# AISD Central Office Work Environment Survey
## 2012 through 2015

The following report presents the AISD Central Office Work Environment Survey results for 2012 through 2015. Unless otherwise noted, results in this report represent the percentage of respondents who *strongly agreed* or *agreed* with each item. Arrows (↑↓) in the tables indicate a statistically meaningful change from the prior year.

Figure 1.

Most employees continue to agree that "Overall, AISD is a good place to work."

However, the percentage of Classified staff in agreement declined significantly in 2015.
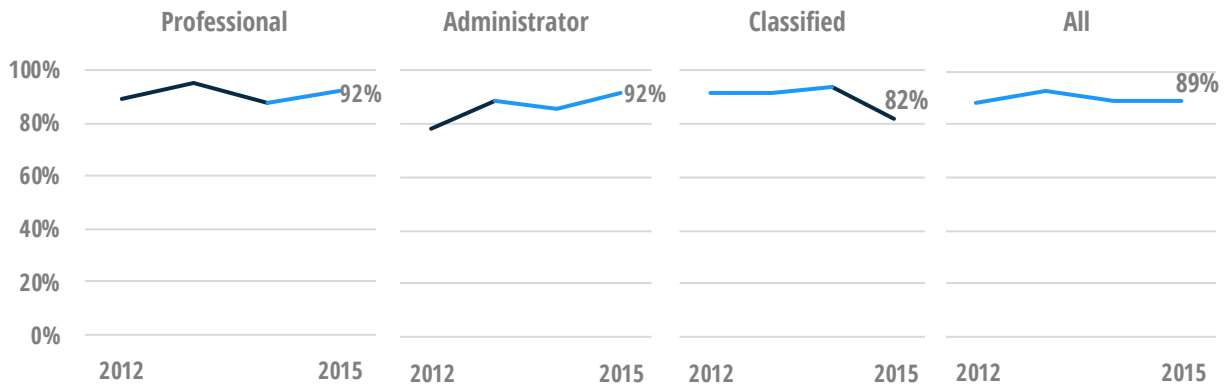
Note. Darker line segments indicate a statistically meaningful change between years.

Figure 2.

Most employees plan to <u>continue working in their current job</u> next year.

The percentage of administrators in agreement increased significantly in 2015.
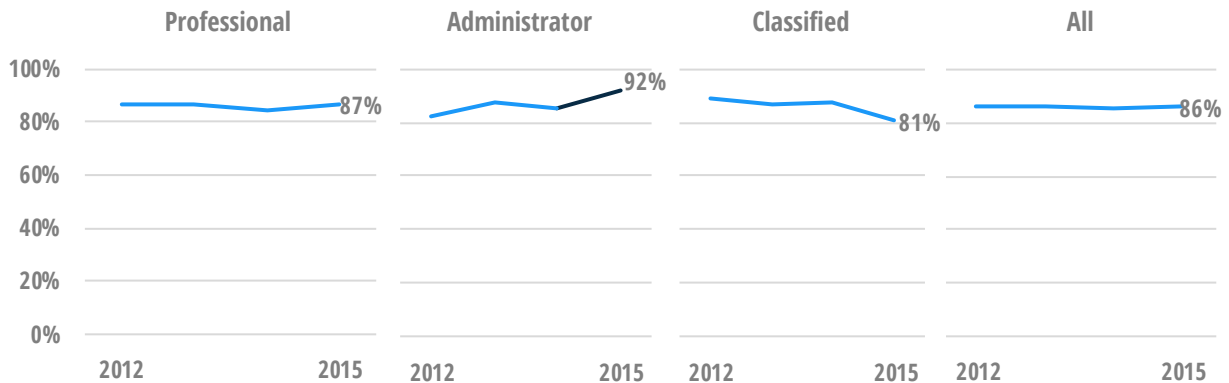
Note. Darker line segments indicate a statistically meaningful change between years.

Leadership

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

Leadership (Continued)

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

Training and Professional Development

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

Policies and Procedures

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

Work Expectations

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

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

Work Group		2012	2013	2014	2015
Morale is high in my work group.	Professional	59%	63%	64%	68%
	Administrator	58%	73% ↑	74%	83% ↑
	Classified	48%	50%	56%	56%
	All Staff	54%	62%	64%	68%
Cultural diversity is respected in my work group.	Professional	93%	96%	93%	92%
	Administrator	93%	92%	90%	91%
	Classified	90%	88%	89%	83%
	All Staff	92%	92%	91%	89%
The opinions of staff in my work group are respected by employees in other areas.	Professional	79%	77%	76%	77%
	Administrator	75%	80%	75%	83% ↑
	Classified	76%	74%	72%	66%
	All Staff	77%	77%	75%	76%
Staff in my work group accomplish their jobs with enthusiasm.	Professional	81%	85%	79%	82%
	Administrator	82%	85%	86%	89%
	Classified	72%	68%	67%	66%
	All Staff	77%	80%	76%	79%
The interactions among staff in my work group are cooperative.	Professional	94%	90%	85%	87%
	Administrator	97%	92% ↓	91%	92%
	Classified	85%	79%	84%	74% ↓
	All Staff	90%	87%	86%	84%
Staff in my work group communicate with each other in an open and honest way.	Professional	82%	85%	74% ↓	81%
	Administrator	87%	84%	85%	89%
	Classified	77%	72%	71%	71%
	All Staff	81%	81%	76%	80%
Staff in my work group 'go the extra mile.'	Professional	90%	88%	86%	88%
	Administrator	96%	94%	90%	93%
	Classified	79%	77%	78%	70%
	All Staff	86%	86%	84%	84%
Staff in my work group provide strong social support for each other.	Professional	81%	86%	75% ↓	83%
	Administrator	91%	84% ↓	82%	90% ↑
	Classified	75%	69%	73%	69%
	All Staff	80%	80%	76%	80%

Facilities & Resources

		2012	2013		2014	2015	
Staff have sufficient access to appropriate materials necessary to do our work.	Professional	80%	89%	↑	86%	83%	
	Administrator	89%	90%		90%	93%	
	Classified	84%	79%		84%	87%	
	All Staff	84%	86%		86%	86%	
Staff have sufficient access to technology, including computers, printers, software and Internet access.	Professional	89%	85%		89%	89%	
	Administrator	92%	94%		92%	90%	
	Classified	92%	86%	↓	86%	86%	
	All Staff	91%	87%		89%	88%	
Staff have sufficient training and support to fully utilize the available technology, software, data systems, etc.	Professional	72%	71%		68%	75%	
	Administrator	86%	78%	↓	79%	78%	
	Classified	76%	66%	↓	71%	71%	
	All Staff	77%	71%		72%	75%	
Staff have sufficient access to office equipment and supplies such as copy machines, paper, pens, etc.	Professional	90%	96%	↑	95%	92%	
	Administrator	97%	98%		98%	96%	
	Classified	94%	92%		93%	94%	
	All Staff	94%	95%		95%	93%	
The work environment is clean and well maintained.	Professional	92%	92%		94%	91%	
	Administrator	92%	88%		88%	93%	
	Classified	92%	88%		88%	88%	
	All Staff	92%	90%		90%	90%	
Staff have adequate space to work productively.	Professional	75%	74%		79%	83%	
	Administrator	81%	74%		72%	81%	↑
	Classified	83%	71%	↓	74%	81%	
	All Staff	81%	73%		76%	82%	
My work group is provided sufficient data and information to make informed decisions.	Professional	78%	84%		83%	80%	
	Administrator	87%	87%		86%	89%	
	Classified	74%	75%		75%	75%	
	All Staff	78%	82%		81%	81%	
I am satisfied with my health benefits.	Professional	70%	77%		81%	71%	↓
	Administrator	85%	84%		88%	82%	
	Classified	64%	71%		72%	65%	
	All Staff	70%	77%		80%	72%	

| Percentage of Employees Indicating Each Negative Workplace Behavior Occurs Once a Month or More		2012	2013	2014	2015
Racial tension	Professional	4%	2%	5%	4%
	Administrator	6%	6%	8%	5%
	Classified	5%	4%	3%	5%
	All Staff	5%	4%	5%	4%
Bullying	Professional	9%	10%	10%	10%
	Administrator	14%	9%	12%	6% ↓
	Classified	7%	10%	12%	10%
	All Staff	9%	9%	11%	9%
Disrespect for co-workers	Professional	15%	8% ↓	11%	10%
	Administrator	16%	11%	14%	8%
	Classified	11%	14%	13%	12%
	All Staff	13%	10%	12%	10%
Disrespect for co-workers	Professional	20%	14%	17%	18%
	Administrator	16%	13%	12%	9%
	Classified	19%	19%	21%	16%
	All Staff	19%	15%	17%	15%
Unsafe practices	Professional	2%	1%	2%	2%
	Administrator	1%	2%	3%	4%
	Classified	3%	4%	7%	4%
	All Staff	2%	2%	4%	3%
Discrimination	Professional	3%	4%	5%	6%
	Administrator	5%	5%	6%	7%
	Classified	5%	6%	6%	7%
	All Staff	5%	5%	5%	7%
Sexual harassment	Professional	0%	1% ↑	1%	2%
	Administrator	1%	1%	2%	2%
	Classified	2%	2%	1%	0% ↓
	All Staff	1%	1%	1%	1%

Note. ↑indicates an increase in negative workplace behaviors; ↓indicates a decrease.

Figure 3.
Response rates declined in 2015.
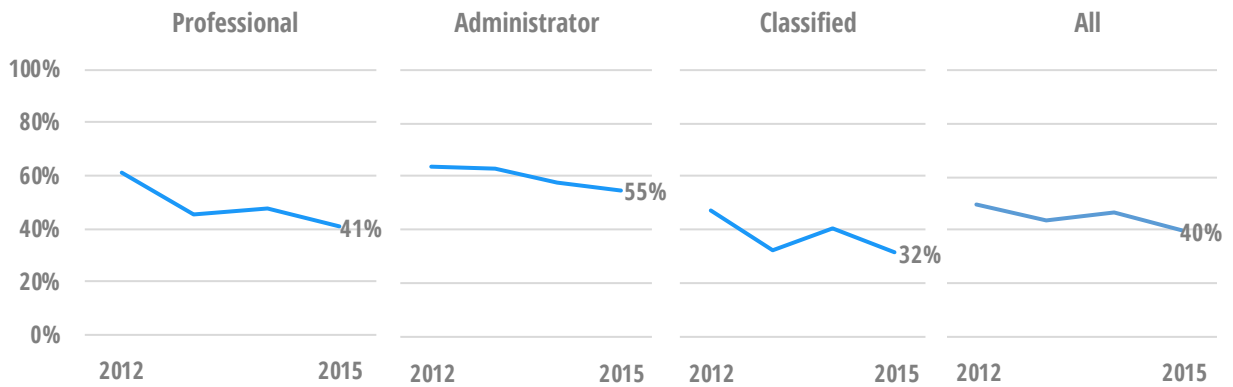
Number of Survey Participants by Employee Category

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