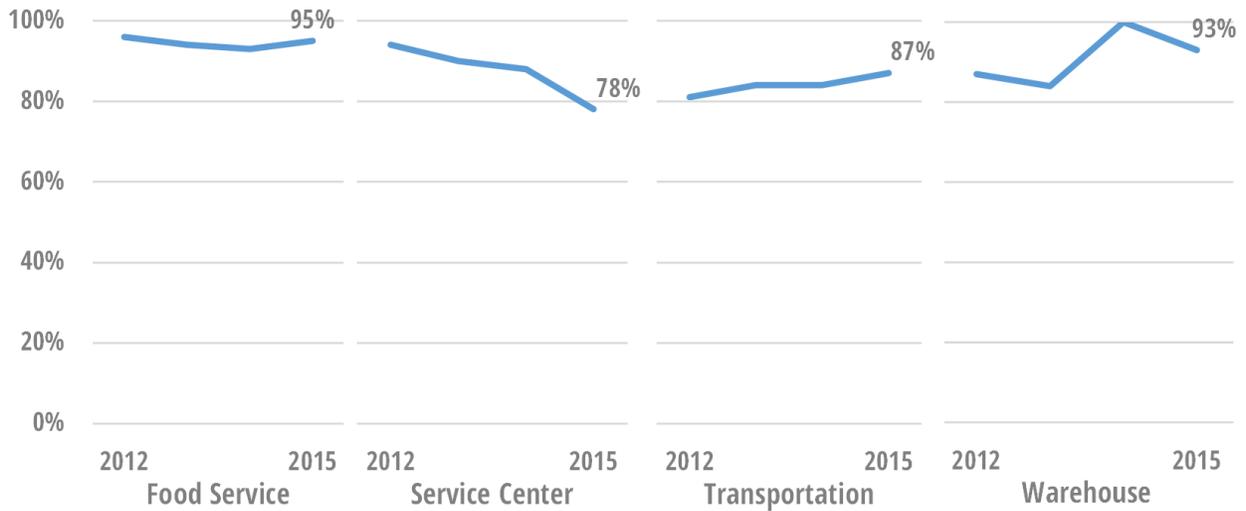
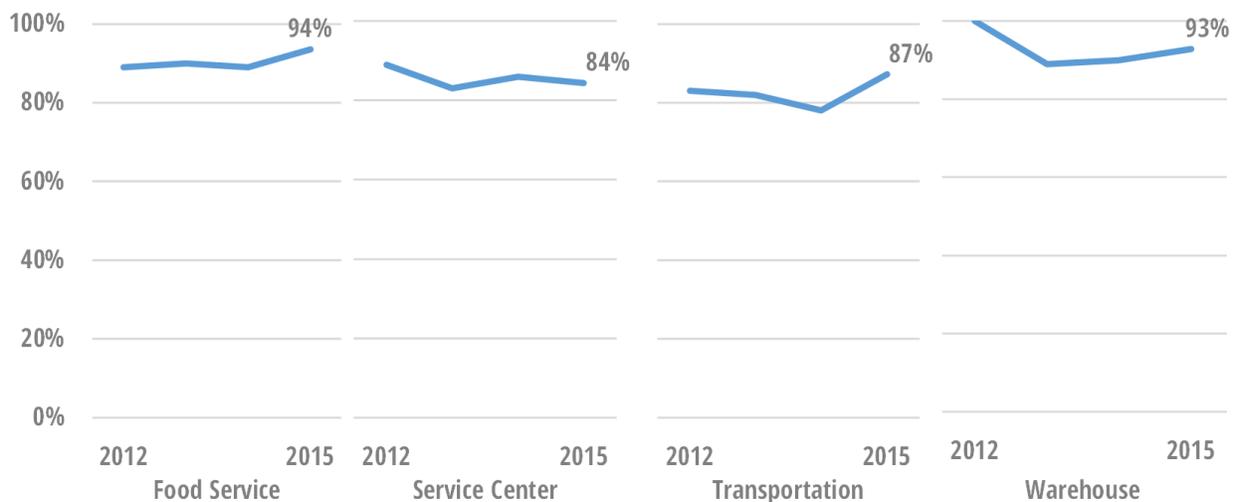


To do their jobs well, staff need supportive and collaborative work environments where they feel valued and trusted. Since 2005, the AISD Central Office Work Environment Survey has been conducted to gather information about workplace conditions related to leadership, professional development, policies and procedures, facilities and resources, workgroup dynamics, and work expectations. The following report presents the work environment survey results for 2012 through 2015. Survey response rates can be found in Appendix A. Unless otherwise noted, results in this report are presented in terms of the percentage of respondents who strongly agreed or agreed with each item. Arrows (↑↓) indicate statistically meaningful change from the prior year.

Most employees agree “Overall, AISD is a good place to work.”



And, most plan to continue working at their current job next school year.



## SURVEY RESULTS BY DEPARTMENT

Leadership		2012	2013	2014	2015
The staff and supervisor(s) have a shared vision.	Food Services	85%	88%	86%	90%
	Service Center	73%	74%	57% ↓	49%
	Transportation	50%	55%	47%	53%
	Warehouse	50%	67% ↑	62%	69%
There is an atmosphere of trust and mutual respect.	Food Services	79%	81%	78%	85%
	Service Center	66%	67%	51% ↓	40% ↓
	Transportation	39%	41%	40%	37%
	Warehouse	60%	63%	58%	59%
Staff feel comfortable raising issues and concerns that are important to them.	Food Services	79%	85%	82%	86%
	Service Center	79%	73%	57% ↓	51%
	Transportation	56%	53%	52%	53%
	Warehouse	69%	67%	67%	63%
Supervisors consistently support staff.	Food Services	78%	84%	81%	86%
	Service Center	73%	65%	55% ↓	51%
	Transportation	51%	51%	50%	52%
	Warehouse	60%	65%	69%	59% ↓
Staff performance is assessed objectively.	Food Services	84%	86%	83%	90% ↑
	Service Center	77%	68% ↓	61%	49% ↓
	Transportation	49%	51%	50%	52%
	Warehouse	64%	62%	59%	65%
Staff receive feedback that can help them improve their work.	Food Services	83%	88%	82%	92% ↑
	Service Center	68%	68%	60%	50% ↓
	Transportation	56%	56%	55%	57%
	Warehouse	43%	43%	67% ↑	40% ↓
Supervisors effectively communicate policy.	Food Services	86%	84%	84%	89%
	Service Center	65%	65%	58%	47% ↓
	Transportation	55%	53%	46%	57% ↑
	Warehouse	53%	40% ↓	53% ↑	71% ↑
District leaders define expectations for my work group.	Food Services	76%	83%	79%	87% ↑
	Service Center	62%	59%	60%	44% ↓
	Transportation	54%	54%	42% ↓	58% ↑
	Warehouse	60%	60%	44% ↓	53%
District leaders provide support when we need it.	Food Services	76%	81%	73%	81%
	Service Center	61%	60%	49% ↓	39% ↓
	Transportation	41%	44%	39%	48%
	Warehouse	27%	50% ↑	42%	35%

Training and Professional Development		2012	2013	2014	2015
I am satisfied with the types of professional development (learning/training) offered to me.	Food Services	78%	80%	78%	83%
	Service Center	59%	53%	53%	47%
	Transportation	59%	63%	56%	62%
	Warehouse	63%	52% ↓	69% ↑	56% ↓
I am satisfied with the opportunities for professional advancement (promotion) available to me.	Food Services	76%	79%	80%	80%
	Service Center	50%	42%	49%	33% ↓
	Transportation	46%	53%	49%	58%
	Warehouse	20%	43% ↑	44%	33% ↓

Policies and Procedures		2012	2013	2014	2015
I know the procedures for reporting sexual harassment	Food Services	89%	91%	90%	94%
	Service Center	90%	87%	88%	80% ↓
	Transportation	79%	85%	87%	88%
	Warehouse	94%	60% ↓	100% ↑	88% ↓
I know the procedures for filing a complaint.	Food Services	82%	87%	85%	91%
	Service Center	75%	76%	79%	71%
	Transportation	73%	75%	80%	78%
	Warehouse	81%	74%	94% ↑	88% ↓

Work Expectations		2012	2013	2014	2015
I am given deadlines that are reasonable.	Food Services	45%	50%	53%	86% ↑
	Service Center	30%	33%	32%	67% ↑
	Transportation	36%	34%	36%	71% ↑
	Warehouse	27%	37% ↑	29%	100% ↑
My department/work group is given deadlines that are reasonable.	Food Services	42%	49%	49%	87% ↑
	Service Center	27%	32%	36%	66% ↑
	Transportation	33%	37%	36%	72% ↑
	Warehouse	40%	30% ↓	33%	88% ↑
I am satisfied with the amount of autonomy and control I have over my own work.	Food Services	82%	87%	85%	87%
	Service Center	84%	78%	74%	72%
	Transportation	65%	68%	71%	72%
	Warehouse	75%	84% ↑	65% ↓	88% ↑
My work environment is too stressful.*	Food Services	48%	49%	45%	47%
	Service Center	29%	30%	36%	37%
	Transportation	38%	50% ↑	44%	42%
	Warehouse	13%	25% ↑	12% ↓	20% ↑

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.	Food Services	78%	79%	81%	85%
	Service Center	63%	61%	50% ↓	45%
	Transportation	41%	45%	40%	43%
	Warehouse	43%	48%	59% ↑	38% ↓
Cultural diversity is respected in my work group.	Food Services	81%	83%	82%	88%
	Service Center	78%	75%	70%	61%
	Transportation	51%	53%	54%	44% ↓
	Warehouse	75%	67%	88% ↑	88%
Staff in my work group accomplish their jobs with enthusiasm.	Food Services	78%	80%	78%	85%
	Service Center	73%	68%	66%	61%
	Transportation	44%	47%	43%	47%
	Warehouse	38%	55% ↑	71% ↑	75%
The interactions among staff in my work group are cooperative.	Food Services	80%	80%	79%	84%
	Service Center	77%	76%	70%	63%
	Transportation	52%	52%	49%	49%
	Warehouse	80%	70% ↓	79% ↑	56% ↓
Staff in my work group communicate with each other in an open and honest way.	Food Services	74%	75%	73%	77%
	Service Center	72%	69%	70%	60% ↓
	Transportation	43%	48%	45%	41%
	Warehouse	50%	70% ↑	67%	73%
Staff in my work group provide strong social support for each other.	Food Services	73%	79%	78%	81%
	Service Center	69%	62%	65%	59%
	Transportation	43%	47%	44%	43%
	Warehouse	67%	55% ↓	81% ↑	73%

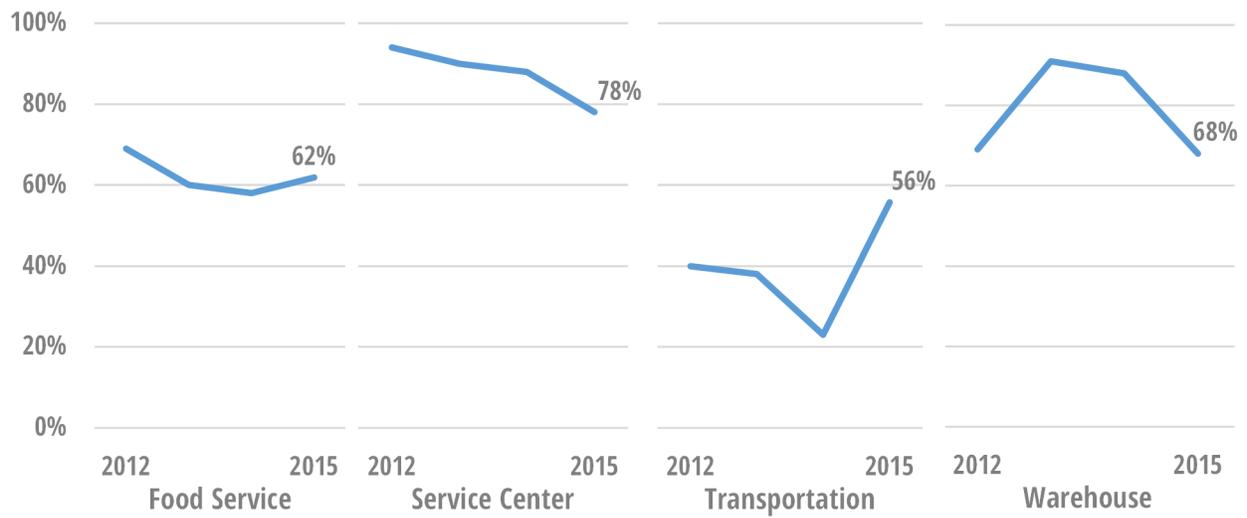
## Facilities & Resources

		2012	2013	2014	2015
Staff have sufficient access to appropriate materials necessary to do our work.	Food Services	83%	87%	85%	91%
	Service Center	74%	72%	73%	65%
	Transportation	57%	59%	57%	66%
	Warehouse	50%	80% ↑	71% ↓	88% ↑
The work environment is clean and well maintained.	Food Services	90%	93%	92%	94%
	Service Center	84%	80%	77%	76%
	Transportation	71%	74%	77%	75%
	Warehouse	87%	60% ↓	89% ↑	94%
Staff have adequate space to work productively.	Food Services	80%	88% ↑	87%	90%
	Service Center	81%	72% ↓	70%	64%
	Transportation	64%	68%	74%	67%
	Warehouse	64%	50% ↓	83% ↑	88%
My work group is provided sufficient data and information to make informed decisions.	Food Services	83%	88%	87%	89%
	Service Center	73%	75%	65% ↓	56%
	Transportation	56%	53%	60%	63%
	Warehouse	54%	68% ↑	59%	69% ↑
I am satisfied with my health benefits.	Food Services	65%	76% ↑	77%	75%
	Service Center	57%	57%	58%	46% ↓
	Transportation	51%	64% ↑	63%	58%
	Warehouse	75%	70%	89% ↑	63% ↓

Percentage of Employees Who Indicated Each Negative Workplace Behavior Occurs Once a Month or More		2012	2013	2014	2015
Racial tension	Food Services	11%	11%	11%	8%
	Service Center	10%	15%	18%	16%
	Transportation	35%	30%	22%	44% ↑
	Warehouse	13%	22% ↑	0% ↓	0%
Bullying	Food Services	11%	11%	9%	8%
	Service Center	13%	16%	17%	21%
	Transportation	26%	24%	22%	32% ↑
	Warehouse	7%	32% ↑	26%	18%
Disrespect for supervisors	Food Services	8%	9%	8%	5%
	Service Center	15%	18%	18%	25%
	Transportation	37%	35%	34%	37%
	Warehouse	36%	33%	22% ↓	25%
Disrespect for co-workers	Food Services	15%	11%	10%	9%
	Service Center	17%	19%	19%	27%
	Transportation	47%	44%	34% ↓	47% ↑
	Warehouse	33%	37%	21% ↓	13% ↓
Unsafe practices	Food Services	8%	5%	9%	6%
	Service Center	18%	19%	14%	25% ↑
	Transportation	34%	27%	29%	36%
	Warehouse	7%	28% ↑	0% ↓	6% ↑
Discrimination	Food Services	10%	7%	9%	6%
	Service Center	10%	16%	17%	20%
	Transportation	40%	30% ↓	27%	40% ↑
	Warehouse	7%	17% ↑	5% ↓	0% ↓
Sexual harassment	Food Services	3%	2%	4%	3%
	Service Center	4%	7%	5%	8%
	Transportation	17%	13%	16%	17%
	Warehouse	0%	17% ↑	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



Number of Survey Participants

	2012	2013	2014	2015
Food Services	517	491	476	523
Service Center	259	185	215	184
Transportation	266	232	151	347
Warehouse	18	21	21	17