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Austin Independent School District Central Office Work Environment Survey

Spring 2016: Finance Office

Department of
Research and Evaluation
AUSTIN INDEPENDENT SCHOOL DISTRICT

Introduction

The following report presents the AISD Central Office Work Environment Survey results for Spring 2016 for the Finance Office. Unless otherwise noted, results in this report represent the percentage of respondents who *strongly agreed* or *agreed* with each item.

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 self-selected Finance work group.

Response Frequency by Finance Work Group

Work group response summaries are provided when the number of responses per work group was 10 or more. Work groups with fewer than 10 respondents were grouped together in an "Other" category. Individual items with fewer than 10 responses were not reported (indicated with " - "). The counts of survey respondents per Finance work group are shown in Table 1. Two work groups had enough respondents for response summaries: Construction Management and Finance - Other.

Table 1

The majority of Finance work groups did not have enough respondents to individually report results.

Finance Work Groups	N
Construction Management	12
Finance - Other	52
Accounting Comptroller's Office** (10)	
Budget Services (4)	
Contract & Procurement Services (9)	
Facilities (3)	
Financial Services (8)	
Innovation & Development (5)	
Medicaid/Student Billing (3)	
Other (2)	
Risk Management (1)	
State/Federal/Private Accountability (3)	
Did not select a work group* (4)	
Total (All Finance)	64

*Respondents were forced to choose a chief area, but did not have to select their immediate work group.

** Too few of the 10 respondents consistently responded to all items for separate reporting of the Accounting Comptroller's work group.

District Leadership

Table 2

Finance Perceptions of District Leadership in 2016

District leaders involve my work group in decisions that directly impact our operations.	Construction Management	58%
	Finance - Other	63%
	Finance Office - All	62%
District leaders define expectations for my work group.	Construction Management	73%
	Finance - Other	74%
	Finance Office - All	74%
There is an atmosphere of trust and mutual respect within this district.	Construction Management	45%
	Finance - Other	53%
	Finance Office - All	52%
District leaders provide support when we need it.	Construction Management	70%
	Finance - Other	71%
	Finance Office - All	71%
District leaders have a clearly defined mission and vision for all departments.	Construction Management	80%
	Finance - Other	62%
	Finance Office - All	65%
District leaders encourage cooperation among departments toward improving district operations.	Construction Management	80%
	Finance - Other	64%
	Finance Office - All	67%
District leaders take steps to solve problems.	Construction Management	80%
	Finance - Other	71%
	Finance Office - All	73%

Chief Area Leadership

Table 3

Finance Perceptions of Chief Area Leadership in 2016

Chief area leaders involve my work group in decisions that directly impact our operations.	Construction Management	70%
	Finance - Other	69%
	Finance Office - All	69%
Chief area leaders define expectations for my work group.	Construction Management	-
	Finance - Other	83%
	Finance Office - All	84%
There is an atmosphere of trust and mutual respect within this chief area.	Construction Management	-
	Finance - Other	71%
	Finance Office - All	70%
Chief area leaders provide support when we need it.	Construction Management	70%
	Finance - Other	80%
	Finance Office - All	78%
Chief area leaders have a clearly defined mission and vision for all departments.	Construction Management	70%
	Finance - Other	62%
	Finance Office - All	63%
Chief area leaders encourage cooperation among departments toward improving district operations.	Construction Management	-
	Finance - Other	74%
	Finance Office - All	75%
Chief area leaders take steps to solve problems.	Construction Management	-
	Finance - Other	78%
	Finance Office - All	78%

Work Area Leadership

Table 4

Finance Perceptions of Work Area Leadership in 2016

The staff and supervisor(s) have a shared vision.	Construction Management	73%
	Finance - Other	66%
	Finance Office - All	67%
There is an atmosphere of trust and mutual respect.	Construction Management	55%
	Finance - Other	68%
	Finance Office - All	66%
Staff feel comfortable raising issues and concerns that are important to them.	Construction Management	55%
	Finance - Other	68%
	Finance Office - All	66%
Supervisors consistently support staff.	Construction Management	73%
	Finance - Other	76%
	Finance Office - All	75%
Staff are held to high professional standards.	Construction Management	50%
	Finance - Other	79%
	Finance Office - All	74%
Staff performance is assessed objectively.	Construction Management	-
	Finance - Other	71%
	Finance Office - All	70%
Staff receive feedback that can help them improve their work.	Construction Management	64%
	Finance - Other	68%
	Finance Office - All	67%
The procedures for evaluation are consistent.	Construction Management	-
	Finance - Other	77%
	Finance Office - All	75%
Supervisors effectively communicate policy.	Construction Management	70%
	Finance - Other	62%
	Finance Office - All	63%

Training and Professional Development

Table 5

Finance Perceptions of Training and Professional Development in 2016

I am satisfied with the types of professional development (learning/ training) offered to me.	Construction Management	45%
	Finance - Other	58%
	Finance Office - All	53%
I am satisfied with the amount of professional development (learning/ training) required of me.	Construction Management	73%
	Finance - Other	80%
	Finance Office - All	78%
I am satisfied with the opportunities for professional advancement (promotion) available to me.	Construction Management	55%
	Finance - Other	48%
	Finance Office - All	49%

Policies and Procedures

Table 6

Finance Perceptions of Policies and Procedures in 2016

I know the procedures for reporting sexual harassment.	Construction Management	82%
	Finance - Other	91%
	Finance Office - All	89%
I know the procedures for filing a complaint.	Construction Management	64%
	Finance - Other	87%
	Finance Office - All	82%
I have experienced discrimination while employed at AISD.	Construction Management	27%
	Finance - Other	10%
	Finance Office - All	14%

Work Area Expectations

Table 7

Finance Perceptions of Work Area Expectations in 2016

I am given deadlines that are reasonable.	Construction Management	73%
	Finance - Other	87%
	Finance Office - All	84%
My department/work group is given deadlines that are reasonable.	Construction Management	50%
	Finance - Other	81%
	Finance Office - All	75%
I am satisfied with the amount of autonomy and control I have over my own work.	Construction Management	82%
	Finance - Other	86%
	Finance Office - All	85%
My work environment is too stressful.*	Construction Management	27%
	Finance - Other	32%
	Finance Office - All	31%

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

Work Area Environment

Table 8

Finance Perceptions of Work Area Environment in 2016

Morale is high in my work group.	Construction Management	64%
	Finance - Other	51%
	Finance Office - All	54%
Cultural diversity is respected in my work group.	Construction Management	100%
	Finance - Other	95%
	Finance Office - All	96%
The opinions of staff in my work group are respected by employees in other areas.	Construction Management	80%
	Finance - Other	73%
	Finance Office - All	75%
Staff in my work group accomplish their jobs with enthusiasm.	Construction Management	82%
	Finance - Other	63%
	Finance Office - All	67%
The interactions among staff in my work group are cooperative.	Construction Management	91%
	Finance - Other	87%
	Finance Office - All	88%
Staff in my work group communicate with each other in an open and honest way.	Construction Management	73%
	Finance - Other	71%
	Finance Office - All	71%
Staff in my work group 'go the extra mile.'	Construction Management	82%
	Finance - Other	84%
	Finance Office - All	84%
Staff in my work group provide strong social support for each other.	Construction Management	-
	Finance - Other	80%
	Finance Office - All	80%

Facilities and Resources

Table 9

Finance Perceptions of Facilities and Resources in 2016

Staff have sufficient access to appropriate materials necessary to do our work.	Construction Management	91%
	Finance - Other	83%
	Finance Office - All	85%
Staff have sufficient access to technology, including computers, printers, software and Internet access.	Construction Management	100%
	Finance - Other	90%
	Finance Office - All	92%
Staff have sufficient training and support to fully utilize the available technology, software, data systems, etc.	Construction Management	45%
	Finance - Other	65%
	Finance Office - All	61%
Staff have sufficient access to office equipment and supplies such as copy machines, paper, pens, etc.	Construction Management	100%
	Finance - Other	96%
	Finance Office - All	97%
The work environment is clean and well maintained.	Construction Management	100%
	Finance - Other	90%
	Finance Office - All	92%
Staff have adequate space to work productively.	Construction Management	91%
	Finance - Other	87%
	Finance Office - All	88%
My work group is provided sufficient data and information to make informed decisions.	Construction Management	82%
	Finance - Other	78%
	Finance Office - All	79%
I am satisfied with my health benefits.	Construction Management	82%
	Finance - Other	70%
	Finance Office - All	72%

Employee Experiences with Negative Workplace Behaviors in their Work Area

Table 10

Percentage of Finance Staff Indicating Each Negative Workplace Behavior Occurs Once a Month or More in their Work Area and Never Occurs in their Work Area, both for 2016

		Once a Month or More	Never
Racial tension	Construction Management	0%	82%
	Finance - Other	0%	81%
	Finance Office - All	0%	81%
Bullying	Construction Management	9%	36%
	Finance - Other	2%	74%
	Finance Office - All	3%	67%
Disrespect for supervisors	Construction Management	9%	36%
	Finance - Other	9%	62%
	Finance Office - All	9%	57%
Disrespect for co-workers	Construction Management	18%	27%
	Finance - Other	13%	48%
	Finance Office - All	14%	44%
Unsafe practices	Construction Management	0%	64%
	Finance - Other	6%	90%
	Finance Office - All	5%	85%
Discrimination	Construction Management	27%	64%
	Finance - Other	2%	81%
	Finance Office - All	7%	78%
Sexual harassment	Construction Management	0%	91%
	Finance - Other	0%	96%
	Finance Office - All	0%	95%

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

Table 11

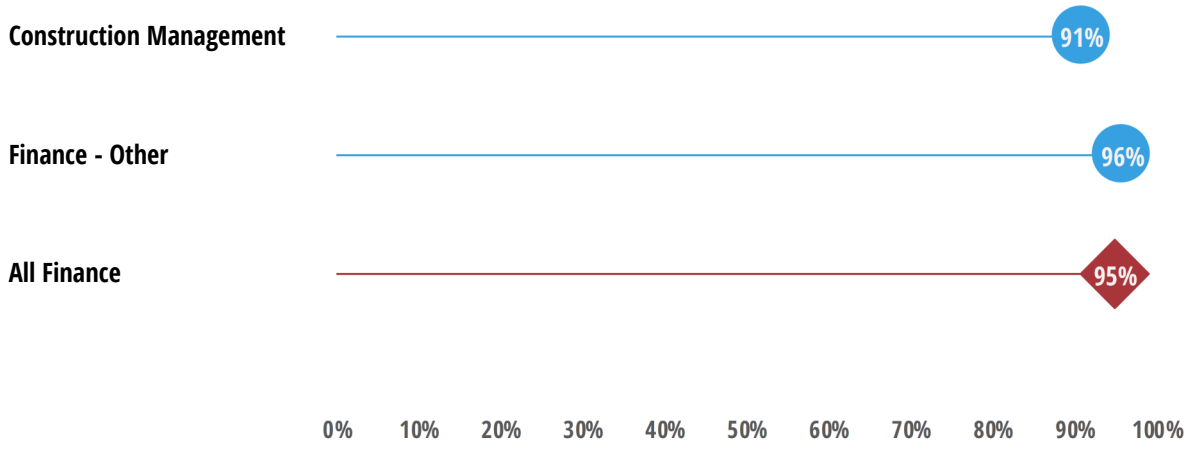
Percentage of Finance Staff Indicating Each Negative Workplace Behavior Occurs Once a Month or More and Never Occurs in their Chief Area and the Central Office in 2016

		Chief Area		Central Office	
		Once a month or more	Never	Once a month or more	Never
Racial tension	Construction Management	-	-	-	-
	Finance - Other	0%	91%	4%	73%
	Finance Office - All	0%	90%	4%	69%
Bullying	Construction Management	-	-	-	-
	Finance - Other	0%	80%	11%	67%
	Finance Office - All	0%	77%	10%	62%
Disrespect for supervisors	Construction Management	-	-	-	-
	Finance - Other	9%	57%	13%	51%
	Finance Office - All	10%	54%	13%	48%
Disrespect for co-workers	Construction Management	-	-	-	-
	Finance - Other	5%	50%	14%	48%
	Finance Office - All	4%	48%	12%	45%
Unsafe practices	Construction Management	-	-	-	-
	Finance - Other	0%	93%	7%	86%
	Finance Office - All	0%	92%	6%	80%
Discrimination	Construction Management	-	-	-	-
	Finance - Other	0%	89%	11%	73%
	Finance Office - All	2%	86%	12%	69%
Sexual harassment	Construction Management	-	-	-	-
	Finance - Other	0%	0%	4%	86%
	Finance Office - All	0%	0%	4%	82%

Working at AISD

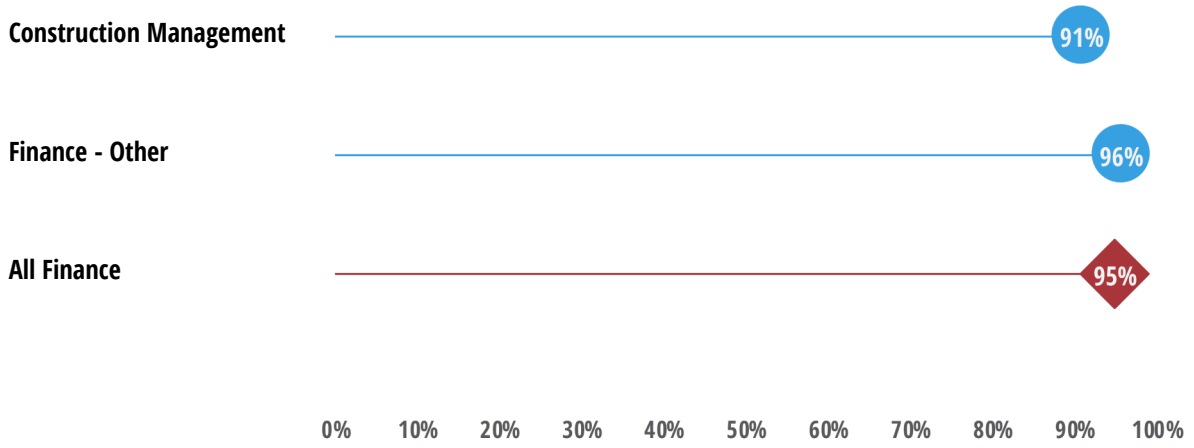
In the Finance Office, approximately 95% of employees agreed AISD is a good place to work (Figure 1). District-wide, approximately 90% of employees agreed that AISD is a good place to work.

Figure 1
Most Finance Staff agreed that "Overall, AISD is a good place to work" in 2016.



In the Finance Office, approximately 95% of employees indicated they plan to continue working in their current job next year (Figure 2). District-wide, approximately 89% of employees indicated they plan to continue working in their current job next year.

Figure 2
Most Finance Staff plan to continue working in their current job next year.



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