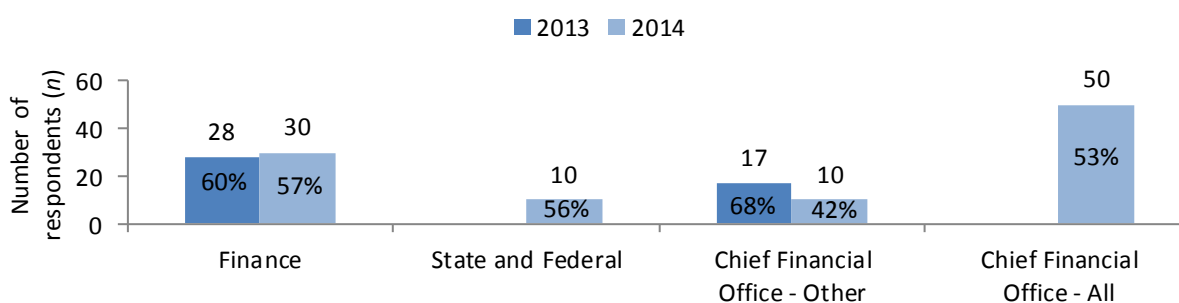


Introduction

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 Spring 2013 and Spring 2014 for Chief Financial Office employees.

Figure 1. Survey Responses and Response Rates by Department, Spring 2013 and Spring 2014



Source. Spring 2013 and Spring 2014 AISD Central Office Work Environment Survey

Note. Departments with fewer than 10 employees and/or survey respondents are included with Chief Financial Office—Other; State and Federal results were reported with Chief Performance Office in 2013; therefore longitudinal results for State and Federal and Chief Financial Office—All are not reported.

Survey Results by Job Location

Response options ranged from Strongly Agree to Strongly Disagree, unless otherwise noted (i.e., Table 9). Results in this report are presented in terms of the percentage of respondents who strongly agreed or agreed with each item. Percentages followed by an up or down arrow denote a statistically meaningful change from the prior year. “Don’t know/NA” responses were excluded from the analysis.

Table 1. Percentage of Respondents Who Agreed or Strongly Agreed with the Item, “Overall, AISD is a good place to work.”

	2013	2014
Overall, AISD is a good place to work.	89%	96%
Finance	89%	96%
State and Federal	—	90%
Chief Financial Office—Other	100%	100%
Chief Financial Office—All	—	96%

Table 2. Please rate how strongly you agree or disagree with the following statements about leadership in your area.

		2013	2014
1. The staff and supervisor(s) have a shared vision.	Finance	79%	72%
	State and Federal	—	80%
	Chief Financial Office—Other	87%	88%
	Chief Financial Office—All	—	78%
2. There is an atmosphere of trust and mutual respect.	Finance	55%	55%
	State and Federal	—	50%
	Chief Financial Office—Other	73%	63%
	Chief Financial Office—All	—	56%
3. Staff feel comfortable raising issues and concerns that are important to them.	Finance	60%	46%
	State and Federal	—	50%
	Chief Financial Office—Other	80%	69%
	Chief Financial Office—All	—	54%
4. Supervisors consistently support staff.	Finance	55%	72%
	State and Federal	—	50%
	Chief Financial Office—Other	73%	76%
	Chief Financial Office—All	—	70%
5. Staff are held to high professional standards.	Finance	80%	80%
	State and Federal	—	80%
	Chief Financial Office—Other	73%	75%
	Chief Financial Office—All	—	79%
6. Staff performance is assessed objectively.	Finance	84%	79%
	State and Federal	—	63%
	Chief Financial Office—Other	73%	71%
	Chief Financial Office—All	79%	74%
7. Staff receive feedback that can help them improve their work.	Finance	57%	48%
	State and Federal		60%
	Chief Financial Office—Other	73%	79%
	Chief Financial Office—All	64%	59%
8. The procedures for evaluation are consistent.	Finance	83%	67%
	State and Federal		44%
	Chief Financial Office—Other	62%	79%
	Chief Financial Office—All	—	66%

Table 2. Please rate how strongly you agree or disagree with the following statements about leadership in your area. (Cont.)

		2013	2014
9. Supervisors effectively communicate policy.	Finance	55%	57%
	State and Federal	—	60%
	Chief Financial Office—Other	80%	82%
	Chief Financial Office—All	—	65%

Table 3. Please rate how strongly you agree or disagree with the following statements about district leaders.

		2013	2014
10. District leaders involve my work group in decisions that directly impact our operations.	Finance	27%	38%
	State and Federal	—	50%
	Chief Financial Office—Other	60%	67%
	Chief Financial Office—All	—	50%
11. District leaders define expectations for my work group.	Finance	54%	55%
	State and Federal	—	70%
	Chief Financial Office—Other	86%	71%
	Chief Financial Office—All	—	64%
12. There is an atmosphere of trust and mutual respect within this district.	Finance	54%	41%
	State and Federal	—	30%
	Chief Financial Office—Other	50%	63%
	Chief Financial Office—All	—	46%
13. District leaders provide support when we need it.	Finance	36%	68%↑
	State and Federal	—	44%
	Chief Financial Office—Other	64%	73%
	Chief Financial Office—All	—	65%
14. District leaders have a clearly defined mission and vision for all departments.	Finance	45%	41%
	State and Federal	—	56%
	Chief Financial Office—Other	57%	86%
	Chief Financial Office—All	—	60%

Table 3. Please rate how strongly you agree or disagree with the following statements about district leaders. (Cont.)

		2013	2014
15. District leaders encourage cooperation among departments toward improving district operations.	Finance	57%	47%
	State and Federal	—	60%
	Chief Financial Office—Other	80%	87%
	Chief Financial Office—All	—	64%
16. District leaders take steps to solve problems.	Finance	50%	50%
	State and Federal	—	50%
	Chief Financial Office—Other	79%	79%
	Chief Financial Office—All	—	60%

Table 4. Please rate how strongly you agree or disagree with the following statements about training and development.

		2013	2014
17. I am satisfied with the types of professional development (learning/training) offered to me.	Finance	47%	52%
	State and Federal	—	78%
	Chief Financial Office—Other	57%	67%
	Chief Financial Office—All	—	61%
18. I am satisfied with the amount of professional development (learning/training) required of me.	Finance	59%	55%
	State and Federal	—	80%
	Chief Financial Office—Other	67%	73%
	Chief Financial Office—All	—	67%
19. I am satisfied with the opportunities for professional advancement (promotion) available to me.	Finance	27%	50% ↑
	State and Federal	—	70%
	Chief Financial Office—Other	50%	43%
	Chief Financial Office—All	—	52%

Table 5. Please rate how strongly you agree or disagree with the following statements about procedures.

		2013	2014
20. I know the procedures for reporting sexual harassment.	Finance	88%	91%
	State and Federal	—	90%
	Chief Financial Office—Other	69%	86%
	Chief Financial Office—All	—	89%
21. I know the procedures for filing a complaint.	Finance	87%	91%
	State and Federal	—	90%
	Chief Financial Office—Other	77%	87%
	Chief Financial Office—All	—	89%
22. I have experienced discrimination while employed at AISD.	Finance	29%	21%
	State and Federal	—	30%
	Chief Financial Office—Other	21%	36%
	Chief Financial Office—All	—	27%

Table 6. Please rate how strongly you agree or disagree with the following statements about expectations for your group.

		2013	2014
23. I am given deadlines that are reasonable.	Finance	78%	85%
	State and Federal	—	90%
	Chief Financial Office—Other	87%	87%
	Chief Financial Office—All	—	86%
24. My department/work group is given deadlines that are reasonable.	Finance	76%	85%
	State and Federal	—	78%
	Chief Financial Office—Other	86%	86%
	Chief Financial Office—All	81%	84%
25. I am satisfied with the amount of autonomy and control I have over my own work.	Finance	89%	88%
	State and Federal	—	80%
	Chief Financial Office—Other	100%	93%
	Chief Financial Office—All	—	88%
26. My work environment is too stressful.	Finance	41%	35%
	State and Federal	—	0%
	Chief Financial Office—Other	29%	21%
	Chief Financial Office—All	—	24%

Table 7. Please rate how strongly you agree or disagree with the following statements about your work group.

		2013	2014
27. Morale is high in my work group.	Finance	25%	50%↑
	State and Federal	—	70%
	Chief Financial Office—Other	57%	56%
	Chief Financial Office—All	—	56%
28. Cultural diversity is respected in my work group.	Finance	94%	88%
	State and Federal	—	90%
	Chief Financial Office—Other	100%	88%
	Chief Financial Office—All	—	88%
29. The opinions of employees in my work group are respected by employees in other areas.	Finance	47%	63%
	State and Federal	—	70%
	Chief Financial Office—Other	67%	92%
	Chief Financial Office—All	—	72%
30. Employees in my work group accomplish their jobs with enthusiasm.	Finance	47%	58%
	State and Federal	—	70%
	Chief Financial Office—Other	71%	69%
	Chief Financial Office—All	—	64%
31. The interactions among employees in my work group are cooperative.	Finance	83%	73%
	State and Federal	—	90%
	Chief Financial Office—Other	80%	81%
	Chief Financial Office—All	—	79%
32. The employees in my work group communicate with each other in an open and honest way.	Finance	76%	56%
	State and Federal	—	80%
	Chief Financial Office—Other	79%	69%
	Chief Financial Office—All	—	65%
33. Employees in my work group 'go the extra mile.'	Finance	71%	64%
	State and Federal	—	90%
	Chief Financial Office—Other	83%	93%
	Chief Financial Office—All	—	78%
34. Employees in my work group provide strong social support for each other.	Finance	72%	68%
	State and Federal	—	90%
	Chief Financial Office—Other	71%	73%
	Chief Financial Office—All	—	74%

Table 8. Please rate how strongly you agree or disagree with the following statements about facilities and resources.

		2013	2014
35. Staff have sufficient access to appropriate materials necessary to do our work.	Finance	72%	84%
	State and Federal	—	80%
	Chief Financial Office—Other	93%	93%
	Chief Financial Office—All	—	86%
36. Staff have sufficient access to technology, including computers, printers, software and Internet access.	Finance	83%	88%
	State and Federal	—	90%
	Chief Financial Office—Other	93%	100%
	Chief Financial Office—All	—	92%
37. Staff have sufficient training and support to fully utilize the available technology, software, data systems, etc.	Finance	44%	52%
	State and Federal	—	80%
	Chief Financial Office—Other	67%	60%
	Chief Financial Office—All	—	60%
38. Staff have sufficient access to office equipment and supplies such as copy machines, paper, etc.	Finance	100%	96%
	State and Federal	—	100%
	Chief Financial Office—Other	93%	100%
	Chief Financial Office—All	—	98%
39. The work environment is clean and well maintained.	Finance	94%	88%
	State and Federal	—	100%
	Chief Financial Office—Other	80%	100%
	Chief Financial Office—All	—	94%
40. Staff have adequate space to work productively.	Finance	72%	77%
	State and Federal	—	60%
	Chief Financial Office—Other	60%	87%
	Chief Financial Office—All	—	76%
40. My work group is provided sufficient data and information to make informed decisions.	Finance	53%	68%
	State and Federal	—	70%
	Chief Financial Office—Other	87%	50%
	Chief Financial Office—All	—	63%
41. I am satisfied with my health benefits.	Finance	67%	83%
	State and Federal	—	67%
	Chief Financial Office—Other	86%	79%
	Chief Financial Office—All	—	78%

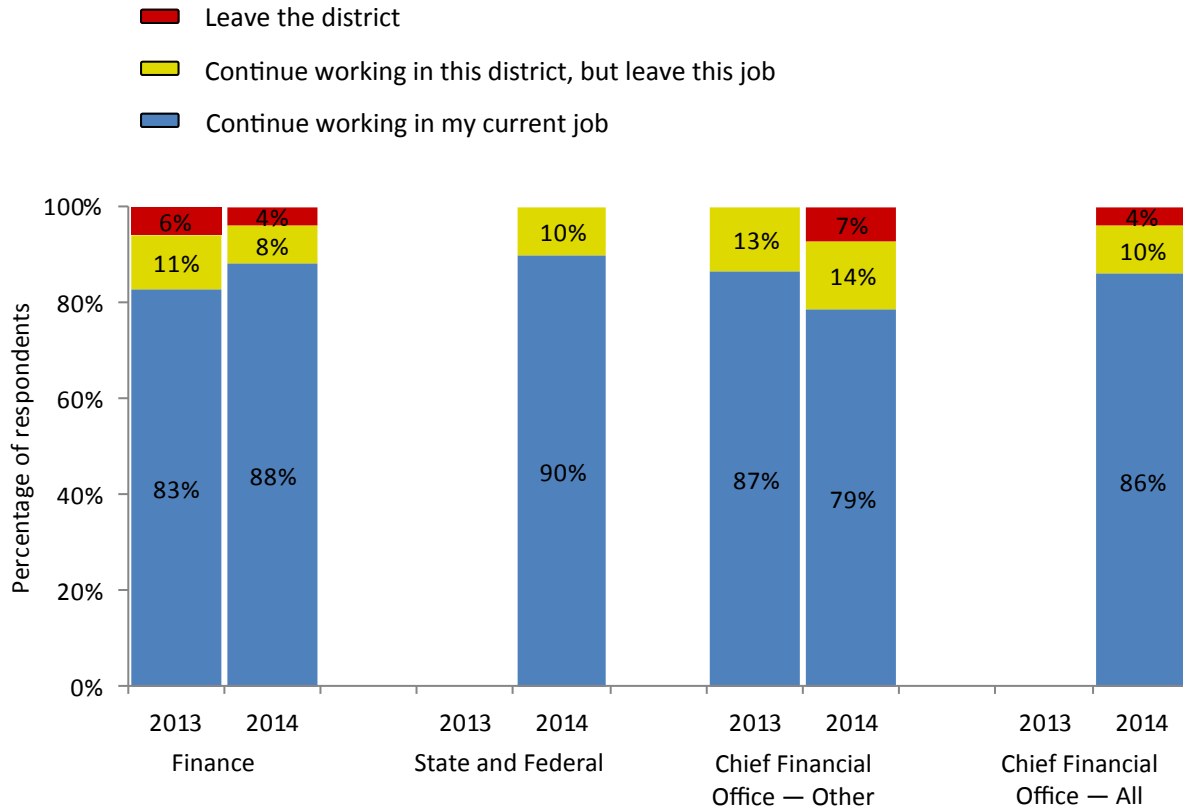
Table 9. Percentage of Respondents Experiencing Negative Workplace Behaviors Once a Month or More, by Job Location.

		2013	2014
Racial tension	Finance	6%	4%
	State and Federal	—	10%
	Chief Financial Office—Other	0%	0%
	Chief Financial Office—All	—	4%
Bullying	Finance	6%	0%
	State and Federal	—	20%
	Chief Financial Office—Other	0%	13% ↑
	Chief Financial Office—All	—	8%
Disrespect for supervisors	Finance	11%	19%
	State and Federal	—	30%
	Chief Financial Office—Other	7%	7%
	Chief Financial Office—All	—	18%
Disrespect for co-workers	Finance	28%	27%
	State and Federal	—	20%
	Chief Financial Office—Other	27%	27%
	Chief Financial Office—All	—	25%
Unsafe practices	Finance	0%	0%
	State and Federal	—	0%
	Chief Financial Office—Other	0%	7%
	Chief Financial Office—All	—	2%
Discrimination	Finance	0%	4%
	State and Federal	—	10%
	Chief Financial Office—Other	0%	0%
	Chief Financial Office—All	—	4%
Sexual harassment	Finance	0%	0%
	State and Federal	—	0%
	Chief Financial Office—Other	0%	0%
	Chief Financial Office—All	—	0%

Note. Response options ranged from “Never” to “Daily” on a five point scale; values represent the percentage of respondents who reported experiencing negative workplace behaviors on a monthly basis or more.

Note. ↑ reflects an increase in negative workplace behaviors; ↓ reflects an improved work environment.

Figure 2. Which of the following best describes your plans for the next school year?



Source. Spring 2013 and Spring 2014 AISD Central Office Work Environment Survey

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