Austin Independent School District Central Office Work Environment Survey

Spring 2012 through Spring 2016







Introduction

The following report presents the AISD Central Office Work Environment Survey results for Spring 2012 through Spring 2016. Unless otherwise noted, results in this report represent the percentage of respondents who *strongly agreed* or *agreed* with each item. Arrows $(\uparrow \lor)$ in the tables indicate a statistically meaningful change from the prior year.

Nearly half of central office employees responded to the 2016 survey, representing an increase from the previous year. Response rates over time are shown in Appendix A.

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 employee job classification. Separate reports provide results for each chief area.

Key Findings

Overall, in 2016 central office employees rated 41% (20/49) of their work environment survey items higher than the items were rated since 2012. The changes were most pronounced for classified staff, whose ratings improved meaningfully for 11 of 49 items from 2015 to 2016. Ratings declined meaningfully from 2015 to 2016 on only 1 item for classified staff, 4 items for administrators, and 3 items for professional staff. Results suggest most employees continue to agree that AISD is a good place to work (Figure 1).

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.

¹Meaningful changes were identified with a statistical computation of effect size using Cohen's *h*. Changes with an effect size of at least .20 were considered meaningful.

District Leadership

Table 1
Perceptions of District Leadership

		2012	2013	2014	2015	2016
	Professional	47%	62% ↑	56%	57%	60%
District leaders involve my work group in decisions	Administrator	67%	67%	63%	77% ↑	71%
that directly impact our operations.	Classified	53%	48%	62% ↑	52% ↓	64% ↑
	All Staff	55%	60%	59%	61%	64%
	Professional	63%	76% ↑	62% ↓	64%	73%
District leaders define expectations for my work	Administrator	70%	70%	77%	75%	76%
group.	Classified	67%	58%	66%	64%	80% ↑
	All Staff	66%	69%	67%	67%	76% ↑
	Professional	35%	51% ↑	53%	56%	54%
There is an atmosphere of trust and mutual respect	Administrator	36%	52% ↑	52%	60%	53%
within this district.	Classified	50%	53%	49%	52%	56%
	All Staff	43%	51%	51%	56%	54%
	Professional	57%	71% ↑	64%	65%	65%
District land on a social comment when you and it	Administrator	66%	65%	67%	83% ↑	69% ↓
District leaders provide support when we need it.	Classified	64%	59%	60%	55%	68% ↑
	All Staff	63%	66%	64%	66%	67%
	Professional	56%	57%	50%	54%	63%
District leaders have a clearly defined mission and	Administrator	53%	62%	68%	65%	67%
vision for all departments.	Classified	60%	64%	66%	57%	76% ↑
	All Staff	57%	60%	59%	58%	68% ↑
	Professional	52%	64% ↑	62%	60%	67%
District leaders encourage cooperation among	Administrator	59%	69% ↑	69%	73%	77%
departments toward improving district operations.	Classified	68%	72%	70%	64%	70%
	All Staff	61%	67%	66%	64%	70%
	Professional	60%	73% ↑	70%	69%	71%
District landous take stone to solve weeklesse	Administrator	78%	79%	72%	87% ↑	77% ↓
District leaders take steps to solve problems.	Classified	71%	68%	66%	64%	73%
	All Staff	70%	73%	69%	72%	73%

Chief Area Leadership

The perceptions of chief area leadership shown in table 2 were new to the 2016 survey; consequently, results are not shown over time.

Table 2
Perceptions of Chief Area Leadership in 2016

	Professional	64%
Chief area leaders involve my work group in decisions that directly impact our	Administrator	72%
operations.	Classified	64%
	All Staff	66%
	Professional	74%
Chief area leaders define expectations for my work group.	Administrator	82%
	Classified	83%
	All Staff	78%
	Professional	62%
	Administrator	64%
There is an atmosphere of trust and mutual respect within this chief area.	Classified	60%
	All Staff	62%
	Professional	76%
	Administrator	73%
Chief area leaders provide support when we need it.	Classified	74%
	All Staff	75%
	Professional	63%
Chief area leaders have a clearly defined mission and vision for all	Administrator	77%
departments.	Classified	77%
	All Staff	70%
	Professional	71%
Chief area leaders encourage cooperation among departments toward	Administrator	81%
improving district operations.	Classified	75%
	All Staff	75%
	Professional	79%
	Administrator	76%
Chief area leaders take steps to solve problems.	Classified	75%
	All Staff	77%

Work Area Leadership

Table 3

Perceptions of Work Area Leadership		2012	2013	2014	2015	2016
	Professional	77%	83%	81%	81%	72% ↓
The staff and supervisor(s) have a shared vision	Administrator	79%	86%	80%	80%	86%
The staff and supervisor(s) have a shared vision.	Classified	76%	77%	79%	75%	74%
	All Staff	77%	82%	80%	79%	76%
	Professional	61%	74% ↑	73%	73%	69%
There is an atmosphere of twist and mutual variant	Administrator	65%	82% ↑	76%	75%	78%
There is an atmosphere of trust and mutual respect.	Classified	63%	64%	59%	59%	63%
	All Staff	63%	73% ↑	69%	70%	69%
	Professional	60%	76% 个	69%	74%	69%
Staff feel comfortable raising issues and concerns that	Administrator	68%	80% ↑	76%	81%	77%
are important to them.	Classified	65%	65%	55%	59%	64%
	All Staff	64%	74% ↑	66%	71%	69%
	Professional	73%	80%	77%	79%	74%
	Administrator	76%	86% ↑	76% ↓	89% ↑	84%
Supervisors consistently support staff.	Classified	70%	63%	66%	63%	72% ↑
	All Staff	72%	76%	73%	77%	75%
Staff are held to high professional standards.	Professional	90%	86%	86%	90%	85%
	Administrator	92%	90%	90%	90%	89%
	Classified	82%	84%	82%	77%	80%
	All Staff	86%	87%	85%	86%	84%
	Professional	74%	82%	82%	79%	76%
e. e	Administrator	80%	87%	81%	91% ↑	83% ↓
Staff performance is assessed objectively.	Classified	72%	71%	71%	73%	71%
	All Staff	75%	80%	78%	80%	76%
	Professional	75%	81%	75%	78%	76%
Staff receive feedback that can help them improve	Administrator	74%	83% ↑	78%	90% ↑	85%
their work.	Classified	68%	67%	71%	67%	73%
	All Staff	71%	77%	74%	77%	77%
	Professional	77%	78%	80%	78%	75%
	Administrator	78%	84%	79%	87% ↑	83%
The procedures for evaluation are consistent.	Classified	75%	69%	71%	70%	75%
	All Staff	76%	77%	77%	78%	77%
	Professional	74%	79%	79%	78%	72%
	Administrator	72%	82% ↑	79%	83%	84%
Supervisors effectively communicate policy.	Classified	71%	69%	69%	61%	74% ↑
	All Staff	72%	76%	76%	74%	76%

Training and Professional Development

Table 4
Perceptions of Training and Professional Development

		2012	2013	2014	2015	2016
	Professional	64%	69%	63%	66%	65%
I am satisfied with the types of professional	Administrator	76%	71%	76%	72%	74%
development (learning/training) offered to me.	Classified	62%	60%	65%	60%	67%
	All Staff	66%	67%	67%	65%	68%
	Professional	72%	77%	73%	72%	80%
I am satisfied with the amount of professional	Administrator	79%	79%	76%	79%	85%
development (learning/training) required of me.	Classified	65%	66%	69%	64%	84% ↑
	All Staff	70%	75%	72%	71%	82% ↑
	Professional	54%	54%	53%	52%	52%
I am satisfied with the opportunities for professional	Administrator	66%	62%	63%	70%	62%
advancement (promotion) available to me.	Classified	41%	40%	42%	43%	50%
	All Staff	50%	52%	52%	53%	54%

Policies and Procedures

Table 5
Perceptions of Policies and Procedures

		2012	2013	2014	2015	2016
	Professional	70%	71%	78%	84%	87%
I know the procedures for reporting sexual	Administrator	93%	89%	91%	94%	93%
harassment.	Classified	84%	87%	92%	86%	98% ↑
	All Staff	83%	80%	85%	87%	92%
	Professional	64%	69%	75%	79%	81%
Livery the average device for filter a complete	Administrator	91%	87%	90%	90%	88%
I know the procedures for filing a complaint.	Classified	77%	80%	89% ↑	79% ↓	92% ↑
	All Staff	77%	77%	83%	81%	86%
	Professional	18%	23%	21%	22%	24%
I have experienced discrimination while employed at	Administrator	24%	31%	32%	23% ↓	20%
AISD.	Classified	22%	32% ↑	29%	28%	20%
	All Staff	21%	28%	26%	24%	22%

Work Area Expectations

Table 6
Perceptions of Work Area Expectations

		2012	2013	2014	2015	2016
	Professional	72%	83% ↑	81%	87%	86%
Lam given deadlines that are reasonable	Administrator	58%	84% ↑	78%	75%	86% ↑
I am given deadlines that are reasonable.	Classified	71%	80% ↑	85%	87%	88%
	All Staff	68%	82% ↑	82%	84%	86%
	Professional	62%	73% ↑	77%	79%	79%
My department/work group is given deadlines that are reasonable.	Administrator	55%	77% ↑	73%	77%	76%
	Classified	66%	75% ↑	78%	82%	83%
	All Staff	62%	74% ↑	76%	79%	79%
	Professional	76%	90% ↑	91%	87%	83%
I am satisfied with the amount of autonomy and	Administrator	78%	86% ↑	79%	87% ↑	84%
control I have over my own work.	Classified	85%	86%	88%	86%	88%
	All Staff	81%	88%	87%	86%	85%
	Professional	32%	27%	26%	25%	33%
**	Administrator	54%	38% ↓	34%	32%	40%
My work environment is too stressful.*	Classified	29%	37%	30%	27%	27%
	All Staff	36%	33%	29%	27%	33%

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

Work Area Environment

Table 7
Perceptions of Work Area Environment

Professional S9% 63% 64% 68% 58% √ Administrator 58% 73% ↑ 74% 83% ↑ 68% √ √ (Classified 48% 50% 56% 56% 57% 74			2012	2013	2014	2015	2016
Morale is high in my work group. Classified		Professional	59%	63%	64%	68%	58% ↓
All Staff 54% 62% 64% 68% 60%		Administrator	58%	73% ↑	74%	83% ↑	68% ↓
Cultural diversity is respected in my work group. Administrator 93% 92% 90% 91% 89% 89% 88% 89% 88% 86% 88% 8	Morale is high in my work group.	Classified	48%	50%	56%	56%	57%
Cultural diversity is respected in my work group. Administrator 93% 92% 90% 91% 89% Classified 90% 88% 89% 83% 86% All Staff 92% 92% 91% 89% 89% The opinions of staff in my work group are respected by employees in other areas. Administrator 75% 80% 75% 83% ^ 81% All Staff 77% 77% 75% 66% 75% 76% 75% Staff in my work group accomplish their jobs with enthusiasm. 4dministrator 82% 85% 86% 89% 93% Classified 72% 68% 77% 66% 76% 7 All Staff 77% 80% 67% 66% 76% 7 Staff in my work group accomplish their jobs with enthusiasm. 618 85% 85% 86% 89% 93% The interactions among staff in my work group accomplish their jobs with enthusiasm. 618 77% 80% 76% 79% 92% 92% 9		All Staff	54%	62%	64%	68%	60%
Classified 90% 88% 89% 83% 86% 89%		Professional	93%	96%	93%	92%	91%
All Staff 92% 92% 91% 89% 89% 89% 89% 100		Administrator	93%	92%	90%	91%	89%
Professional 79% 77% 76% 77% 70%	Cultural diversity is respected in my work group.	Classified	90%	88%	89%	83%	86%
Administrator 75% 80% 75% 83% ↑ 81%		All Staff	92%	92%	91%	89%	89%
Classified 76% 74% 72% 66% 75%		Professional	79%	77%	76%	77%	70%
Classified 76% 74% 72% 66% 75% 75% 76% 74	The opinions of staff in my work group are respected	Administrator	75%	80%	75%	83% ↑	81%
Professional Staff in my work group accomplish their jobs with enthusiasm. Administrator Sazw S5% S6% S6% S6% S6% S7% Classified T2% Class		Classified	76%	74%	72%	66%	75%
Staff in my work group accomplish their jobs with enthusiasm. Administrator Classified 82% 85% 86% 67% 66% 76% 79 89% 76% 7 93% 7 All Staff 77% 80% 76% 79% 80% 76% 79% 83% 76% 79% 80% 76% 79% 80% 76% 79% 80% 76% 79% 80% 76% 79% 80% 76% 79% 80% 76% 79% 70% 70% 70% 70% 70% 70% 70% 70% 70% 70		All Staff	77%	77%	75%	76%	74%
Classified 72% 68% 67% 66% 76% ↑ ↑		Professional	81%	85%	79%	82%	82%
Classified 72% 68% 67% 66% 76% ↑ ↑	, , , ,	Administrator	82%	85%	86%	89%	93%
Professional 94% 90% 85% 87% 90% 92% 10%		Classified	72%	68%	67%	66%	76% ↑
The interactions among staff in my work group are cooperative. Administrator Classified 97% 92% ↓ 91% 92% ↓ 92% ↓ 92% ↓ 92% ↓ 92% ↓ 92% ↓ 92% ↓ 92% ↓ 92% ↓ 92% ↓ 92% ↓ 92% ↓ 92% ↓ 92% ↓ 92% ↓ 92% ↓ 92% ↓ 92% ↓ 4 2 2 ★		All Staff	77%	80%	76%	79%	83%
Classified 85% 79% 84% 74% ↓ 83% ↑ All Staff 90% 87% 86% 84% 88% Professional 82% 85% 74% ↓ 81% 79% Administrator 87% 84% 85% 89% 83% Classified 77% 72% 71% 71% 70% All Staff 81% 81% 76% 80% 77% All Staff 81% 81% 76% 80% 77% Professional 90% 88% 86% 88% 89% Administrator 96% 94% 90% 93% 97% ↑ Classified 79% 77% 78% 70% 87% ↑ Staff in my work group 'go the extra mile.' Classified 79% 77% 78% 70% 87% ↑ All Staff 86% 86% 84% 84% 90% Staff in my work group provide strong social support for each other. Classified 75% 69% 73% 69% 77%		Professional	94%	90%	85%	87%	90%
Cooperative. Classified 85% 79% 84% 74% ↓ 83% ↑ All Staff 90% 87% 86% 84% 88% ■ Staff in my work group communicate with each other in an open and honest way. Administrator 87% 84% 85% 89% 83% Classified 77% 72% 71% 71% 70% <td>The interactions among staff in my work group are</td> <td>Administrator</td> <td>97%</td> <td>92% ↓</td> <td>91%</td> <td>92%</td> <td>92%</td>	The interactions among staff in my work group are	Administrator	97%	92% ↓	91%	92%	92%
Staff in my work group communicate with each other in an open and honest way. Professional 82% 85% 74% ↓ 81% 79% Administrator in an open and honest way. Administrator 87% 84% 85% 89% 83% All Staff 81% 81% 71% 71% 70% All Staff 81% 81% 76% 80% 77% Staff in my work group 'go the extra mile.' Professional 90% 88% 86% 88% 89% Administrator 96% 94% 90% 93% 97% ↑ All Staff 86% 86% 84% 84% 90% Staff in my work group provide strong social support for each other. Professional 81% 86% 75% ↓ 83% 82%	• • • • • • • • • • • • • • • • • • • •	Classified	85%	79%	84%	74% ↓	83% ↑
Staff in my work group communicate with each other in an open and honest way. Administrator 87% 84% 85% 89% 83% Classified 77% 72% 71% 71% 70% All Staff 81% 81% 76% 80% 77% Professional 90% 88% 86% 88% 89% Administrator 96% 94% 90% 93% 97% ↑ Classified 79% 77% 78% 70% 87% ↑ All Staff 86% 86% 84% 84% 90% Staff in my work group provide strong social support for each other. Professional 81% 86% 75% ↓ 83% 82% Classified 75% 69% 73% 69% 77% </td <td></td> <td>All Staff</td> <td>90%</td> <td>87%</td> <td>86%</td> <td>84%</td> <td>88%</td>		All Staff	90%	87%	86%	84%	88%
Classified 77% 72% 71% 71% 70%		Professional	82%	85%	74% ↓	81%	79%
in an open and honest way. Classified 77% 72% 71% 71% 70% All Staff 81% 81% 81% 76% 80% 77% Staff in my work group 'go the extra mile.' Professional 90% 88% 86% 88% 89% Administrator 96% 94% 90% 93% 97% ↑ Classified 79% 77% 78% 70% 87% ↑ All Staff 86% 86% 84% 84% 90% Staff in my work group provide strong social support for each other. Administrator 91% 84% 4 82% 90% ↑ 86% Classified 75% 69% 73% 69% 77%	Staff in my work group communicate with each other	Administrator	87%	84%	85%	89%	83%
Professional 90% 88% 86% 88% 89%		Classified	77%	72%	71%	71%	70%
Staff in my work group 'go the extra mile.' Administrator Classified 96% 94% 90% 93% 97% ↑ Classified 79% 77% 78% 70% 87% ↑ All Staff 86% 86% 86% 84% 84% 90% Staff in my work group provide strong social support for each other. Professional Administrator 91% 84% ↓ 82% 90% ↑ 86% 77%		All Staff	81%	81%	76%	80%	77%
Staff in my work group 'go the extra mile.' Classified 79% 77% 78% 70% 87% ↑ All Staff 86% 86% 86% 84% 84% 90% → Professional 81% 86% 75% ↓ 83% 82% Staff in my work group provide strong social support for each other. Administrator 91% 84% ↓ 82% 90% ↑ 86% Classified 75% 69% 73% 69% 77%		Professional	90%	88%	86%	88%	89%
Classified 79% 77% 78% 70% 87% ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑		Administrator	96%	94%	90%	93%	97% ↑
Professional 81% 86% 75% \downarrow 83% 82% Staff in my work group provide strong social support for each other. Professional 81% 86% 75% \downarrow 82% 90% \uparrow 86% Classified 75% 69% 73% 69% 77%	Staff in my work group 'go the extra mile.'	Classified	79%	77%	78%	70%	87% ↑
Staff in my work group provide strong social support for each other. Administrator 91% 84% ↓ 82% 90% ↑ 86% Classified 75% 69% 73% 69% 77%		All Staff	86%	86%	84%	84%	90%
for each other. Classified 75% 69% 73% 69% 77%		Professional	81%	86%	75% ↓	83%	82%
for each other. Classified 75% 69% 73% 69% 77%	Staff in my work group provide strong social support	Administrator	91%	84% ↓	82%	90% ↑	86%
All Staff 80% 80% 76% 80% 81%	, , , , , , , , , , , , , , , , , , , ,	Classified	75%	69%	73%	69%	77%
		All Staff	80%	80%	76%	80%	81%

Facilities and Resources

Table 8
Perceptions of Facilities and Resources

Staff have sufficient access to appropriate materials necessary to do our work.			2012	2013	2014	2015	2016
Classified 84% 79% 84% 87% 85% 85% 81%		Professional	80%	89% /	86%	83%	82%
Classified 84% 79% 84% 87% 85% 85% 81% 85% 81%	Staff have sufficient access to appropriate materials	Administrator	89%	90%	90%	93%	92%
Staff have sufficient access to technology, including computers, printers, software and Internet access. Administrator 92% 94% 92% 90% 92% 92% 92% 94% 92% 90% 92% 92% 92% 94% 92% 90% 92% 9		Classified	84%	79%	84%	87%	85%
Staff have sufficient access to technology, including computers, printers, software and Internet access. Administrator 92% 94% 92% 90% 92% All Staff 91% 87% 88% 88% 89% Staff have sufficient training and support to fully utilize the available technology, software, data systems, etc. Administrator 86% 78% 79% 78% 80% Staff have sufficient access to office equipment and supplies such as copy machines, paper, pens, etc. All Staff 77% 71% 72% 75% 75% All Staff 94% 95% 95% 92% 91% Staff have sufficient access to office equipment and supplies such as copy machines, paper, pens, etc. Classified 94% 92% 93% 96% 98% 98% 98% 98% 98% 98% 98% 98% 98% 98% 98% 98% 92% 93% 94% 92% 93% 94% 92% 93% 94% 92% 93% 94% 92% 93% 92% 93% 92% 93% 92% 93%		All Staff	84%	86%	86%	86%	85%
Classified 92% 86%		Professional	89%	85%	89%	89%	89%
computers, printers, software and Internet access. Classified 92% 86% & 86% 87% All Staff 91% 87% 89% 88% 89% Staff have sufficient training and support to fully utilize the available technology, software, data systems, etc. Administrator 86% 78% 79% 78% 80% All Staff 76% 66% 71% 71% 77% 77% All Staff 77% 71% 72% 75% 75% 75% Staff have sufficient access to office equipment and supplies such as copy machines, paper, pens, etc. Classified 94% 92% 93% 96% 98% All Staff 94% 92% 93% 94% 90% 98% 96% 98% The work environment is clean and well maintained. Administrator 94% 95% 95% 93% 92% 93% 92% 93% 92% 93% 92% 93% 92% 93% 92% 93% 92% 93% 92% 93% 92% 93%	Staff have sufficient access to technology, including	Administrator	92%	94%	92%	90%	92%
Staff have sufficient training and support to fully utilize the available technology, software, data systems, etc. Administrator Classified 76% 66% √ 71% 71% 77%	<i></i>	Classified	92%	86% <	86%	86%	87%
Staff have sufficient training and support to fully utilize the available technology, software, data systems, etc. Administrator (Lassified) 76% 66% ↓ 71% 71% 71% 77% 77% 77% All Staff 77% 71% 71% 72% 75% 75% 75% 75% 75% 75% 75% 75% 75% 75% 75% 75% 75% 75% 75% 75% 75% 75% 75% 75% 75% 75% 75% 75% 75% 75% 75% 75% 75% 75% 75% 75% 75% 75% 75% 75% 75% 75% 75% 75% 75% 75% 75% 75% 75% 75% 75%		All Staff	91%	87%	89%	88%	89%
utilize the available technology, software, data systems, etc. Classified 76% 66% ↓ 71% 77% All Staff 77% 71% 72% 75% 75% Staff have sufficient access to office equipment and supplies such as copy machines, paper, pens, etc. Administrator 97% 98% 98% 96% 98% All Staff 94% 92% 93% 94% 90%		Professional	72%	71%	68%	75%	71%
Systems, etc. Classified 76% 60% 77% 71% 77%		Administrator	86%	78%	79%	78%	80%
All Staff 77% 71% 72% 75% 75% Professional 90% 96% ↑ 95% 92% 91% Staff have sufficient access to office equipment and supplies such as copy machines, paper, pens, etc. Classified 94% 92% 93% 94% 90% All Staff 94% 95% 95% 93% 94% 90% All Staff 94% 95% 95% 93% 92% Professional 92% 92% 94% 91% 92% Administrator 92% 88% 88% 93% 97% ↑ Classified 92% 88% 88% 88% 92% All Staff 92% 90% 90% 90% 90% 93% Staff have adequate space to work productively. Staff have adequate space to work productively. Administrator 81% 74% 72% 81% ↑ 78% Classified 83% 71% ↓ 74% 81% 83% All Staff 81% 73% 76% 82% 82% Professional 78% 84% 83% 80% 83% My work group is provided sufficient data and information to make informed decisions. Classified 74% 75% 75% 75% 83% All Staff 78% 82% 81% 81% 84% All Staff 78% 82% 81% 81% 84% All Staff 78% 82% 81% 81% 84% Administrator 87% 87% 86% 89% 85% Classified 74% 75% 75% 75% 75% 75% Administrator 87% 87% 86% 89% 85% I am satisfied with my health benefits. Classified 64% 71% 72% 65% 72%		Classified	76%	66% <	71%	71%	77%
Administrator 97% 98% 98% 96% 98% 98% 90% 90% 98% 91% 90% 92% 93% 94% 90% 92% 93% 94% 90% 92% 93% 94% 90% 92% 93% 94% 90% 92% 95%	systems, etc.	All Staff	77%	71%	72%	75%	75%
Staff have adequate space to work productively. Staff have adequate space to work productively. My work group is provided sufficient data and information to make informed decisions. I am satisfied with my health benefits. Classified 194% 95% 95% 93% 92% 92% 94% 91% 92% 92% 92% 92% 94% 91% 92% 92% 92% 92% 92% 92% 92% 92% 92% 92		Professional	90%	96% /	95%	92%	91%
All Staff 94% 95% 95% 93% 92% 92% 94% 91% 92% 92% 94% 91% 92% 92% 94% 91% 92% 92% 92% 88% 88% 93% 97% ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑	• •	Administrator	97%	98%	98%	96%	98%
Professional 92% 92% 94% 91% 92% 92% 94% 91% 92% 92% 94% 91% 92% 92% 92% 88% 88% 93% 97% ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑ ↑		Classified	94%	92%	93%	94%	90%
Administrator 92% 88% 88% 93% 97% ↑		All Staff	94%	95%	95%	93%	92%
Classified 92% 88% 88% 88% 92% 92% 90% 90% 90% 90% 93% 90% 90% 90% 90% 93% 90%		Professional	92%	92%	94%	91%	92%
Classified 92% 88% 88% 92% 92% 90% 90% 90% 93%	The condition of the desired and collins in the desired	Administrator	92%	88%	88%	93%	97% ↑
Professional 75% 74% 79% 83% 83% 83% Administrator 81% 74% 72% 81% ↑ 78% 78% 71% ↓ 74% 81% 83% 71% ↓ 74% 81% 83% 71% ↓ 74% 81% 83% 71% ↓ 74% 81% 83% 71% ↓ 74% 81% 83% 82	The work environment is clean and well maintained.	Classified	92%	88%	88%	88%	92%
Administrator 81% 74% 72% 81% ↑ 78%		All Staff	92%	90%	90%	90%	93%
Staff have adequate space to work productively. Classified 83% 71% √ 74% 81% 83% All Staff 81% 73% 76% 82% 82% Professional 78% 84% 83% 80% 83% My work group is provided sufficient data and informed decisions. Administrator 87% 87% 86% 89% 85% All Staff 78% 82% 81% 81% 84% Professional 70% 77% 81% 71% √ 73% I am satisfied with my health benefits. Classified 64% 71% 72% 65% 72%		Professional	75%	74%	79%	83%	83%
Classified 85% 71% √ 74% 81% 85% All Staff 81% 73% 76% 82% 82% Professional 78% 84% 83% 80% 83% My work group is provided sufficient data and information to make informed decisions. Classified 74% 75% 75% 75% 83% All Staff 78% 82% 81% 81% 84% Professional 70% 77% 81% 71% √ 73% Administrator 85% 84% 88% 82% 75% Classified 64% 71% 72% 65% 72% Classified 72% 72% 72% 72% 72% Classified 73% 72% 72% 72% Classified 74% 75% 75% Classified 7	Chaff have advanced and have been destroyed	Administrator	81%	74%	72%	81% ↑	78%
Professional 78% 84% 83% 80% 83% 83% 80% 83% 80% 83% 80% 83% 80% 83% 80% 83% 80% 83% 80% 85% 80% 85% 80%	Staπ nave adequate space to work productively.	Classified	83%	71% \	74%	81%	83%
My work group is provided sufficient data and information to make informed decisions. Administrator 87% 87% 86% 89% 85% Classified 74% 75% 75% 75% 83% All Staff 78% 82% 81% 81% 84% Professional 70% 77% 81% 71% √ 73% Administrator 85% 84% 88% 82% 75% Classified 64% 71% 72% 65% 72%		All Staff	81%	73%	76%	82%	82%
information to make informed decisions. Classified 74% 75% 75% 75% 83% All Staff 78% 82% 81% 81% 84% Professional 70% 77% 81% 71% ↓ 73% Administrator 85% 84% 88% 82% 75% Classified 64% 71% 72% 65% 72%		Professional	78%	84%	83%	80%	83%
All Staff 78% 82% 81% 84% Professional 70% 77% 81% 71% √ 73% Administrator 85% 84% 88% 82% 75% Classified 64% 71% 72% 65% 72% Total 72% 72% 72% 72% 72% 72% Total 72% 72% 72% 72% 72% 72% 72% Total 72%	My work group is provided sufficient data and	Administrator	87%	87%	86%	89%	85%
Professional 70% 77% 81% 71% ↓ 73% Administrator 85% 84% 88% 82% 75% Classified 64% 71% 72% 65% 72%	information to make informed decisions.	Classified	74%	75%	75%	75%	83%
Administrator 85% 84% 88% 82% 75% Classified 64% 71% 72% 65% 72%		All Staff	78%	82%	81%	81%	84%
I am satisfied with my health benefits. Classified 64% 71% 72% 65% 72%		Professional	70%	77%	81%	71% ↓	73%
Classified 04% /1% /2% 05% /2%	Lancastic Cad with my harly bear Ct.	Administrator	85%	84%	88%	82%	75%
All Staff 70% 77% 80% 72% 73%	i am satistied with my nealth benefits.	Classified	64%	71%	72%	65%	72%
		All Staff	70%	77%	80%	72%	73%

Employee Experiences with Negative Workplace Behaviors in their Work Area

Table 9
Percentage of Employees Indicating Each Negative Workplace Behavior Occurs Once a Month or More in their Work Area and Never Occurs (new in 2016) in their Work Area

		Once a Month or More					Never
		2012	2013	2014	2015	2016	2016
	Professional	4%	2%	5%	4%	3%	78%
	Administrator	6%	6%	8%	5%	6%	70%
Racial tension	Classified	5%	4%	3%	5%	2%	77%
	All Staff	5%	4%	5%	4%	3%	76%
	Professional	9%	10%	10%	10%	9%	70%
Bullying	Administrator	14%	9%	12%	6% ↓	8%	71%
	Classified	7%	10%	12%	10%	7%	75%
	All Staff	9%	9%	11%	9%	8%	72%
	Professional	15%	8% ↓	11%	10%	7%	64%
Disrespect for supervisors	Administrator	16%	11%	14%	8%	9%	59%
	Classified	11%	14%	13%	12%	6%	66%
	All Staff	13%	10%	12%	10%	7%	63%
	Professional	20%	14%	17%	18%	12%	54%
	Administrator	16%	13%	12%	9%	13%	52%
Disrespect for co-workers	Classified	19%	19%	21%	16%	11%	58%
	All Staff	19%	15%	17%	15%	12%	55%
	Professional	2%	1%	2%	2%	4%	82%
	Administrator	1%	2%	3%	4%	4%	88%
Unsafe practices	Classified	3%	4%	7%	4%	6%	87%
	All Staff	2%	2%	4%	3%	5%	85%
	Professional	3%	4%	5%	6%	7%	78%
	Administrator	5%	5%	6%	7%	8%	75%
Discrimination	Classified	5%	6%	6%	7%	6%	72%
	All Staff	5%	5%	5%	7%	7%	75%
	Professional	0%	1% ↑	1%	2%	0% ↓	94%
	Administrator	1%	1%	2%	2%	2%	95%
Sexual harassment	Classified	2%	2%	1%	0% ↓	1% ↑	93%
	All Staff	1%	1%	1%	1%	1%	94%

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

In addition to asking employees about the frequency of certain negative workplace behaviors occur in their work area, in Spring 2016 the survey also asked the same for their chief area and in the central office.

Table 10
Percentage of Employees Indicating Each Negative Workplace Behavior Occurs Once a Month or More and Never Occurs for their Chief Area and the Central Office

		Chief	Chief Area		Office
		Once a month or more	Never	Once a month or more	Never
	Professional	2%	81%	7%	73%
	Administrator	2%	74%	6%	61%
Racial tension	Classified	5%	80%	5%	76%
	All Staff	3%	79%	6%	71%
	Professional	4%	73%	11%	68%
Bullying	Administrator	5%	69%	11%	59%
	Classified	7%	80%	8%	76%
	All Staff	5%	74%	10%	68%
Disrespect for supervisors	Professional	6%	67%	10%	61%
	Administrator	3%	62%	6%	51%
	Classified	8%	67%	7%	69%
	All Staff	6%	66%	8%	61%
	Professional	7%	59%	12%	56%
	Administrator	8%	54%	10%	46%
Disrespect for co-workers	Classified	9%	63%	9%	64%
	All Staff	8%	59%	10%	56%
	Professional	3%	85%	5%	83%
	Administrator	0%	88%	0%	84%
Unsafe practices	Classified	4%	88%	5%	89%
	All Staff	3%	86%	4%	85%
	Professional	4%	79%	8%	71%
	Administrator	4%	76%	5%	66%
Discrimination	Classified	8%	79%	8%	77%
	All Staff	5%	79%	7%	72%
	Professional	1%	93%	2%	85%
• 11	Administrator	1%	91%	1%	86%
Sexual harassment	Classified	2%	94%	4%	93%
	All Staff	1%	93%	2%	88%

Appendix A. Response Rates and Survey Participants by Employee Category; 2012 through 2016

Figure 2
Response rates improved in 2016.

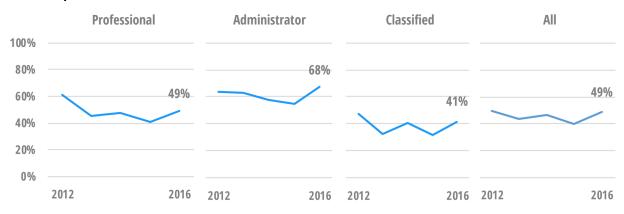


Table 11
Count of Responses by Employee Type from 2012 through 2016

Number of Survey Participants by Employee Category

	2012	2013	2014	2015	2016
Professional	223	183	202	202	238
Administrator	99	101	94	88	108
Classified	168	120	150	113	150
All Staff	490	404	446	403	496

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