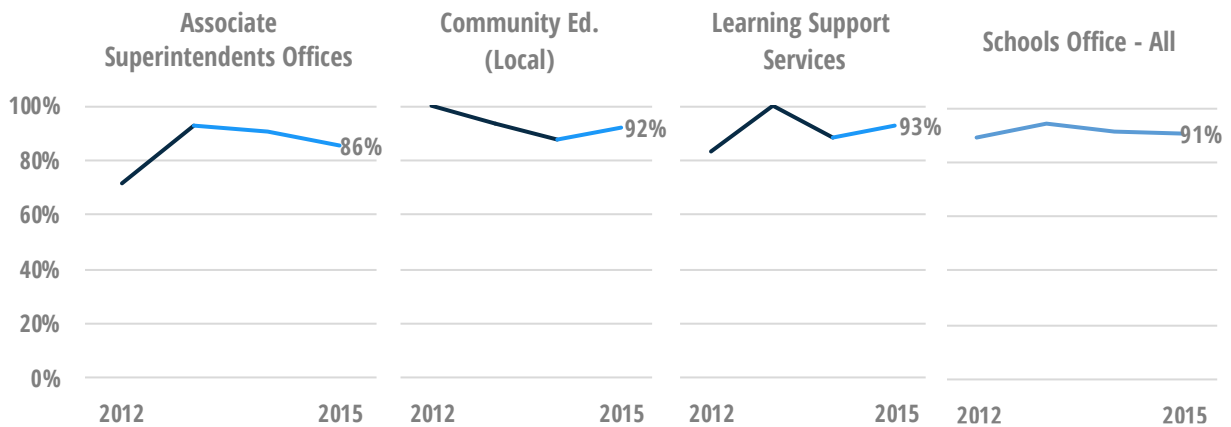


AISD Central Office Work Environment Survey: Chief Schools Office

2012 through 2015

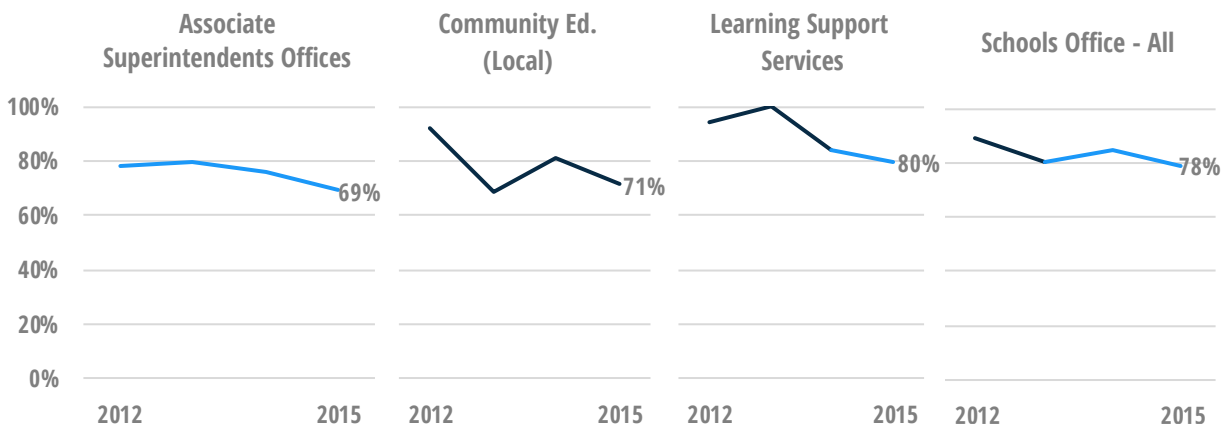
The following report presents the AISD Central Office Work Environment Survey results for 2012 through 2015 for the Chief Schools Office. Results are reported separately for departments with 10 or more employees. Departments with fewer than 10 employees are grouped and reported together under “Schools Office – Other.” Results for departments/groups with fewer than 10 respondents are not displayed. Response rates and group details can be found in Appendix A. 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 change from the prior year.

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.

Figure 2.
Most employees plan to continue working in their current job next year.
 However, a lower percentage of employees reported such intention 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.	Associate Superintendents	92%	94%	95%	92%
	Community Ed. (Local)	81%	93% ↑	76% ↓	87% ↑
	Learning Support Services	71%	80% ↑	94% ↑	82% ↓
	Schools Office — All	83%	85%	89%	83%
There is an atmosphere of trust and mutual respect.	Associate Superintendents	67%	89% ↑	82% ↓	83%
	Community Ed. (Local)	80%	71% ↓	56% ↓	56%
	Learning Support Services	65%	73%	67%	82% ↑
	Schools Office — All	69%	76%	72%	70%
Staff feel comfortable raising issues and concerns that are important to them.	Associate Superintendents	71%	89% ↑	76% ↓	75%
	Community Ed. (Local)	86%	75% ↓	50% ↓	73% ↑
	Learning Support Services	59%	73% ↑	67%	88% ↑
	Schools Office — All	69%	75%	67%	72%
Supervisors consistently support staff.	Associate Superintendents	73%	89% ↑	77% ↓	83%
	Community Ed. (Local)	86%	78% ↓	100% ↑	83% ↓
	Learning Support Services	71%	86% ↑	83%	88%
	Schools Office — All	78%	84%	76%	80%
Staff are held to high professional standards.	Associate Superintendents	93%	100% ↑	91% ↓	92%
	Community Ed. (Local)	85%	67% ↓	100% ↑	100%
	Learning Support Services	80%	93% ↑	89%	94%
	Schools Office — All	86%	90%	86%	90%
Staff performance is assessed objectively.	Associate Superintendents	93%	93%	91%	82% ↓
	Community Ed. (Local)	87%	88%	71% ↓	75%
	Learning Support Services	60%	92% ↑	83% ↓	80%
	Schools Office — All	79%	85%	84%	77%
Staff receive feedback that can help them improve their work.	Associate Superintendents	80%	94% ↑	91%	73% ↓
	Community Ed. (Local)	80%	87%	68% ↓	75%
	Learning Support Services	63%	86% ↑	83%	80%
	Schools Office — All	76%	84% ↑	80%	76%
The procedures for evaluation are consistent.	Associate Superintendents	93%	100% ↑	90% ↓	80% ↓
	Community Ed. (Local)	79%	88% ↑	78% ↓	93% ↑
	Learning Support Services	50%	92% ↑	89%	80% ↓
	Schools Office — All	81%	87%	87%	78% ↓

Leadership (Continued)

		2012	2013	2014	2015
Supervisors effectively communicate policy.	Associate Superintendents	80%	94% ↑	82% ↓	75%
	Community Ed. (Local)	73%	88% ↑	63% ↓	75% ↑
	Learning Support Services	69%	86% ↑	94% ↑	82% ↓
	Schools Office — All	73%	85% ↑	80%	79%
District leaders involve my work group in decisions that directly impact our operations.	Associate Superintendents	64%	64%	71%	77%
	Community Ed. (Local)	69%	83% ↑	67% ↓	57%
	Learning Support Services	44%	67% ↑	76% ↑	75%
	Schools Office — All	52%	72% ↑	75%	67%
District leaders define expectations for my work group.	Associate Superintendents	86%	60% ↓	79% ↑	77%
	Community Ed. (Local)	67%	83% ↑	75% ↓	67%
	Learning Support Services	53%	69% ↑	94% ↑	75% ↓
	Schools Office — All	68%	70%	81% ↑	75%
There is an atmosphere of trust and mutual respect within this district.	Associate Superintendents	43%	60% ↑	52%	54%
	Community Ed. (Local)	62%	45% ↓	67% ↑	58%
	Learning Support Services	24%	42% ↑	59% ↑	75% ↑
	Schools Office — All	39%	49%	57%	65%
District leaders provide support when we need it.	Associate Superintendents	71%	67%	76% ↑	50% ↓
	Community Ed. (Local)	100%	92% ↓	64% ↓	67%
	Learning Support Services	35%	69% ↑	75%	80%
	Schools Office — All	62%	73% ↑	72%	70%
District leaders have a clearly defined mission and vision for all departments.	Associate Superintendents	57%	47% ↓	55%	46%
	Community Ed. (Local)	69%	75%	67%	69%
	Learning Support Services	50%	64% ↑	64%	80% ↑
	Schools Office — All	55%	60%	61%	64%
District leaders encourage cooperation among departments toward improving district operations.	Associate Superintendents	62%	67%	62%	46% ↓
	Community Ed. (Local)	92%	80% ↓	81%	79%
	Learning Support Services	41%	69% ↑	65%	88% ↑
	Schools Office — All	60%	64%	69%	72%
District leaders take steps to solve problems.	Associate Superintendents	71%	67%	76% ↑	77%
	Community Ed. (Local)	100%	82% ↓	77%	79%
	Learning Support Services	47%	75% ↑	94% ↑	80% ↓
	Schools Office — All	69%	72%	79%	80%

Training and Professional Development

		2012	2013	2014	2015
I am satisfied with the types of professional development (learning/training) offered to me.	Associate Superintendents	38%	73% ↑	71%	67%
	Community Ed. (Local)	85%	63% ↓	87% ↑	67% ↓
	Learning Support Services	67%	71%	83% ↑	93% ↑
	Schools Office — All	70%	73%	81%	74%
I am satisfied with the amount of professional development (learning/training) required of me.	Associate Superintendents	38%	80% ↑	78%	83%
	Community Ed. (Local)	86%	80%	71% ↓	69%
	Learning Support Services	82%	93% ↑	88%	93%
	Schools Office — All	75%	85% ↑	81%	82%
I am satisfied with the opportunities for professional advancement (promotion) available to me.	Associate Superintendents	57%	62%	52%	64% ↑
	Community Ed. (Local)	77%	63% ↓	50% ↓	53%
	Learning Support Services	47%	57% ↑	63%	73% ↑
	Schools Office — All	59%	66%	55% ↓	59%

Policies and Procedures

		2012	2013	2014	2015
I know the procedures for reporting sexual harassment.	Associate Superintendents	100%	86% ↓	90%	92%
	Community Ed. (Local)	100%	81% ↓	67% ↓	87% ↑
	Learning Support Services	81%	79%	89% ↑	93%
	Schools Office — All	88%	78% ↓	85%	91%
I know the procedures for filing a complaint.	Associate Superintendents	91%	86%	90%	75% ↓
	Community Ed. (Local)	92%	80% ↓	63% ↓	80% ↑
	Learning Support Services	76%	79%	83%	93% ↑
	Schools Office — All	82%	76%	81%	86%
I have experienced discrimination while employed at AISD.	Associate Superintendents	33%	46% ↑	43%	46%
	Community Ed. (Local)	15%	25% ↑	20%	25%
	Learning Support Services	24%	21%	12% ↓	21% ↑
	Schools Office — All	19%	25%	23%	27%

Work Expectations

		2012	2013	2014	2015
I am given deadlines that are reasonable.	Associate Superintendents	64%	80% ↑	81%	92% ↑
	Community Ed. (Local)	77%	100% ↑	88% ↓	93%
	Learning Support Services	88%	93%	100% ↑	93% ↓
	Schools Office — All	78%	84%	88%	94%
My department/work group is given deadlines that are reasonable.	Associate Superintendents	62%	60%	62%	83% ↑
	Community Ed. (Local)	77%	93% ↑	88% ↓	85%
	Learning Support Services	75%	100% ↑	100%	93% ↓
	Schools Office — All	77%	79%	80%	90% ↑
I am satisfied with the amount of autonomy and control I have over my own work.	Associate Superintendents	71%	100% ↑	90% ↓	100% ↑
	Community Ed. (Local)	92%	81% ↓	81%	86%
	Learning Support Services	94%	100% ↑	94% ↓	93%
	Schools Office — All	87%	89%	91%	92%
My work environment is too stressful.*	Associate Superintendents	42%	33%	29%	33%
	Community Ed. (Local)	23%	19%	31% ↑	21% ↓
	Learning Support Services	35%	31%	35%	20% ↓
	Schools Office — All	32%	32%	31%	31%

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.	Associate Superintendents	64%	80% ↑	81%	92% ↑
	Community Ed. (Local)	85%	75% ↓	44% ↓	63% ↑
	Learning Support Services	56%	46%	65% ↑	80% ↑
	Schools Office — All	63%	65%	65%	69%
Cultural diversity is respected in my work group.	Associate Superintendents	100%	93% ↓	90%	85%
	Community Ed. (Local)	92%	94%	73% ↓	71%
	Learning Support Services	88%	86%	100% ↑	100%
	Schools Office — All	91%	91%	92%	86% ↓
The opinions of staff in my work group are respected by employees in other areas.	Associate Superintendents	69%	79% ↑	76%	75%
	Community Ed. (Local)	91%	93%	80% ↓	69% ↓
	Learning Support Services	67%	82% ↑	89% ↑	93%
	Schools Office — All	77%	79%	83%	75%
Staff in my work group accomplish their jobs with enthusiasm.	Associate Superintendents	92%	93%	81% ↓	100% ↑
	Community Ed. (Local)	100%	80% ↓	44% ↓	67% ↑
	Learning Support Services	76%	79%	100% ↑	93% ↓
	Schools Office — All	83%	78%	77%	79%
The interactions among staff in my work group are cooperative.	Associate Superintendents	100%	87% ↓	86%	92% ↑
	Community Ed. (Local)	100%	94% ↓	63% ↓	79% ↑
	Learning Support Services	100%	79% ↓	83%	93% ↑
	Schools Office — All	95%	83% ↓	82%	83%
Staff in my work group communicate with each other in an open and honest way.	Associate Superintendents	86%	93% ↑	81% ↓	92% ↑
	Community Ed. (Local)	100%	88% ↓	50% ↓	71% ↑
	Learning Support Services	100%	71% ↓	72%	93% ↑
	Schools Office — All	84%	79%	71%	77%
Staff in my work group 'go the extra mile.'	Associate Superintendents	100%	93% ↓	90%	85%
	Community Ed. (Local)	92%	88%	56% ↓	77% ↑
	Learning Support Services	94%	85% ↓	89%	100% ↑
	Schools Office — All	91%	84% ↓	80%	78%
Staff in my work group provide strong social support for each other.	Associate Superintendents	86%	93% ↑	81% ↓	92% ↑
	Community Ed. (Local)	92%	88%	63% ↓	71%
	Learning Support Services	94%	86% ↓	82%	87%
	Schools Office — All	85%	83%	75%	75%

Facilities & Resources

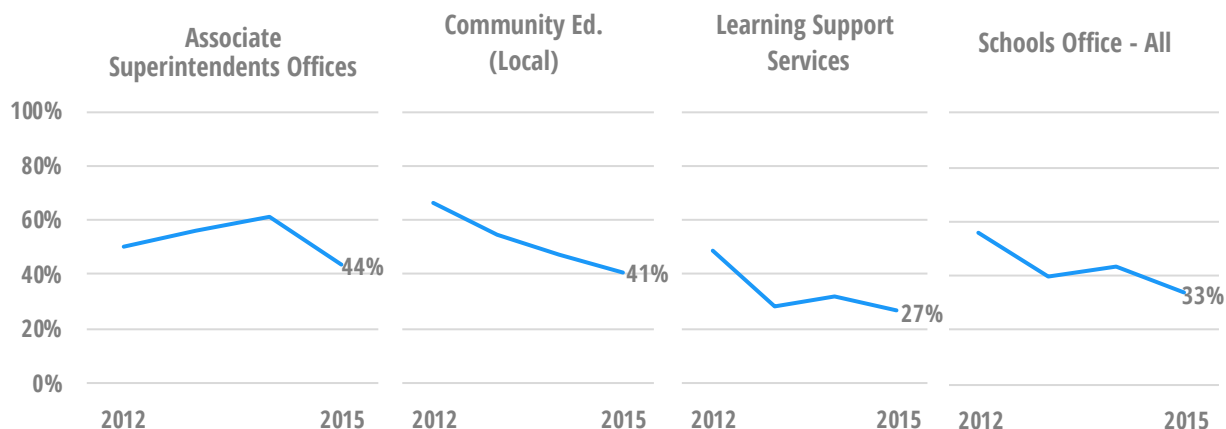
		2012	2013	2014	2015
Staff have sufficient access to appropriate materials necessary to do our work.	Associate Superintendents	86%	80%	90% ↑	69% ↓
	Community Ed. (Local)	85%	100% ↑	94% ↓	100% ↑
	Learning Support Services	89%	93%	89%	80% ↓
	Schools Office — All	87%	91%	92%	86% ↓
Staff have sufficient access to technology, including computers, printers, software and Internet access.	Associate Superintendents	100%	80% ↓	100% ↑	77% ↓
	Community Ed. (Local)	92%	93%	94%	100% ↑
	Learning Support Services	83%	86%	100% ↑	80% ↓
	Schools Office — All	91%	88%	96% ↑	88% ↓
Staff have sufficient training and support to fully utilize the available technology, software, data systems, etc.	Associate Superintendents	79%	64% ↓	90% ↑	69% ↓
	Community Ed. (Local)	92%	63% ↓	80% ↑	71% ↓
	Learning Support Services	82%	86%	100% ↑	93% ↓
	Schools Office — All	83%	76%	87% ↑	83%
Staff have sufficient access to office equipment and supplies such as copy machines, paper, pens, etc.	Associate Superintendents	100%	93% ↓	100% ↑	100%
	Community Ed. (Local)	92%	100% ↑	100%	100%
	Learning Support Services	83%	100% ↑	100%	87% ↓
	Schools Office — All	93%	99% ↑	100% ↑	95% ↓
The work environment is clean and well maintained.	Associate Superintendents	86%	93% ↑	90%	92%
	Community Ed. (Local)	100%	94% ↓	94%	100% ↑
	Learning Support Services	94%	93%	100% ↑	100%
	Schools Office — All	93%	93%	92%	92%
Staff have adequate space to work productively.	Associate Superintendents	64%	50% ↓	57%	69% ↑
	Community Ed. (Local)	92%	100% ↑	88% ↓	79% ↓
	Learning Support Services	78%	43% ↓	89% ↑	67% ↓
	Schools Office — All	84%	75% ↓	81%	78%
My work group is provided sufficient data and information to make informed decisions.	Associate Superintendents	71%	87% ↑	90%	85%
	Community Ed. (Local)	100%	100%	80% ↓	79%
	Learning Support Services	82%	83%	94% ↑	80% ↓
	Schools Office — All	81%	88% ↑	88%	81%
I am satisfied with my health benefits.	Associate Superintendents	77%	73%	76%	67% ↓
	Community Ed. (Local)	92%	80% ↓	75%	62% ↓
	Learning Support Services	75%	71%	95% ↑	73% ↓
	Schools Office — All	77%	74%	79%	72%

Percentage of Employees Who Indicated Each Negative Workplace Behavior Occurs Once a Month or More		2012	2013	2014	2015
Racial tension	Associate Superintendents	0%	13% ↑	0% ↓	14% ↑
	Community Ed. (Local)	0%	0%	19% ↑	7% ↓
	Learning Support Services	12%	0% ↓	6% ↑	7%
	Schools Office — All	9%	6%	6%	8%
Bullying	Associate Superintendents	7%	0% ↓	10% ↑	14%
	Community Ed. (Local)	0%	0%	13% ↑	7%
	Learning Support Services	12%	14%	6% ↓	7%
	Schools Office — All	6%	7%	8%	9%
Disrespect for co-workers	Associate Superintendents	7%	0% ↓	0%	0%
	Community Ed. (Local)	8%	0% ↓	19% ↑	14%
	Learning Support Services	18%	21%	11% ↓	7%
	Schools Office — All	10%	9%	10%	12%
Disrespect for co-workers	Associate Superintendents	14%	13%	5% ↓	7%
	Community Ed. (Local)	8%	6%	25% ↑	29%
	Learning Support Services	12%	21% ↑	17%	7% ↓
	Schools Office — All	10%	14%	15%	15%
Unsafe practices	Associate Superintendents	0%	7% ↑	0% ↓	0%
	Community Ed. (Local)	0%	6% ↑	7%	0% ↓
	Learning Support Services	6%	0% ↓	6% ↑	7%
	Schools Office — All	2%	3%	4%	2%
Discrimination	Associate Superintendents	0%	7% ↑	5%	21% ↑
	Community Ed. (Local)	8%	0% ↓	13% ↑	7%
	Learning Support Services	6%	0% ↓	0%	7% ↑
	Schools Office — All	4%	3%	5%	11% ↑
Sexual harassment	Associate Superintendents	0%	0%	0%	0%
	Community Ed. (Local)	0%	0%	6% ↑	0% ↓
	Learning Support Services	0%	0%	0%	0%
	Schools Office — All	0%	1% ↑	3%	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.
Response rates declined in 2015.



Number of Survey Participants by Department/Group

	2012	2013	2014	2015
Associate Superintendent Offices (Area 1, Area 2, Middle Schools, High Schools)	15	18	22	14
Athletics	10	3	6	8
Community Ed. (External)	14	9	5	6
Community Ed. (Local)	16	17	20	16
Homebound	-	-	-	1
Learning Support Services	18	16	19	17
Schools Office - Other (At Risk Programs, Chief Schools Officer, College Readiness, Education Support Services, Guidance & Counseling, School Turnaround, Student Services)	16	13	16	9
Schools Office—All	89	76	88	71