respondents selected their own work groups, rather than being assigned based on human resources job title and work location codes. Self selection of work groups allowed participants to choose the immediate work group leadership about whom they wanted to provide feedback, and allowed them to provide feedback about their selected chief area's leadership. Results in this report are presented according to employee job classification. Separate reports provide results for each chief area.

Key Findings

Overall, in 2016 central office employees rated 41% (20/49) of their work environment survey items higher than the items were rated since 2012. The changes were most pronounced for classified staff, whose ratings improved meaningfully for 11 of 49 items from 2015 to 2016. Ratings declined meaningfully from 2015 to 2016 on only 1 item for classified staff, 4 items for administrators, and 3 items for professional staff. Results suggest most employees continue to agree that AISD is a good place to work (Figure 1).

Figure 1

Most employees continue to agree that "Overall, AISD is a good place to work."



Note. Darker line segments indicate a statistically meaningful change between years.

¹ Meaningful changes were identified with a statistical computation of effect size using Cohen's *h*. Changes with an effect size of at least .20 were considered meaningful.

District Leadership

Table 1
Perceptions of District Leadership

		2012	2013		2014	2015	2016
District leaders involve my work group in decisions that directly impact our operations.	Professional	47%	62%	↑	56%	57%	60%
	Administrator	67%	67%		63%	77%	71%
	Classified	53%	48%		62%	52%	64%
	All Staff	55%	60%		59%	61%	64%
District leaders define expectations for my work group.	Professional	63%	76%	↑	62%	64%	73%
	Administrator	70%	70%		77%	75%	76%
	Classified	67%	58%		66%	64%	80%
	All Staff	66%	69%		67%	67%	76%
There is an atmosphere of trust and mutual respect within this district.	Professional	35%	51%	↑	53%	56%	54%
	Administrator	36%	52%	↑	52%	60%	53%
	Classified	50%	53%		49%	52%	56%
	All Staff	43%	51%		51%	56%	54%
District leaders provide support when we need it.	Professional	57%	71%	↑	64%	65%	65%
	Administrator	66%	65%		67%	83%	69%
	Classified	64%	59%		60%	55%	68%
	All Staff	63%	66%		64%	66%	67%
District leaders have a clearly defined mission and vision for all departments.	Professional	56%	57%		50%	54%	63%
	Administrator	53%	62%		68%	65%	67%
	Classified	60%	64%		66%	57%	76%
	All Staff	57%	60%		59%	58%	68%
District leaders encourage cooperation among departments toward improving district operations.	Professional	52%	64%	↑	62%	60%	67%
	Administrator	59%	69%	↑	69%	73%	77%
	Classified	68%	72%		70%	64%	70%
	All Staff	61%	67%		66%	64%	70%
District leaders take steps to solve problems.	Professional	60%	73%	↑	70%	69%	71%
	Administrator	78%	79%		72%	87%	77%
	Classified	71%	68%		66%	64%	73%
	All Staff	70%	73%		69%	72%	73%

Chief Area Leadership

The perceptions of chief area leadership shown in table 2 were new to the 2016 survey; consequently, results are not shown over time.

Table 2
Perceptions of Chief Area Leadership in 2016

Chief area leaders involve my work group in decisions that directly impact our operations.	Professional	64%
	Administrator	72%
	Classified	64%
	All Staff	66%
Chief area leaders define expectations for my work group.	Professional	74%
	Administrator	82%
	Classified	83%
	All Staff	78%
There is an atmosphere of trust and mutual respect within this chief area.	Professional	62%
	Administrator	64%
	Classified	60%
	All Staff	62%
Chief area leaders provide support when we need it.	Professional	76%
	Administrator	73%
	Classified	74%
	All Staff	75%
Chief area leaders have a clearly defined mission and vision for all departments.	Professional	63%
	Administrator	77%
	Classified	77%
	All Staff	70%
Chief area leaders encourage cooperation among departments toward improving district operations.	Professional	71%
	Administrator	81%
	Classified	75%
	All Staff	75%
Chief area leaders take steps to solve problems.	Professional	79%
	Administrator	76%
	Classified	75%
	All Staff	77%

Work Area Leadership

Table 3

Perceptions of Work Area Leadership

		2012	2013	2014	2015	2016	
The staff and supervisor(s) have a shared vision.	Professional	77%	83%	81%	81%	72%	↓
	Administrator	79%	86%	80%	80%	86%	
	Classified	76%	77%	79%	75%	74%	
	All Staff	77%	82%	80%	79%	76%	
There is an atmosphere of trust and mutual respect.	Professional	61%	74%	↑ 73%	73%	69%	
	Administrator	65%	82%	↑ 76%	75%	78%	
	Classified	63%	64%	59%	59%	63%	
	All Staff	63%	73%	↑ 69%	70%	69%	
Staff feel comfortable raising issues and concerns that are important to them.	Professional	60%	76%	↑ 69%	74%	69%	
	Administrator	68%	80%	↑ 76%	81%	77%	
	Classified	65%	65%	55%	59%	64%	
	All Staff	64%	74%	↑ 66%	71%	69%	
Supervisors consistently support staff.	Professional	73%	80%	77%	79%	74%	
	Administrator	76%	86%	↑ 76%	↓ 89%	↑ 84%	
	Classified	70%	63%	66%	63%	72%	↑
	All Staff	72%	76%	73%	77%	75%	
Staff are held to high professional standards.	Professional	90%	86%	86%	90%	85%	
	Administrator	92%	90%	90%	90%	89%	
	Classified	82%	84%	82%	77%	80%	
	All Staff	86%	87%	85%	86%	84%	
Staff performance is assessed objectively.	Professional	74%	82%	82%	79%	76%	
	Administrator	80%	87%	81%	91%	↑ 83%	↓
	Classified	72%	71%	71%	73%	71%	
	All Staff	75%	80%	78%	80%	76%	
Staff receive feedback that can help them improve their work.	Professional	75%	81%	75%	78%	76%	
	Administrator	74%	83%	↑ 78%	90%	↑ 85%	
	Classified	68%	67%	71%	67%	73%	
	All Staff	71%	77%	74%	77%	77%	
The procedures for evaluation are consistent.	Professional	77%	78%	80%	78%	75%	
	Administrator	78%	84%	79%	87%	↑ 83%	
	Classified	75%	69%	71%	70%	75%	
	All Staff	76%	77%	77%	78%	77%	
Supervisors effectively communicate policy.	Professional	74%	79%	79%	78%	72%	
	Administrator	72%	82%	↑ 79%	83%	84%	
	Classified	71%	69%	69%	61%	74%	↑
	All Staff	72%	76%	76%	74%	76%	

Training and Professional Development

Table 4
Perceptions of Training and Professional Development

		2012	2013	2014	2015	2016
I am satisfied with the types of professional development (learning/training) offered to me.	Professional	64%	69%	63%	66%	65%
	Administrator	76%	71%	76%	72%	74%
	Classified	62%	60%	65%	60%	67%
	All Staff	66%	67%	67%	65%	68%
I am satisfied with the amount of professional development (learning/training) required of me.	Professional	72%	77%	73%	72%	80%
	Administrator	79%	79%	76%	79%	85%
	Classified	65%	66%	69%	64%	84% ↑
	All Staff	70%	75%	72%	71%	82% ↑
I am satisfied with the opportunities for professional advancement (promotion) available to me.	Professional	54%	54%	53%	52%	52%
	Administrator	66%	62%	63%	70%	62%
	Classified	41%	40%	42%	43%	50%
	All Staff	50%	52%	52%	53%	54%

Policies and Procedures

Table 5
Perceptions of Policies and Procedures

		2012	2013	2014	2015	2016
I know the procedures for reporting sexual harassment.	Professional	70%	71%	78%	84%	87%
	Administrator	93%	89%	91%	94%	93%
	Classified	84%	87%	92%	86%	98% ↑
	All Staff	83%	80%	85%	87%	92%
I know the procedures for filing a complaint.	Professional	64%	69%	75%	79%	81%
	Administrator	91%	87%	90%	90%	88%
	Classified	77%	80%	89% ↑	79% ↓	92% ↑
	All Staff	77%	77%	83%	81%	86%
I have experienced discrimination while employed at AISD.	Professional	18%	23%	21%	22%	24%
	Administrator	24%	31%	32%	23% ↓	20%
	Classified	22%	32% ↑	29%	28%	20%
	All Staff	21%	28%	26%	24%	22%

Work Area Expectations

Table 6
Perceptions of Work Area Expectations

		2012	2013		2014	2015	2016
I am given deadlines that are reasonable.	Professional	72%	83%	↑	81%	87%	86%
	Administrator	58%	84%	↑	78%	75%	86% ↑
	Classified	71%	80%	↑	85%	87%	88%
	All Staff	68%	82%	↑	82%	84%	86%
My department/work group is given deadlines that are reasonable.	Professional	62%	73%	↑	77%	79%	79%
	Administrator	55%	77%	↑	73%	77%	76%
	Classified	66%	75%	↑	78%	82%	83%
	All Staff	62%	74%	↑	76%	79%	79%
I am satisfied with the amount of autonomy and control I have over my own work.	Professional	76%	90%	↑	91%	87%	83%
	Administrator	78%	86%	↑	79%	87% ↑	84%
	Classified	85%	86%		88%	86%	88%
	All Staff	81%	88%		87%	86%	85%
My work environment is too stressful.*	Professional	32%	27%		26%	25%	33%
	Administrator	54%	38%	↓	34%	32%	40%
	Classified	29%	37%		30%	27%	27%
	All Staff	36%	33%		29%	27%	33%

Note. * Due to the wording of this survey item, low percentages are desirable.

Work Area Environment

Table 7
Perceptions of Work Area Environment

		2012	2013	2014	2015	2016	
Morale is high in my work group.	Professional	59%	63%	64%	68%	58%	↓
	Administrator	58%	73% ↑	74%	83%	68%	↓
	Classified	48%	50%	56%	56%	57%	
	All Staff	54%	62%	64%	68%	60%	
Cultural diversity is respected in my work group.	Professional	93%	96%	93%	92%	91%	
	Administrator	93%	92%	90%	91%	89%	
	Classified	90%	88%	89%	83%	86%	
	All Staff	92%	92%	91%	89%	89%	
The opinions of staff in my work group are respected by employees in other areas.	Professional	79%	77%	76%	77%	70%	
	Administrator	75%	80%	75%	83%	81%	↑
	Classified	76%	74%	72%	66%	75%	
	All Staff	77%	77%	75%	76%	74%	
Staff in my work group accomplish their jobs with enthusiasm.	Professional	81%	85%	79%	82%	82%	
	Administrator	82%	85%	86%	89%	93%	
	Classified	72%	68%	67%	66%	76%	↑
	All Staff	77%	80%	76%	79%	83%	
The interactions among staff in my work group are cooperative.	Professional	94%	90%	85%	87%	90%	
	Administrator	97%	92% ↓	91%	92%	92%	
	Classified	85%	79%	84%	74%	83%	↑
	All Staff	90%	87%	86%	84%	88%	
Staff in my work group communicate with each other in an open and honest way.	Professional	82%	85%	74%	81%	79%	↓
	Administrator	87%	84%	85%	89%	83%	
	Classified	77%	72%	71%	71%	70%	
	All Staff	81%	81%	76%	80%	77%	
Staff in my work group 'go the extra mile.'	Professional	90%	88%	86%	88%	89%	
	Administrator	96%	94%	90%	93%	97%	↑
	Classified	79%	77%	78%	70%	87%	↑
	All Staff	86%	86%	84%	84%	90%	
Staff in my work group provide strong social support for each other.	Professional	81%	86%	75%	83%	82%	↓
	Administrator	91%	84%	82%	90%	86%	↑
	Classified	75%	69%	73%	69%	77%	
	All Staff	80%	80%	76%	80%	81%	

Facilities and Resources

Table 8
Perceptions of Facilities and Resources

		2012	2013	2014	2015	2016
Staff have sufficient access to appropriate materials necessary to do our work.	Professional	80%	89% ↑	86%	83%	82%
	Administrator	89%	90%	90%	93%	92%
	Classified	84%	79%	84%	87%	85%
	All Staff	84%	86%	86%	86%	85%
Staff have sufficient access to technology, including computers, printers, software and Internet access.	Professional	89%	85%	89%	89%	89%
	Administrator	92%	94%	92%	90%	92%
	Classified	92%	86% ↓	86%	86%	87%
	All Staff	91%	87%	89%	88%	89%
Staff have sufficient training and support to fully utilize the available technology, software, data systems, etc.	Professional	72%	71%	68%	75%	71%
	Administrator	86%	78% ↓	79%	78%	80%
	Classified	76%	66% ↓	71%	71%	77%
	All Staff	77%	71%	72%	75%	75%
Staff have sufficient access to office equipment and supplies such as copy machines, paper, pens, etc.	Professional	90%	96% ↑	95%	92%	91%
	Administrator	97%	98%	98%	96%	98%
	Classified	94%	92%	93%	94%	90%
	All Staff	94%	95%	95%	93%	92%
The work environment is clean and well maintained.	Professional	92%	92%	94%	91%	92%
	Administrator	92%	88%	88%	93%	97% ↑
	Classified	92%	88%	88%	88%	92%
	All Staff	92%	90%	90%	90%	93%
Staff have adequate space to work productively.	Professional	75%	74%	79%	83%	83%
	Administrator	81%	74%	72%	81% ↑	78%
	Classified	83%	71% ↓	74%	81%	83%
	All Staff	81%	73%	76%	82%	82%
My work group is provided sufficient data and information to make informed decisions.	Professional	78%	84%	83%	80%	83%
	Administrator	87%	87%	86%	89%	85%
	Classified	74%	75%	75%	75%	83%
	All Staff	78%	82%	81%	81%	84%
I am satisfied with my health benefits.	Professional	70%	77%	81%	71% ↓	73%
	Administrator	85%	84%	88%	82%	75%
	Classified	64%	71%	72%	65%	72%
	All Staff	70%	77%	80%	72%	73%

Employee Experiences with Negative Workplace Behaviors in their Work Area

Table 9

Percentage of Employees Indicating Each Negative Workplace Behavior Occurs Once a Month or More in their Work Area and Never Occurs (new in 2016) in their Work Area

		Once a Month or More					Never
		2012	2013	2014	2015	2016	2016
Racial tension	Professional	4%	2%	5%	4%	3%	78%
	Administrator	6%	6%	8%	5%	6%	70%
	Classified	5%	4%	3%	5%	2%	77%
	All Staff	5%	4%	5%	4%	3%	76%
Bullying	Professional	9%	10%	10%	10%	9%	70%
	Administrator	14%	9%	12%	6% ↓	8%	71%
	Classified	7%	10%	12%	10%	7%	75%
	All Staff	9%	9%	11%	9%	8%	72%
Disrespect for supervisors	Professional	15%	8% ↓	11%	10%	7%	64%
	Administrator	16%	11%	14%	8%	9%	59%
	Classified	11%	14%	13%	12%	6%	66%
	All Staff	13%	10%	12%	10%	7%	63%
Disrespect for co-workers	Professional	20%	14%	17%	18%	12%	54%
	Administrator	16%	13%	12%	9%	13%	52%
	Classified	19%	19%	21%	16%	11%	58%
	All Staff	19%	15%	17%	15%	12%	55%
Unsafe practices	Professional	2%	1%	2%	2%	4%	82%
	Administrator	1%	2%	3%	4%	4%	88%
	Classified	3%	4%	7%	4%	6%	87%
	All Staff	2%	2%	4%	3%	5%	85%
Discrimination	Professional	3%	4%	5%	6%	7%	78%
	Administrator	5%	5%	6%	7%	8%	75%
	Classified	5%	6%	6%	7%	6%	72%
	All Staff	5%	5%	5%	7%	7%	75%
Sexual harassment	Professional	0%	1% ↑	1%	2%	0% ↓	94%
	Administrator	1%	1%	2%	2%	2%	95%
	Classified	2%	2%	1%	0% ↓	1% ↑	93%
	All Staff	1%	1%	1%	1%	1%	94%

Employee Experiences with Negative Workplace Behaviors in their Chief Area and the Central Office for 2016

In addition to asking employees about the frequency of certain negative workplace behaviors occur in their work area, in Spring 2016 the survey also asked the same for their chief area and in the central office.

Table 10

Percentage of Employees Indicating Each Negative Workplace Behavior Occurs Once a Month or More and Never Occurs for their Chief Area and the Central Office

		Chief Area		Central Office	
		Once a month or more	Never	Once a month or more	Never
Racial tension	Professional	2%	81%	7%	73%
	Administrator	2%	74%	6%	61%
	Classified	5%	80%	5%	76%
	All Staff	3%	79%	6%	71%
Bullying	Professional	4%	73%	11%	68%
	Administrator	5%	69%	11%	59%
	Classified	7%	80%	8%	76%
	All Staff	5%	74%	10%	68%
Disrespect for supervisors	Professional	6%	67%	10%	61%
	Administrator	3%	62%	6%	51%
	Classified	8%	67%	7%	69%
	All Staff	6%	66%	8%	61%
Disrespect for co-workers	Professional	7%	59%	12%	56%
	Administrator	8%	54%	10%	46%
	Classified	9%	63%	9%	64%
	All Staff	8%	59%	10%	56%
Unsafe practices	Professional	3%	85%	5%	83%
	Administrator	0%	88%	0%	84%
	Classified	4%	88%	5%	89%
	All Staff	3%	86%	4%	85%
Discrimination	Professional	4%	79%	8%	71%
	Administrator	4%	76%	5%	66%
	Classified	8%	79%	8%	77%
	All Staff	5%	79%	7%	72%
Sexual harassment	Professional	1%	93%	2%	85%
	Administrator	1%	91%	1%	86%
	Classified	2%	94%	4%	93%
	All Staff	1%	93%	2%	88%

Appendix A. Response Rates and Survey Participants by Employee Category; 2012 through 2016

Figure 2

Response rates improved in 2016.

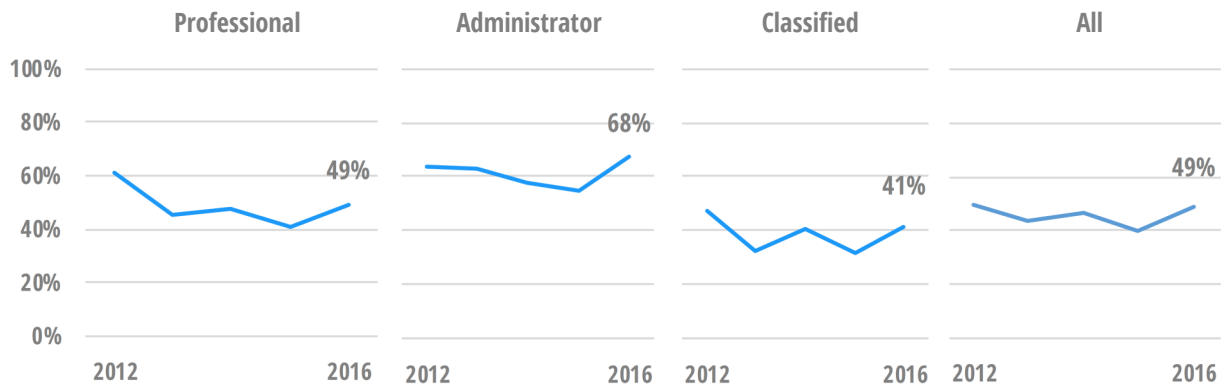


Table 11

Count of Responses by Employee Type from 2012 through 2016

	Number of Survey Participants by Employee Category				
	2012	2013	2014	2015	2016
Professional	223	183	202	202	238
Administrator	99	101	94	88	108
Classified	168	120	150	113	150
All Staff	490	404	446	403	496

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