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Austin Independent School District Central Office Work Environment Survey

Spring 2016: Human Capital 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 Human Capital 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 Human Capital work group.

Response Frequency by Human Capital 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 Human Capital work group are shown in Table 1. Four work groups had enough respondents for response summaries: Educator Quality, Human Resources, Research & Evaluation, and Human Capital Other.

Table 1

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

Human Capital Work Groups	N
Educator Quality	12
Human Resources	13
Research & Evaluation	12
Human Capital - Other	45
Accountability & Assessment (9)	
Campus & District Accountability (6)	
Employee Benefits (5)	
Employee Relations (2)	
HR Services (1)	
HR Staffing (4)	
Leadership Pathways (5)	
Police Department (4)	
Professional Development (3)	
Systemwide Testing (2)	
Did not select a work group* (4)	
Total (All Human Capital)	82

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

District Leadership

Table 2

Human Capital Perceptions of District Leadership in 2016

District leaders involve my work group in decisions that directly impact our operations.	Educator Quality	67%
	Human Resources	67%
	Research & Evaluation	73%
	Human Capital - Other	69%
	Human Capital Office - All	69%
District leaders define expectations for my work group.	Educator Quality	73%
	Human Resources	91%
	Research & Evaluation	80%
	Human Capital - Other	84%
	Human Capital Office - All	83%
There is an atmosphere of trust and mutual respect within this district.	Educator Quality	25%
	Human Resources	67%
	Research & Evaluation	50%
	Human Capital - Other	63%
	Human Capital Office - All	56%
District leaders provide support when we need it.	Educator Quality	45%
	Human Resources	67%
	Research & Evaluation	64%
	Human Capital - Other	73%
	Human Capital Office - All	66%
District leaders have a clearly defined mission and vision for all departments.	Educator Quality	56%
	Human Resources	82%
	Research & Evaluation	80%
	Human Capital - Other	69%
	Human Capital Office - All	71%
District leaders encourage cooperation among departments toward improving district operations.	Educator Quality	45%
	Human Resources	67%
	Research & Evaluation	73%
	Human Capital - Other	77%
	Human Capital Office - All	70%
District leaders take steps to solve problems.	Educator Quality	60%
	Human Resources	83%
	Research & Evaluation	75%
	Human Capital - Other	71%
	Human Capital Office - All	72%

Chief Area Leadership

Table 3

Human Capital Perceptions of Chief Area Leadership in 2016

Chief area leaders involve my work group in decisions that directly impact our operations.	Educator Quality	40%
	Human Resources	62%
	Research & Evaluation	33%
	Human Capital - Other	79%
	Human Capital Office - All	62%
Chief area leaders define expectations for my work group.	Educator Quality	90%
	Human Resources	92%
	Research & Evaluation	82%
	Human Capital - Other	92%
	Human Capital Office - All	90%
There is an atmosphere of trust and mutual respect within this chief area.	Educator Quality	30%
	Human Resources	69%
	Research & Evaluation	18%
	Human Capital - Other	64%
	Human Capital Office - All	53%
Chief area leaders provide support when we need it.	Educator Quality	45%
	Human Resources	69%
	Research & Evaluation	27%
	Human Capital - Other	85%
	Human Capital Office - All	68%
Chief area leaders have a clearly defined mission and vision for all departments.	Educator Quality	-
	Human Resources	92%
	Research & Evaluation	-
	Human Capital - Other	87%
	Human Capital Office - All	79%
Chief area leaders encourage cooperation among departments toward improving district operations.	Educator Quality	-
	Human Resources	75%
	Research & Evaluation	36%
	Human Capital - Other	78%
	Human Capital Office - All	69%
Chief area leaders take steps to solve problems.	Educator Quality	55%
	Human Resources	75%
	Research & Evaluation	45%
	Human Capital - Other	76%
	Human Capital Office - All	68%

Work Area Leadership

Table 4

Human Capital Perceptions of Work Area Leadership in 2016

The staff and supervisor(s) have a shared vision.	Educator Quality	80%
	Human Resources	75%
	Research & Evaluation	100%
	Human Capital - Other	83%
	Human Capital Office - All	84%
There is an atmosphere of trust and mutual respect.	Educator Quality	42%
	Human Resources	67%
	Research & Evaluation	100%
	Human Capital - Other	71%
	Human Capital Office - All	70%
Staff feel comfortable raising issues and concerns that are important to them.	Educator Quality	50%
	Human Resources	58%
	Research & Evaluation	100%
	Human Capital - Other	72%
	Human Capital Office - All	71%
Supervisors consistently support staff.	Educator Quality	58%
	Human Resources	67%
	Research & Evaluation	100%
	Human Capital - Other	80%
	Human Capital Office - All	78%
Staff are held to high professional standards.	Educator Quality	75%
	Human Resources	75%
	Research & Evaluation	100%
	Human Capital - Other	87%
	Human Capital Office - All	85%
Staff performance is assessed objectively.	Educator Quality	90%
	Human Resources	70%
	Research & Evaluation	91%
	Human Capital - Other	74%
	Human Capital Office - All	79%

Table 4 continued

Human Capital Perceptions of Work Area Leadership in 2016

Staff receive feedback that can help them improve their work.	Educator Quality	100%
	Human Resources	73%
	Research & Evaluation	100%
	Human Capital - Other	86%
	Human Capital Office - All	88%
The procedures for evaluation are consistent.	Educator Quality	80%
	Human Resources	83%
	Research & Evaluation	91%
	Human Capital - Other	85%
	Human Capital Office - All	85%
Supervisors effectively communicate policy.	Educator Quality	75%
	Human Resources	83%
	Research & Evaluation	92%
	Human Capital - Other	86%
	Human Capital Office - All	85%

Training and Professional Development

Table 5

Human Capital Perceptions of Training and Professional Development in 2016

I am satisfied with the types of professional development (learning/ training) offered to me.	Educator Quality	75%
	Human Resources	60%
	Research & Evaluation	75%
	Human Capital - Other	77%
	Human Capital Office - All	74%
I am satisfied with the amount of professional development (learning/ training) required of me.	Educator Quality	91%
	Human Resources	60%
	Research & Evaluation	67%
	Human Capital - Other	86%
	Human Capital Office - All	80%
I am satisfied with the opportunities for professional advancement (promotion) available to me.	Educator Quality	25%
	Human Resources	50%
	Research & Evaluation	42%
	Human Capital - Other	58%
	Human Capital Office - All	49%

Policies and Procedures

Table 6

Human Capital Perceptions of Policies and Procedures in 2016

I know the procedures for reporting sexual harassment.	Educator Quality	100%
	Human Resources	-
	Research & Evaluation	92%
	Human Capital - Other	93%
	Human Capital Office - All	95%
I know the procedures for filing a complaint.	Educator Quality	100%
	Human Resources	-
	Research & Evaluation	83%
	Human Capital - Other	86%
	Human Capital Office - All	89%
I have experienced discrimination while employed at AISD.	Educator Quality	-
	Human Resources	-
	Research & Evaluation	33%
	Human Capital - Other	15%
	Human Capital Office - All	19%

Work Area Expectations

Table 7

Human Capital Perceptions of Work Area Expectations in 2016

I am given deadlines that are reasonable.	Educator Quality	92%
	Human Resources	91%
	Research & Evaluation	100%
	Human Capital - Other	88%
	Human Capital Office - All	91%
My department/work group is given deadlines that are reasonable.	Educator Quality	78%
	Human Resources	70%
	Research & Evaluation	82%
	Human Capital - Other	85%
	Human Capital Office - All	81%
I am satisfied with the amount of autonomy and control I have over my own work.	Educator Quality	92%
	Human Resources	91%
	Research & Evaluation	83%
	Human Capital - Other	81%
	Human Capital Office - All	85%
My work environment is too stressful.*	Educator Quality	25%
	Human Resources	36%
	Research & Evaluation	17%
	Human Capital - Other	32%
	Human Capital Office - All	29%

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

Work Area Environment

Table 8

Human Capital Perceptions of Work Area Environment in 2016

Morale is high in my work group.	Educator Quality	42%
	Human Resources	64%
	Research & Evaluation	33%
	Human Capital - Other	71%
	Human Capital Office - All	59%
Cultural diversity is respected in my work group.	Educator Quality	100%
	Human Resources	-
	Research & Evaluation	92%
	Human Capital - Other	86%
	Human Capital Office - All	89%
The opinions of staff in my work group are respected by employees in other areas.	Educator Quality	71%
	Human Resources	71%
	Research & Evaluation	92%
	Human Capital - Other	86%
	Human Capital Office - All	84%
Staff in my work group accomplish their jobs with enthusiasm.	Educator Quality	73%
	Human Resources	73%
	Research & Evaluation	100%
	Human Capital - Other	84%
	Human Capital Office - All	83%
The interactions among staff in my work group are cooperative.	Educator Quality	92%
	Human Resources	73%
	Research & Evaluation	100%
	Human Capital - Other	86%
	Human Capital Office - All	87%
Staff in my work group communicate with each other in an open and honest way.	Educator Quality	67%
	Human Resources	64%
	Research & Evaluation	100%
	Human Capital - Other	82%
	Human Capital Office - All	80%
Staff in my work group 'go the extra mile.'	Educator Quality	100%
	Human Resources	91%
	Research & Evaluation	100%
	Human Capital - Other	91%
	Human Capital Office - All	93%
Staff in my work group provide strong social support for each other.	Educator Quality	100%
	Human Resources	64%
	Research & Evaluation	100%
	Human Capital - Other	78%
	Human Capital Office - All	82%

Facilities and Resources

Table 9

Human Capital Perceptions of Facilities and Resources in 2016

Staff have sufficient access to appropriate materials necessary to do our work.	Educator Quality	91%
	Human Resources	100%
	Research & Evaluation	100%
	Human Capital - Other	88%
	Human Capital Office - All	92%
Staff have sufficient access to technology, including computers, printers, software and Internet access.	Educator Quality	100%
	Human Resources	100%
	Research & Evaluation	92%
	Human Capital - Other	86%
	Human Capital Office - All	91%
Staff have sufficient training and support to fully utilize the available technology, software, data systems, etc.	Educator Quality	75%
	Human Resources	91%
	Research & Evaluation	75%
	Human Capital - Other	79%
	Human Capital Office - All	79%
Staff have sufficient access to office equipment and supplies such as copy machines, paper, pens, etc.	Educator Quality	100%
	Human Resources	100%
	Research & Evaluation	100%
	Human Capital - Other	93%
	Human Capital Office - All	96%
The work environment is clean and well maintained.	Educator Quality	100%
	Human Resources	100%
	Research & Evaluation	100%
	Human Capital - Other	93%
	Human Capital Office - All	96%
Staff have adequate space to work productively.	Educator Quality	33%
	Human Resources	100%
	Research & Evaluation	92%
	Human Capital - Other	80%
	Human Capital Office - All	77%
My work group is provided sufficient data and information to make informed decisions.	Educator Quality	-
	Human Resources	90%
	Research & Evaluation	92%
	Human Capital - Other	85%
	Human Capital Office - All	88%
I am satisfied with my health benefits.	Educator Quality	55%
	Human Resources	-
	Research & Evaluation	58%
	Human Capital - Other	70%
	Human Capital Office - All	67%

Employee Experiences with Negative Workplace Behaviors in their Work Area

Table 10

Percentage of Human Capital 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	Educator Quality	0%	67%
	Human Resources	0%	80%
	Research & Evaluation	0%	92%
	Human Capital - Other	2%	80%
	Human Capital Office - All	1%	79%
Bullying	Educator Quality	16%	58%
	Human Resources	10%	70%
	Research & Evaluation	0%	100%
	Human Capital - Other	2%	77%
	Human Capital Office - All	5%	77%
Disrespect for supervisors	Educator Quality	8%	42%
	Human Resources	0%	60%
	Research & Evaluation	0%	75%
	Human Capital - Other	5%	77%
	Human Capital Office - All	4%	69%
Disrespect for co-workers	Educator Quality	25%	17%
	Human Resources	30%	40%
	Research & Evaluation	0%	75%
	Human Capital - Other	2%	66%
	Human Capital Office - All	9%	56%
Unsafe practices	Educator Quality	0%	92%
	Human Resources	0%	90%
	Research & Evaluation	0%	100%
	Human Capital - Other	7%	91%
	Human Capital Office - All	4%	92%
Discrimination	Educator Quality	0%	75%
	Human Resources	20%	50%
	Research & Evaluation	0%	100%
	Human Capital - Other	2%	80%
	Human Capital Office - All	4%	78%
Sexual harassment	Educator Quality	0%	100%
	Human Resources	0%	100%
	Research & Evaluation	0%	100%
	Human Capital - Other	2%	93%
	Human Capital Office - All	1%	96%

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

Table 11

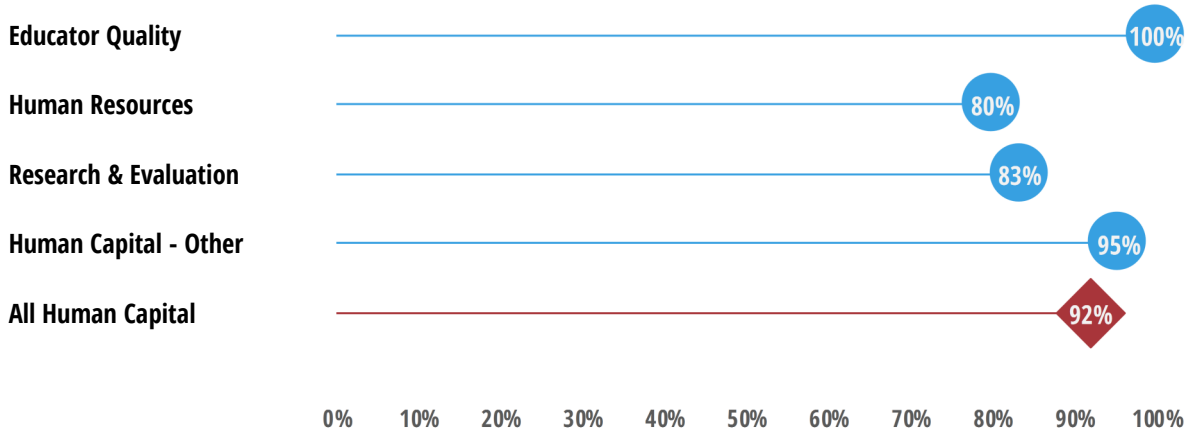
Percentage of Human Capital Staff Indicating Each Negative Workplace Behavior Occurs Once a Month or More and Never Occurs in their Chief Area and the Central Office in 2016

		Chief Area		Central Office	
		Once a month or more	Never	Once a month or more	Never
Racial tension	Educator Quality	8%	58%	8%	58%
	Human Resources	0%	80%	10%	70%
	Research & Evaluation	10%	80%	10%	60%
	Human Capital - Other	3%	78%	7%	69%
	Human Capital Office - All	4%	75%	8%	66%
Bullying	Educator Quality	17%	75%	25%	67%
	Human Resources	10%	70%	20%	60%
	Research & Evaluation	18%	45%	18%	36%
	Human Capital - Other	3%	78%	5%	74%
	Human Capital Office - All	8%	71%	12%	65%
Disrespect for supervisors	Educator Quality	8%	50%	17%	50%
	Human Resources	0%	60%	0%	60%
	Research & Evaluation	0%	44%	0%	-
	Human Capital - Other	5%	68%	7%	59%
	Human Capital Office - All	4%	61%	7%	54%
Disrespect for co-workers	Educator Quality	17%	50%	17%	50%
	Human Resources	30%	50%	40%	40%
	Research & Evaluation	20%	30%	22%	-
	Human Capital - Other	3%	58%	5%	51%
	Human Capital Office - All	11%	51%	14%	44%
Unsafe practices	Educator Quality	0%	92%	17%	75%
	Human Resources	0%	90%	0%	80%
	Research & Evaluation	0%	90%	0%	90%
	Human Capital - Other	5%	88%	5%	83%
	Human Capital Office - All	3%	89%	5%	82%
Discrimination	Educator Quality	8%	67%	17%	58%
	Human Resources	10%	60%	0%	50%
	Research & Evaluation	9%	55%	11%	-
	Human Capital - Other	3%	83%	5%	67%
	Human Capital Office - All	5%	73%	7%	62%
Sexual harassment	Educator Quality	0%	92%	8%	75%
	Human Resources	0%	100%	0%	100%
	Research & Evaluation	9%	73%	10%	70%
	Human Capital - Other	3%	93%	3%	93%
	Human Capital Office - All	3%	90%	4%	88%

Working at AISD

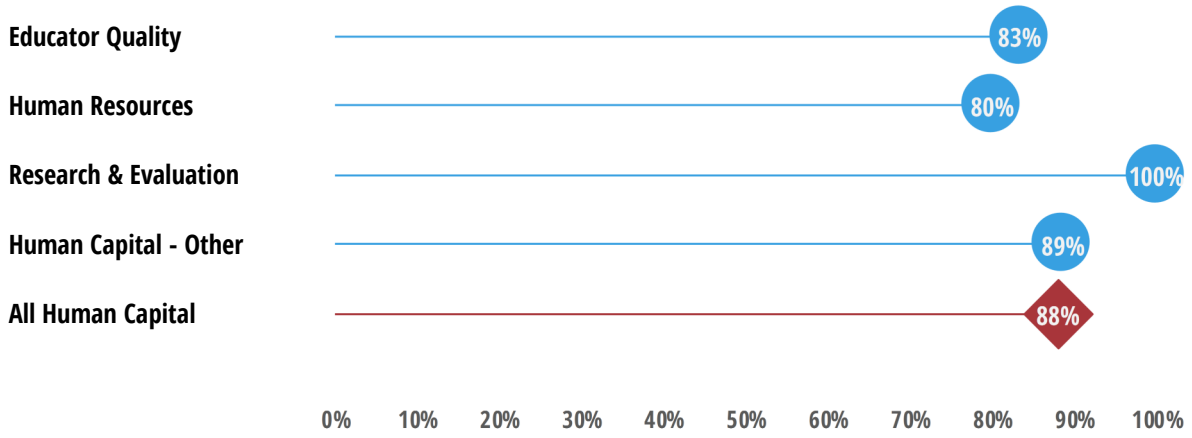
In the Human Capital Office, approximately 92% of employees agreed AISD is a good place to work (Figure 1). District-wide, approximately 90% of employees agreed that AISD is a good place to work.

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



In the Human Capital Office, approximately 88% 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 Human Capital Staff plan to continue working in their current job next year.



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