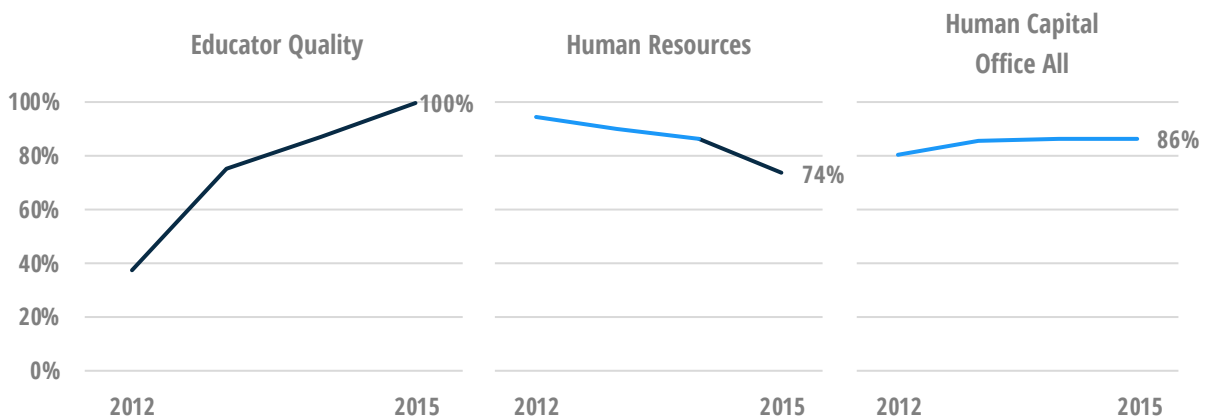


AISD Central Office Work Environment Survey: Chief Human Capital Office

2012 through 2015

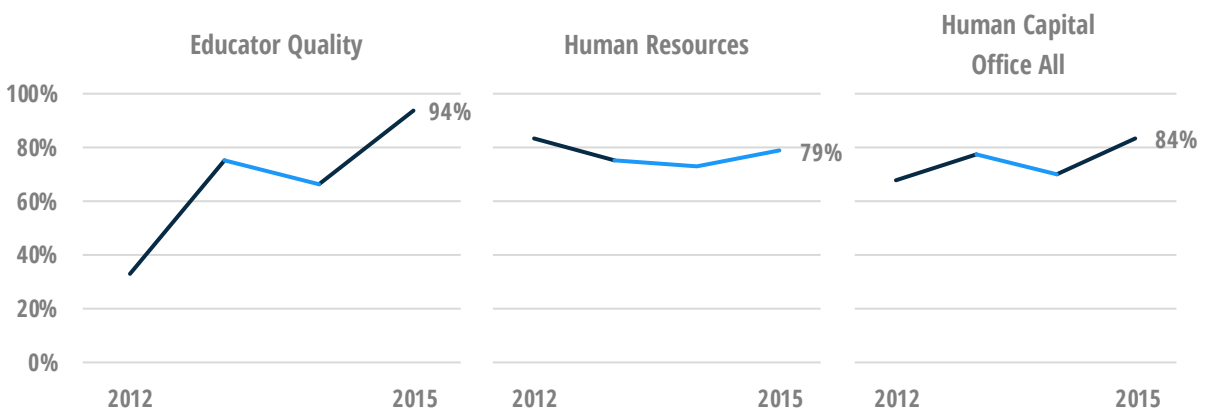
The following report presents the AISD Central Office Work Environment Survey results for 2012 through 2015 for the Chief Human Capital Office. Results are reported separately for departments with 10 or more employees. Departments with fewer than 10 employees are grouped and reported together under “Human Capital – Other”. Results for departments/group with fewer than 10 respondents are not displayed. Response rates and group details can be found in Appendix A. Unless otherwise noted, results represent the percentage of respondents who *strongly agreed* or *agreed* with each item. Arrows (↑↓) in the tables indicate a statistically meaningful change from the prior year.

Figure 1.
Most employees agree that “Overall, AISD is a good place to work.”
 However, results for Human Resources declined significantly in 2015.



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

Figure 2.
The percentage of employees planning to continue working in their current job increased in 2015.



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

SURVEY RESULTS BY DEPARTMENT

Leadership		2012	2013	2014	2015
The staff and supervisor(s) have a shared vision.	Educator Quality	33%	62% ↑	63%	71%
	Human Resources	80%	82%	70% ↓	68%
	Human Capital Office - All	70%	76%	67% ↓	71%
There is an atmosphere of trust and mutual respect.	Educator Quality	33%	69% ↑	44% ↓	53%
	Human Resources	52%	71% ↑	65%	60%
	Human Capital Office - All	50%	70% ↑	56% ↓	58%
Staff feel comfortable raising issues and concerns that are important to them.	Educator Quality	33%	54% ↑	69% ↑	59% ↓
	Human Resources	40%	68% ↑	60%	55%
	Human Capital Office - All	45%	63% ↑	64%	58%
Supervisors consistently support staff.	Educator Quality	56%	77% ↑	67% ↓	82% ↑
	Human Resources	52%	67% ↑	62%	75% ↑
	Human Capital Office - All	59%	70% ↑	64%	79% ↑
Staff are held to high professional standards.	Educator Quality	78%	77%	81%	82%
	Human Resources	80%	90% ↑	90%	75% ↓
	Human Capital Office - All	82%	86%	86%	79% ↓
Staff performance is assessed objectively.	Educator Quality	38%	82% ↑	77%	93% ↑
	Human Resources	75%	84% ↑	80%	84%
	Human Capital Office - All	66%	85% ↑	79%	89% ↑
Staff receive feedback that can help them improve their work.	Educator Quality	38%	69% ↑	75%	94% ↑
	Human Resources	84%	60% ↓	70% ↑	78%
	Human Capital Office - All	74%	67%	72%	86% ↑
The procedures for evaluation are consistent.	Educator Quality	43%	78% ↑	82%	92% ↑
	Human Resources	84%	84%	82%	63% ↓
	Human Capital Office - All	73%	84% ↑	82%	77%
Supervisors effectively communicate policy.	Educator Quality	33%	77% ↑	69%	75%
	Human Resources	76%	73%	76%	75%
	Human Capital Office - All	65%	76% ↑	73%	76%

Leadership (Continued)

		2012	2013	2014	2015
District leaders involve my work group in decisions that directly impact our operations.	Educator Quality	38%	36%	60% ↑	75% ↑
	Human Resources	71%	67%	50% ↓	65% ↑
	Human Capital Office - All	62%	53%	55%	71% ↑
District leaders define expectations for my work group.	Educator Quality	50%	42%	57% ↑	57%
	Human Resources	79%	78%	74%	75%
	Human Capital Office - All	69%	64%	67%	69%
There is an atmosphere of trust and mutual respect within this district.	Educator Quality	13%	25% ↑	54% ↑	44% ↓
	Human Resources	57%	56%	45% ↓	58% ↑
	Human Capital Office - All	38%	42%	48%	53%
District leaders provide support when we need it.	Educator Quality	50%	45%	67% ↑	77% ↑
	Human Resources	71%	71%	63%	74% ↑
	Human Capital Office - All	58%	58%	65%	76% ↑
District leaders have a clearly defined mission and vision for all departments.	Educator Quality	38%	50% ↑	64% ↑	75% ↑
	Human Resources	79%	81%	63% ↓	61%
	Human Capital Office - All	62%	70%	64%	68%
District leaders encourage cooperation among departments toward improving district operations.	Educator Quality	44%	50%	69% ↑	75%
	Human Resources	75%	76%	58% ↓	63%
	Human Capital Office - All	56%	67% ↑	63%	69%
District leaders take steps to solve problems.	Educator Quality	56%	70% ↑	64%	92% ↑
	Human Resources	86%	83%	68% ↓	72%
	Human Capital Office - All	70%	77%	67% ↓	81% ↑

Training and Professional Development

		2012	2013	2014	2015
I am satisfied with the types of professional development (learning/training) offered to me.	Educator Quality	44%	82% ↑	80%	88% ↑
	Human Resources	78%	67% ↓	50% ↓	47%
	Human Capital Office - All	71%	74%	63% ↓	68%
I am satisfied with the amount of professional development (learning/training) required of me.	Educator Quality	57%	92% ↑	87%	94% ↑
	Human Resources	78%	65% ↓	40% ↓	44%
	Human Capital Office - All	76%	77%	60% ↓	69%
I am satisfied with the opportunities for professional advancement (promotion) available to me.	Educator Quality	33%	36%	54% ↑	60%
	Human Resources	50%	59%	47% ↓	47%
	Human Capital Office - All	52%	55%	50%	54%

Policies and Procedures

		2012	2013	2014	2015
I know the procedures for reporting sexual harassment.	Educator Quality	67%	58%	79% ↑	88% ↑
	Human Resources	89%	95% ↑	89% ↓	95%
	Human Capital Office - All	81%	83%	85%	92% ↑
I know the procedures for filing a complaint.	Educator Quality	56%	67% ↑	77% ↑	94% ↑
	Human Resources	89%	90%	90%	95%
	Human Capital Office - All	77%	83%	85%	94% ↑
I have experienced discrimination while employed at AISD.	Educator Quality	13%	25% ↑	14% ↓	19%
	Human Resources	33%	42%	43%	22% ↓
	Human Capital Office - All	27%	32%	31%	20% ↓

Work Expectations

		2012	2013	2014	2015
I am given deadlines that are reasonable.	Educator Quality	56%	92% ↑	80% ↓	94% ↑
	Human Resources	72%	89% ↑	86%	84%
	Human Capital Office - All	71%	91% ↑	84% ↓	89%
My department/work group is given deadlines that are reasonable.	Educator Quality	67%	90% ↑	73% ↓	100% ↑
	Human Resources	71%	79%	85%	84%
	Human Capital Office - All	73%	84% ↑	80%	91% ↑
I am satisfied with the amount of autonomy and control I have over my own work.	Educator Quality	38%	67% ↑	80% ↑	100% ↑
	Human Resources	78%	89% ↑	81% ↓	79%
	Human Capital Office - All	70%	79% ↑	81%	89% ↑
My work environment is too stressful.*	Educator Quality	63%	25% ↓	27%	12% ↓
	Human Resources	39%	37%	33%	37%
	Human Capital Office - All	43%	32% ↓	31%	24%

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

Work Group		2012	2013	2014	2015
Morale is high in my work group.	Educator Quality	33%	58% ↑	60%	65%
	Human Resources	56%	50%	55%	58%
	Human Capital Office - All	52%	54%	57%	62%
Cultural diversity is respected in my work group.	Educator Quality	89%	92%	100% ↑	94% ↓
	Human Resources	83%	90% ↑	91%	82% ↓
	Human Capital Office - All	87%	92%	95%	88% ↓
The opinions of staff in my work group are respected by employees in other areas.	Educator Quality	44%	44%	85% ↑	88%
	Human Resources	75%	78%	70%	71%
	Human Capital Office - All	69%	70%	76%	79%
Staff in my work group accomplish their jobs with enthusiasm.	Educator Quality	44%	67% ↑	79% ↑	94% ↑
	Human Resources	67%	60%	62%	63%
	Human Capital Office - All	61%	66%	69%	78% ↑
The interactions among staff in my work group are cooperative.	Educator Quality	89%	83%	80%	82%
	Human Resources	78%	86% ↑	91%	84% ↓
	Human Capital Office - All	84%	86%	86%	84%
Staff in my work group communicate with each other in an open and honest way.	Educator Quality	67%	83% ↑	73% ↓	80%
	Human Resources	67%	79% ↑	73%	63% ↓
	Human Capital Office - All	71%	82% ↑	73% ↓	71%
Staff in my work group 'go the extra mile.'	Educator Quality	67%	92% ↑	87%	94% ↑
	Human Resources	72%	85% ↑	95% ↑	84% ↓
	Human Capital Office - All	74%	89% ↑	92%	89%
Staff in my work group provide strong social support for each other.	Educator Quality	63%	75% ↑	80%	82%
	Human Resources	61%	74% ↑	62% ↓	84% ↑
	Human Capital Office - All	67%	74%	69%	84% ↑

Facilities & Resources

		2012	2013	2014	2015
Staff have sufficient access to appropriate materials necessary to do our work.	Educator Quality	100%	75% ↓	80%	94% ↑
	Human Resources	94%	95%	90%	89%
	Human Capital Office - All	90%	88%	86%	92%
Staff have sufficient access to technology, including computers, printers, software and Internet access.	Educator Quality	100%	92% ↓	87%	88%
	Human Resources	94%	100% ↑	91% ↓	95%
	Human Capital Office - All	93%	97%	89% ↓	92%
Staff have sufficient training and support to fully utilize the available technology, software, data systems, etc.	Educator Quality	89%	82% ↓	73% ↓	94% ↑
	Human Resources	88%	70% ↓	48% ↓	74% ↑
	Human Capital Office - All	83%	76%	58% ↓	83% ↑
Staff have sufficient access to office equipment and supplies such as copy machines, paper, pens, etc.	Educator Quality	100%	100%	93% ↓	94%
	Human Resources	88%	100% ↑	100%	100%
	Human Capital Office - All	93%	100% ↑	97% ↓	97%
The work environment is clean and well maintained.	Educator Quality	89%	83%	100% ↑	94% ↓
	Human Resources	100%	100%	73% ↓	89% ↑
	Human Capital Office - All	93%	91%	84% ↓	92% ↑
Staff have adequate space to work productively.	Educator Quality	100%	100%	100%	94% ↓
	Human Resources	65%	79% ↑	77%	89% ↑
	Human Capital Office - All	80%	82%	86%	92%
My work group is provided sufficient data and information to make informed decisions.	Educator Quality	88%	91%	80% ↓	93% ↑
	Human Resources	82%	90% ↑	67% ↓	89% ↑
	Human Capital Office - All	86%	91%	72% ↓	91% ↑
I am satisfied with my health benefits.	Educator Quality	56%	67% ↑	73%	69%
	Human Resources	43%	72% ↑	83% ↑	65% ↓
	Human Capital Office - All	56%	73% ↑	79%	68% ↓

Percentage of Employees Who Indicated Each Negative Workplace Behavior Occurs Once a Month or More

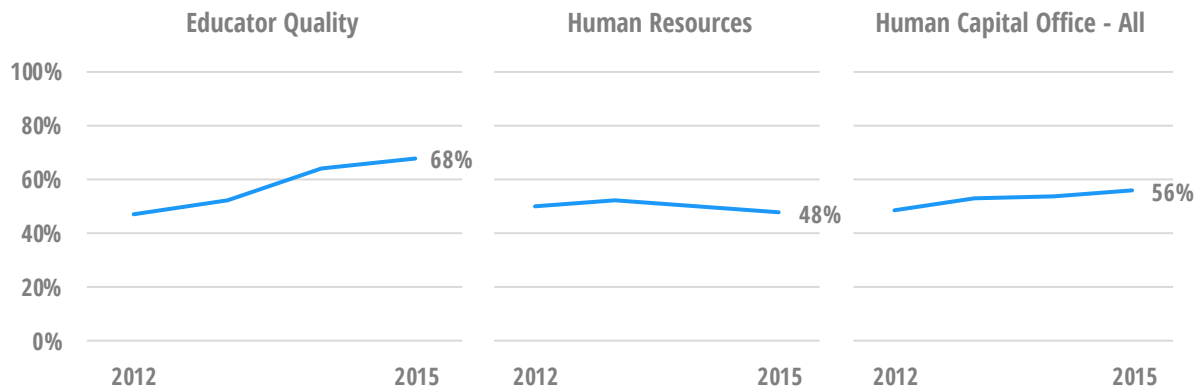
		2012	2013	2014	2015
Racial tension	Educator Quality	11%	8%	0% ↓	6% ↑
	Human Resources	0%	5% ↑	5%	16% ↑
	Human Capital Office - All	3%	6%	3%	11% ↑
Bullying	Educator Quality	33%	8% ↓	20% ↑	12% ↓
	Human Resources	18%	10% ↓	14%	11%
	Human Capital Office - All	20%	9% ↓	16% ↑	11%
Disrespect for co-workers	Educator Quality	44%	33% ↓	13% ↓	18%
	Human Resources	0%	15% ↑	9%	16% ↑
	Human Capital Office - All	17%	20%	11% ↓	16%
Disrespect for co-workers	Educator Quality	44%	33% ↓	33%	24% ↓
	Human Resources	12%	10%	23% ↑	16%
	Human Capital Office - All	23%	17%	27% ↑	19%
Unsafe practices	Educator Quality	11%	8%	7%	0% ↓
	Human Resources	0%	5% ↑	0% ↓	0%
	Human Capital Office - All	3%	6%	3%	0% ↓
Discrimination	Educator Quality	0%	8% ↑	0% ↓	0%
	Human Resources	0%	10% ↑	9%	16% ↑
	Human Capital Office - All	0%	9% ↑	5%	8%
Sexual harassment	Educator Quality	0%	0%	0%	0%
	Human Resources	0%	5% ↑	0% ↓	0%
	Human Capital Office - All	0%	3% ↑	0% ↓	0%

Note. ↑ indicates an increase in negative workplace behaviors; ↓ indicates a decrease.

Appendix A. Response Rates and Survey Participants by Department, 2012 through 2015

Figure 3.

Overall response rates improved slightly in 2015



Number of Survey Participants by Department/Group

	2012	2013	2014	2015
Educator Quality	9	13	16	17
Human Resources	21	22	22	20
Human Capital Office - Other (Chief Human Capital Officer, Substitutes Office)	4	3	0	1
Human Capital Office - All	34	38	38	38