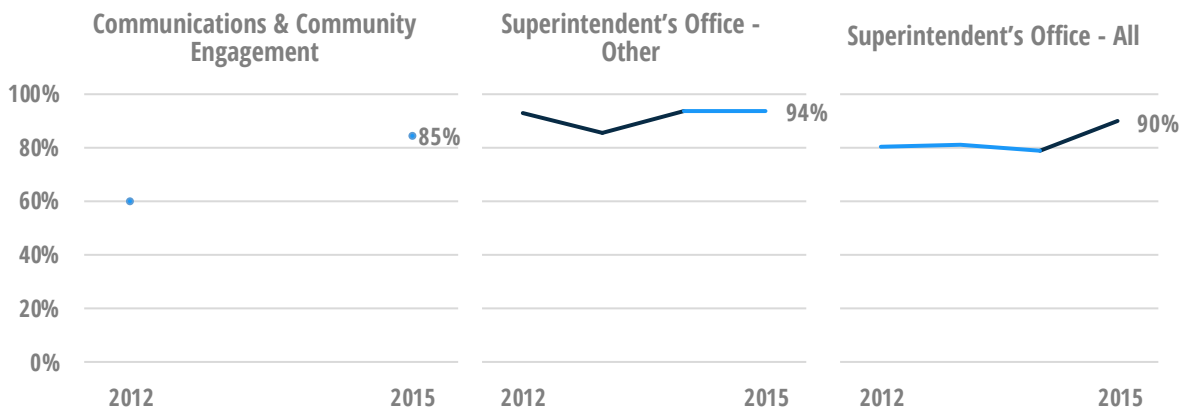


AISD Central Office Work Environment Survey: Office of the Superintendent and Chief of Staff

2012 through 2015

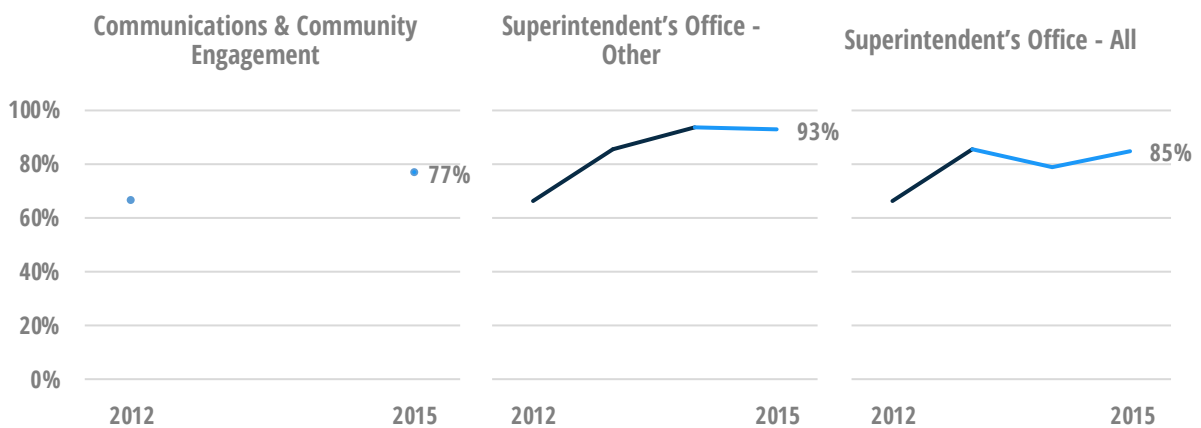
The following report presents the AISD Central Office Work Environment Survey results for 2012 through 2015 for the Office of the Superintendent and Chief of Staff, referred to hereafter as “Superintendent’s Office.” Results are reported separately for departments with 10 or more employees. Departments with fewer than 10 employees are grouped and reported together under “Superintendent’s 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 agree “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.



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.	Communications & Community Engagement	50%	—	—	58%
	Superintendent's Office - Other	69%	80% ↑	89% ↑	81% ↓
	Superintendent's Office - All	61%	71% ↑	73%	71%
There is an atmosphere of trust and mutual respect.	Communications & Community Engagement	33%	—	—	58%
	Superintendent's Office - Other	53%	73% ↑	94% ↑	81% ↓
	Superintendent's Office - All	44%	68% ↑	68%	71%
Staff feel comfortable raising issues and concerns that are important to them.	Communications & Community Engagement	42%	—	—	58%
	Superintendent's Office - Other	63%	67%	94% ↑	75% ↓
	Superintendent's Office - All	54%	59%	65%	68%
Supervisors consistently support staff.	Communications & Community Engagement	45%	—	—	50%
	Superintendent's Office - Other	60%	80% ↑	89% ↑	88%
	Superintendent's Office - All	54%	73% ↑	62% ↓	71% ↑
Staff are held to high professional standards.	Communications & Community Engagement	92%	—	—	92%
	Superintendent's Office - Other	94%	80% ↓	83%	81%
	Superintendent's Office - All	93%	82% ↓	81%	86%
Staff performance is assessed objectively.	Communications & Community Engagement	50%	—	—	71%
	Superintendent's Office - Other	69%	69%	92% ↑	81% ↓
	Superintendent's Office - All	61%	63%	67%	78% ↑
Staff receive feedback that can help them improve their work.	Communications & Community Engagement	58%	—	—	73%
	Superintendent's Office - Other	67%	80% ↑	83%	88%
	Superintendent's Office - All	63%	73% ↑	65%	81% ↑
The procedures for evaluation are consistent.	Communications & Community Engagement	71%	—	—	38%
	Superintendent's Office - Other	56%	64%	92% ↑	80% ↓
	Superintendent's Office - All	61%	61%	58%	65%

Leadership (Continued)

		2012	2013	2014	2015
Supervisors effectively communicate policy.	Communications & Community Engagement	45%	—	—	67%
	Superintendent's Office - Other	80%	71% ↓	94% ↑	81% ↓
	Superintendent's Office - All	65%	62%	68%	75%
District leaders involve my work group in decisions that directly impact our operations.	Communications & Community Engagement	60%	—	—	46%
	Superintendent's Office - Other	79%	62% ↓	100% ↑	67% ↓
	Superintendent's Office - All	71%	55% ↓	63%	57%
District leaders define expectations for my work group.	Communications & Community Engagement	80%	—	—	33%
	Superintendent's Office - Other	75%	69%	86% ↑	79%
	Superintendent's Office - All	77%	65% ↓	64%	58%
There is an atmosphere of trust and mutual respect within this district.	Communications & Community Engagement	11%	—	—	36%
	Superintendent's Office - Other	23%	64% ↑	73%	63% ↓
	Superintendent's Office - All	18%	52% ↑	52%	52%
District leaders provide support when we need it.	Communications & Community Engagement	56%	—	—	54%
	Superintendent's Office - Other	86%	67% ↓	79% ↑	69% ↓
	Superintendent's Office - All	74%	68%	55% ↓	62%
District leaders have a clearly defined mission and vision for all departments.	Communications & Community Engagement	80%	—	—	38%
	Superintendent's Office - Other	57%	54%	91% ↑	64% ↓
	Superintendent's Office - All	67%	47% ↓	63% ↑	53% ↓
District leaders encourage cooperation among departments toward improving district operations.	Communications & Community Engagement	75%	—	—	45%
	Superintendent's Office - Other	64%	79% ↑	100% ↑	79% ↓
	Superintendent's Office - All	68%	71%	76%	64% ↓
District leaders take steps to solve problems.	Communications & Community Engagement	80%	—	—	50%
	Superintendent's Office - Other	83%	80%	75%	67%
	Superintendent's Office - All	82%	75%	50% ↓	58%

Training and Professional Development

		2012	2013	2014	2015
I am satisfied with the types of professional development (learning/training) offered to me.	Communications & Community Engagement	38%	—	—	46%
	Superintendent's Office - Other	64%	64%	80% ↑	53% ↓
	Superintendent's Office - All	55%	55%	57%	50%
I am satisfied with the amount of professional development (learning/training) required of me.	Communications & Community Engagement	60%	—	—	42%
	Superintendent's Office - Other	71%	67%	71%	57% ↓
	Superintendent's Office - All	67%	65%	55% ↓	50%
I am satisfied with the opportunities for professional advancement (promotion) available to me.	Communications & Community Engagement	25%	—	—	20%
	Superintendent's Office - Other	50%	43%	36%	46% ↑
	Superintendent's Office - All	41%	38%	27% ↓	35%

Policies and Procedures

		2012	2013	2014	2015
I know the procedures for reporting sexual harassment.	Communications & Community Engagement	56%	—	—	82%
	Superintendent's Office - Other	93%	80% ↓	82%	92% ↑
	Superintendent's Office - All	78%	71%	76%	88% ↑
I know the procedures for filing a complaint.	Communications & Community Engagement	44%	—	—	55%
	Superintendent's Office - Other	86%	80%	82%	85%
	Superintendent's Office - All	70%	71%	72%	71%
I have experienced discrimination while employed at AISD.	Communications & Community Engagement	22%	—	—	36%
	Superintendent's Office - Other	14%	47% ↑	12% ↓	27% ↑
	Superintendent's Office - All	17%	41% ↑	17% ↓	31% ↑

Work Expectations

		2012	2013	2014	2015
I am given deadlines that are reasonable.	Communications & Community Engagement	10%	—	—	58%
	Superintendent's Office - Other	87%	71% ↓	94% ↑	100% ↑
	Superintendent's Office - All	56%	67% ↑	75%	82%
My department/work group is given deadlines that are reasonable.	Communications & Community Engagement	0%	—	—	44%
	Superintendent's Office - Other	67%	50% ↓	88% ↑	100% ↑
	Superintendent's Office - All	40%	48%	63% ↑	79% ↑
I am satisfied with the amount of autonomy and control I have over my own work.	Communications & Community Engagement	40%	—	—	75%
	Superintendent's Office - Other	73%	79%	88% ↑	100% ↑
	Superintendent's Office - All	60%	76% ↑	79%	89% ↑
My work environment is too stressful.*	Communications & Community Engagement	70%	—	—	33%
	Superintendent's Office - Other	43%	54% ↑	20% ↓	38% ↑
	Superintendent's Office - All	54%	47%	39%	36%

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

Work Group		2012	2013	2014	2015
Morale is high in my work group.	Communications & Community Engagement	20%	—	—	38%
	Superintendent's Office - Other	67%	64%	88% ↑	75% ↓
	Superintendent's Office - All	48%	52%	61%	59%
Cultural diversity is respected in my work group.	Communications & Community Engagement	89%	—	—	83%
	Superintendent's Office - Other	100%	86% ↓	100% ↑	93% ↓
	Superintendent's Office - All	96%	90% ↓	88%	89%
The opinions of staff in my work group are respected by employees in other areas.	Communications & Community Engagement	89%	—	—	67%
	Superintendent's Office - Other	93%	77% ↓	86% ↑	73% ↓
	Superintendent's Office - All	92%	79% ↓	77%	70%
Staff in my work group accomplish their jobs with enthusiasm.	Com & Community Engagement	44%	—	—	64%
	Superintendent's Office - Other	80%	79%	80%	67% ↓
	Superintendent's Office - All	67%	81% ↑	74%	65%
The interactions among staff in my work group are cooperative.	Communications & Community Engagement	80%	—	—	50%
	Superintendent's Office - Other	100%	71% ↓	88% ↑	80% ↓
	Superintendent's Office - All	92%	76% ↓	92% ↑	67% ↓
Staff in my work group communicate with each other in an open and honest way.	Communications & Community Engagement	70%	—	—	58%
	Superintendent's Office - Other	80%	79%	88% ↑	87%
	Superintendent's Office - All	76%	75%	83% ↑	74% ↓
Staff in my work group 'go the extra mile.'	Communications & Community Engagement	100%	—	—	75%
	Superintendent's Office - Other	93%	79% ↓	87% ↑	80%
	Superintendent's Office - All	96%	81% ↓	83%	78%
Staff in my work group provide strong social support for each other.	Communications & Community Engagement	89%	—	—	54%
	Superintendent's Office - Other	93%	69% ↓	80% ↑	87%
	Superintendent's Office - All	92%	75% ↓	83%	71% ↓

Facilities & Resources

		2012	2013	2014	2015
Staff have sufficient access to appropriate materials necessary to do our work.	Communications & Community Engagement	60%	—	—	83%
	Superintendent's Office - Other	100%	93% ↓	100% ↑	100%
	Superintendent's Office - All	84%	90%	83% ↓	93% ↑
Staff have sufficient access to technology, including computers, printers, software and Internet access.	Communications & Community Engagement	60%	—	—	77%
	Superintendent's Office - Other	100%	93% ↓	100% ↑	94% ↓
	Superintendent's Office - All	84%	86%	83%	86%
Staff have sufficient training and support to fully utilize the available technology, software, data systems, etc.	Communications & Community Engagement	70%	—	—	69%
	Superintendent's Office - Other	86%	77% ↓	86% ↑	93% ↑
	Superintendent's Office - All	79%	70% ↓	86% ↑	82%
Staff have sufficient access to office equipment and supplies such as copy machines, paper, pens, etc.	Com & Community Engagement	90%	—	—	77%
	Superintendent's Office - Other	100%	100%	100%	100%
	Superintendent's Office - All	96%	95%	100% ↑	90% ↓
The work environment is clean and well maintained.	Communications & Community Engagement	90%	—	—	85%
	Superintendent's Office - Other	100%	100%	100%	100%
	Superintendent's Office - All	96%	90% ↓	96% ↑	93%
Staff have adequate space to work productively.	Communications & Community Engagement	70%	—	—	69%
	Superintendent's Office - Other	93%	100% ↑	100%	100%
	Superintendent's Office - All	84%	90%	92%	86%
My work group is provided sufficient data and information to make informed decisions.	Communications & Community Engagement	40%	—	—	42%
	Superintendent's Office - Other	87%	86%	100% ↑	86% ↓
	Superintendent's Office - All	68%	80% ↑	83%	65% ↓
I am satisfied with my health benefits.	Communications & Community Engagement	100%	—	—	73%
	Superintendent's Office - Other	57%	93% ↑	100% ↑	93% ↓
	Superintendent's Office - All	75%	95% ↑	100% ↑	85% ↓

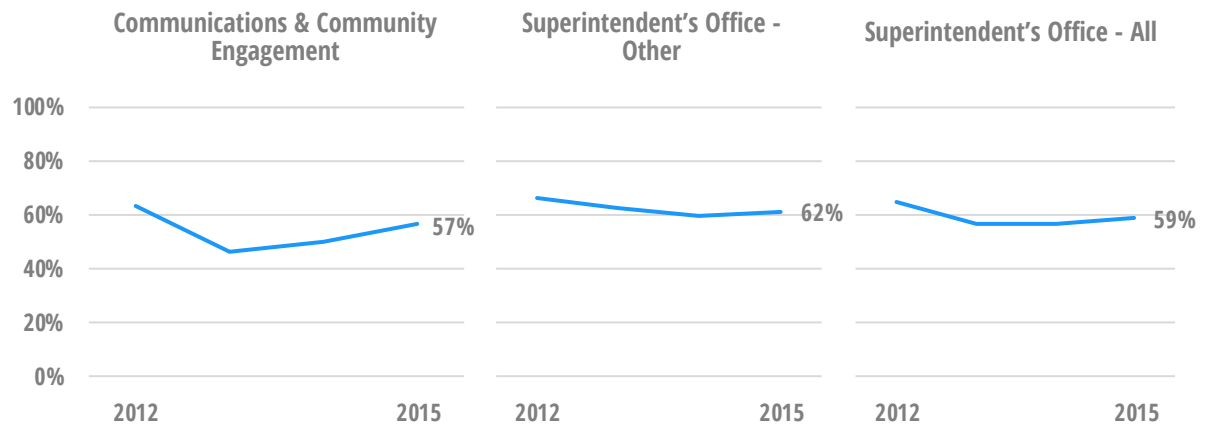
Percentage of Employees Who Indicated Each Negative Workplace Behavior Occurs Once a Month or More

		2012	2013	2014	2015
Racial tension	Communications & Community Engagement	20%	—	—	0%
	Superintendent's Office - Other	7%	0% ↓	0%	0%
	Superintendent's Office - All	12%	0% ↓	8% ↑	0% ↓
Bullying	Communications & Community Engagement	0%	—	—	23%
	Superintendent's Office - Other	27%	15% ↓	19%	13%
	Superintendent's Office - All	16%	10%	25% ↑	17%
Disrespect for co-workers	Communications & Community Engagement	10%	—	—	9%
	Superintendent's Office - Other	13%	0% ↓	0%	6% ↑
	Superintendent's Office - All	12%	0% ↓	8% ↑	7%
Disrespect for co-workers	Com & Community Engagement	50%	—	—	23%
	Superintendent's Office - Other	27%	31%	13% ↓	19%
	Superintendent's Office - All	36%	20% ↓	25%	21%
Unsafe practices	Communications & Community Engagement	10%	—	—	0%
	Superintendent's Office - Other	0%	0%	0%	0%
	Superintendent's Office - All	4%	0% ↓	8% ↑	0% ↓
Discrimination	Communications & Community Engagement	10%	—	—	15%
	Superintendent's Office - Other	7%	8%	0% ↓	0%
	Superintendent's Office - All	8%	10%	4% ↓	7%
Sexual harassment	Communications & Community Engagement	0%	—	—	0%
	Superintendent's Office - Other	0%	0%	0%	0%
	Superintendent's Office - All	0%	0%	0%	0%

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

Appendix A. Response Rates and Survey Participants by Employee Category; 2012 through 2015

Figure 3.
Response rates increased slightly in 2015.



Number of Survey Participants by Department/Group

	2012	2013	2014	2015
Communications & Community Engagement	12	7	8	13
Office of the Superintendent & Chief of Staff - Other (Innovation & Development, Internal Audit, Legal Services, Office of the Superintendent and Chief of Staff)	16	15	18	16
Office of the Superintendent - All	28	22	26	29