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Austin Independent School District Central Office Work Environment Survey

Spring 2016: Superintendent's Area







Introduction

The following report presents the AISD Central Office Work Environment Survey results for Spring 2016 for the Superintendent's area. 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 Superintendent's area work group.

Response Frequency by Superintendent's Area 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 Superintendent's area work group are shown in Table 1. Three work groups had enough respondents for response summaries: Communications & Community Engagement, Customer Service, and Superintendent's area - Other.

Table 1

The majority of Superintendent's area work groups did not have enough respondents to individually report results.

Superintendent's Area Work Groups	N
mmunications & Community Engagement	18
stomer Service	12
perintendent's area - Other*	13
General Counsel's Office (2)	
Intergovernmental Relations & Policy Oversignees and the second sec	ht (2)
Internal Audit (4)	
Public Information and Special Projects (1)	
Other (4)	
Total (All Superinte	dent's area) 43
Total (All Superinte	dent's area)

*Some respondents self-selecting into the Superintendent's Area with job titles associated with other chief areas were excluded from the summary of responses for the Superintendent's area. However, these excluded respondents were included in the overall district report.

District Leadership

Table 2

Superintendent's Area Perceptions of District Leadership in 2016

District leaders involve my work group in decisions that directly impact our operations.Customer Service64%Superintendent's Area - Other73%Superintendent's Area - All77%District leaders define expectations for my work group.Communications & Community Engagement76%Superintendent's Area - All80%Superintendent's Area - Other91%Superintendent's Area - All82%Fhere is an atmosphere of trust and mutual respect within this district.Communications & Community Engagement53%District leaders provide support when we need it.Customer Service60%Superintendent's Area - All67%60%Superintendent's Area - All67%60%District leaders provide support when we need it.Customer Service58%District leaders have a clearly defined mission and vision for all departmentsCustomer Service58%Superintendent's Area - All78%60%Superintendent's Area - All76%60%Superintendent's Area - All76%60%Superint		Communications & Community Engagement	88%
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Work Area Leadership

Table 3

Superintendent's Area Perceptions of Work Area Leadership in 2016

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Communications & Community Engagement 63%
communications & community Engagement 05 //
Customer Service 73%
Staff receive feedback that can help them improve their work.Superintendent's Area - Other100%
Superintendent's Area - All 76%
Communications & Community Engagement 75%
Customer Service 64%
The procedures for evaluation are consistent. Superintendent's Area - Other 91%
Superintendent's Area - All 76%
Communications & Community Engagement 65%
Customer Service 67%
Supervisors effectively communicate policy. Superintendent's Area - Other 100%
Superintendent's Area - All 76%

Training and Professional Development

Table 4

Superintendent's Area Perceptions of Training and Professional Development in 2016

	Communications & Community Engagement	60%
I am satisfied with the types of professional development (learning/	Customer Service	82%
training) offered to me.	Superintendent's Area - Other	75%
	Superintendent's Area - All	71%
	Communications & Community Engagement	71%
l am satisfied with the amount of professional development (learning/ training) required of me.	Customer Service	82%
	Superintendent's Area - Other	92%
	Superintendent's Area - All	81%
	Communications & Community Engagement	38%
I am satisfied with the opportunities for professional advancement	Customer Service	64%
(promotion) available to me.	Superintendent's Area - Other	73%
	Superintendent's Area - All	55%

Policies and Procedures

Table 5

Superintendent's Area Perceptions of Policies and Procedures in 2016

	Communications & Community Engagement	
I know the supercluser for resource council becaused	Customer Service	100%
I know the procedures for reporting sexual harassment.	Superintendent's Area - Other	91%
	Superintendent's Area - All	93%
	Communications & Community Engagement	73%
Line of the second second second size	Customer Service	
I know the procedures for filing a complaint.	Superintendent's Area - Other	91%
	Superintendent's Area - All	87%
know the procedures for reporting sexual harassment. Customer Service Superintendent's Area - Other Superintendent's Area - All Communications & Community Engagement Customer Service Superintendent's Area - Other Superintendent's Area - All Communications & Community Engagement Customer Service Superintendent's Area - Other	15%	
there are also and discrimination while any local at AICD	Customer Service	27%
I have experienced discrimination while employed at AISD.	Superintendent's Area - Other	8%
	Superintendent's Area - All	17%

Work Area Expectations

Table 6

Superintendent's Area Perceptions of Work Area Expectations in 2016

	Communications & Community Engagement	
I am given deadlines that are reasonable	Customer Service	83%
I am given deadlines that are reasonable.	Superintendent's Area - Other	100%
	Superintendent's Area - All	93%
	Communications & Community Engagement	64%
No. deventue and for all successive developments that are upper while	Customer Service	
My department/work group is given deadlines that are reasonable.	Superintendent's Area - Other	100%
	Superintendent's Area - All	79%
	Communications & Community Engagement	76%
I am satisfied with the amount of autonomy and control I have over my	Customer Service	83%
own work.	Superintendent's Area - Other	92%
	Superintendent's Area - All	83%
	Communications & Community Engagement	44%
My work environment is too stressful.*	Customer Service	42%
	Superintendent's Area - Other	8%
	Superintendent's Area - All	33%

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

Work Area Environment

Table 7

Superintendent's Area Perceptions of Work Area Environment in 2016

	Communications & Community Engagement	47%
Morale is high in my work group.	Customer Service	75%
Morale is high in hig work group.	Superintendent's Area - Other	91%
	Superintendent's Area - All	68%
	Communications & Community Engagement	82%
Cultured discussion is many acted in many service service	Customer Service	83%
Cultural diversity is respected in my work group.	Superintendent's Area - Other	100%
	Superintendent's Area - All	88%
	Communications & Community Engagement	69%
The opinions of staff in my work group are respected by employees in other	Customer Service	80%
areas.	Superintendent's Area - Other	91%
	Superintendent's Area - All	78%
	Communications & Community Engagement	71%
Ctaff in my work grown accomplish their is to with outburing m	Customer Service	
Staff in my work group accomplish their jobs with enthusiasm.	Superintendent's Area - Other	92%
	Superintendent's Area - All	82%
	Communications & Community Engagement	65%
The interactions are staff in more all more are seen water.	Customer Service	83%
The interactions among staff in my work group are cooperative.	Superintendent's Area - Other	100%
	Superintendent's Area - All	81%
	Communications & Community Engagement	59%
Staff in my work group communicate with each other in an open and honest	Customer Service	82%
way.	Superintendent's Area - Other	100%
	Superintendent's Area - All	78%
	Communications & Community Engagement	81%
Staff in much group land the system will be	Customer Service	92%
Staff in my work group 'go the extra mile.'	Superintendent's Area - Other	85%
	Superintendent's Area - All	85%
	Communications & Community Engagement	73%
	Customer Service	73%
Staff in my work group provide strong social support for each other.	Superintendent's Area - Other	92%
	Superintendent's Area - All	79%

Facilities and Resources

Table 8

Superintendent's Area Perceptions of Facilities and Resources in 2016

	Communications & Community Engagement	88%
Staff have sufficient access to appropriate materials necessary to do our	Customer Service	75%
work.	Superintendent's Area - Other	100%
	Superintendent's Area - All	88%
	Communications & Community Engagement	82%
Staff have sufficient access to technology, including computers, printers,	Customer Service	75%
software and Internet access.	Superintendent's Area - Other	92%
	Superintendent's Area - All	83%
	Communications & Community Engagement	88%
Staff have sufficient training and support to fully utilize the available	Customer Service	75%
technology, software, data systems, etc.	Superintendent's Area - Other	92%
	Superintendent's Area - All	85%
	Communications & Community Engagement	94%
taff have sufficient access to office equipment and supplies such as copy nachines, paper, pens, etc.	Customer Service	92%
machines, paper, pens, etc.	Superintendent's Area - Other	85%
	Superintendent's Area - All	90%
	Communications & Community Engagement	88%
The work environment is clean and well maintained.	Customer Service	92%
The work environment is clean and wen maintained.	Superintendent's Area - Other	100%
	Superintendent's Area - All	93%
	Communications & Community Engagement	94%
Chaff have adamsets sugges to seally available	Customer Service	67%
Staff have adequate space to work productively.	Superintendent's Area - Other	100%
	Superintendent's Area - All	88%
	Communications & Community Engagement	69%
My work group is provided sufficient data and information to make informed	Customer Service	75%
decisions.	Superintendent's Area - Other	100%
	Superintendent's Area - All	79%
	Communications & Community Engagement	76%
I are satisfied with my books bounded	Customer Service	82%
l am satisfied with my health benefits.	Superintendent's Area - Other	92%
	Superintendent's Area - All	83%

Employee Experiences with Negative Workplace Behaviors in their Work Area

Table 9

Percentage of Superintendent's Area 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
	Communications & Community Engagement	6%	63%
Racial tension	Customer Service	8%	67%
	Superintendent's Area - Other	0%	100%
	Superintendent's Area - All	5%	76%
	Communications & Community Engagement	13%	53%
Dulluing	Customer Service	8%	75%
Bullying	Superintendent's Area - Other	0%	100%
	Superintendent's Area - All	8%	75%
	Communications & Community Engagement	7%	53%
Disease of fax supprisons	Customer Service	8%	58%
Disrespect for supervisors	Superintendent's Area - Other	8%	92%
	Superintendent's Area - All	8%	78%
	Communications & Community Engagement	31%	44%
Disease of fax on workeys	Customer Service	8%	50%
Disrespect for co-workers	Superintendent's Area - Other	0%	92%
	Superintendent's Area - All	15%	61%
	Communications & Community Engagement	7%	73%
Unanfo uvostinos	Customer Service	17%	67%
Unsafe practices	Superintendent's Area - Other	0%	100%
	Superintendent's Area - All	8%	80%
	Communications & Community Engagement	7%	47%
Discrimination	Customer Service	8%	75%
Discrimination	Superintendent's Area - Other	0%	92%
	Superintendent's Area - All	5%	70%
	Communications & Community Engagement	0%	100%
Coursel housesment	Customer Service	0%	92%
Sexual harassment	Superintendent's Area - Other	0%	100%
	Superintendent's Area - All	0%	98%

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

Table 10

Percentage of Superintendent's Area 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

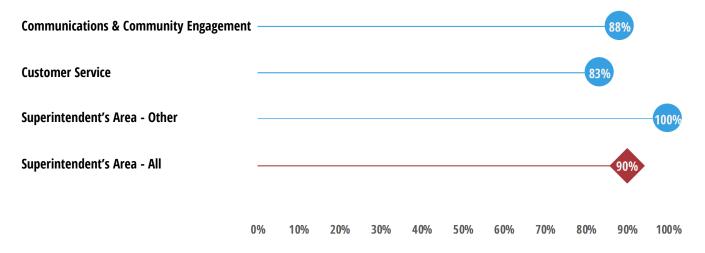
	a Area and the central office in 2010	Chief Area		Offico	
		Chief Area		Central Office	
		Once a month or more	Never	Once a month or more	Never
	Communications & Community Engagement	7%	67%	7%	67%
Racial tension	Customer Service	8%	75%	8%	58%
	Superintendent's Area - Other	0%	100%	0%	80%
	Superintendent's Area - All	5%	78%	5%	68%
	Communications & Community Engagement	13%	67%	7%	60%
Bullying	Customer Service	8%	83%	9%	64%
bullying	Superintendent's Area - Other	0%	100%	0%	90%
	Superintendent's Area - All	8%	81%	6%	69%
	Communications & Community Engagement	7%	71%	7%	64%
Disesses the supervisors	Customer Service	8%	83%	8%	75%
Disrespect for supervisors	Superintendent's Area - Other	10%	80%	10%	70%
	Superintendent's Area - All	8%	78%	8%	69%
	Communications & Community Engagement	7%	47%	7%	57%
	Customer Service	8%	75%	8%	58%
Disrespect for co-workers	Superintendent's Area - Other	0%	80%	0%	70%
	Superintendent's Area - All	5%	65%	6%	61%
	Communications & Community Engagement	0%	73%	0%	79%
llass for any stillers	Customer Service	0%	83%	0%	83%
Unsafe practices	Superintendent's Area - Other	0%	100%	0%	90%
	Superintendent's Area - All	0%	84%	0%	83%
Discrimination	Communications & Community Engagement	7%	71%	7%	64%
	Customer Service	8%	83%	8%	75%
	Superintendent's Area - Other	0%	90%	0%	80%
	Superintendent's Area - All	6%	81%	6%	72%
	Communications & Community Engagement	0%	100%	0%	100%
• • •	Customer Service	0%	92%	0%	92%
Sexual harassment	Superintendent's Area - Other	0%	100%	0%	90%
	Superintendent's Area - All	0%	97%	0%	94%
	•				

Working at AISD

In the Superintendent's Area, approximately 90% of employees agreed AISD is a good place to work (Figure 1). Districtwide, approximately 90% of employees agreed that AISD is a good place to work.

Figure 1

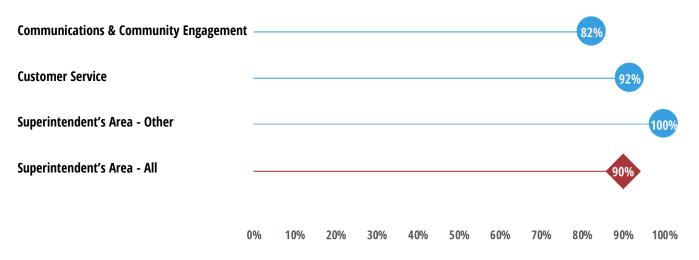
Most Superintendent's Area Staff agreed that "Overall, AISD is a good place to work" in 2016.



In the Superintendent's Area, approximately 90% 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 Superintendent's Area Staff plan to continue working in their current job next year.



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