Department of Research and Evaluation
AUSTIN INDEPENDENT SCHOOL DISTRICT

Central Office Climate Survey Results, 2011-2012

Introduction

Since 2005, the AISD Department of Research and Evaluation has conducted a work environment survey for central office employees. For the last two years AISD has worked with the nationally recognized New Teacher Center (NTC) to create a more comprehensive survey to help the district better understand how staff feel about issues such as facilities and resources, professional development, leadership, and other aspects of the work environment. The following report presents Central Office Climate survey results for the 2011-2012 school year disaggregated by job category.

Table 1. Response Rate by job Category and Overall

	n	%
Professional	123	64%
Administrator	112	73%
Classified	270	51%
Total	505	58%

Survey Results by Job Category

Response options for most subscales ranged from Strongly Agree to Strongly Disagree[1]. Results in this report are presented in terms of percentage of respondents who agreed and strongly agreed with each item, unless otherwise noted.

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

	Professional	Administrator	Classified	All Staff
1. The staff and supervisor(s) have a shared vision.	77%	79%	76%	77%
2. There is an atmosphere of trust and mutual respect.	61%	65%	63%	63%
3. Staff feel comfortable raising issues and concerns that are important to them.	60%	68%	65%	64%
4. Supervisors consistently support staff.	73%	76%	70%	72%
5. Staff are held to high professional standards.	90%	92%	82%	89%
6. Staff performance is assessed objectively.	74%	80%	72%	75%
7. Staff receive feedback that can help them improve their work.	75%	74%	68%	71%
8. The procedures for evaluation are consistent.	77%	78%	75%	76%
9. Supervisors effectively communicate policy.	74%	72%	71%	72%

[1]"Don't Know" responses were excluded from the analysis.

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Natalia Ibanez, M.Ed.

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

	Professional	Administrator	Classified	All Staff
10. District leaders involve my work group in decisions that directly impact our operations.	47%	67%	53%	55%
11. District leaders define expectations for my work group.	63%	70%	67%	66%
12. There is an atmosphere of trust and mutual respect within this district.	35%	36%	50%	43%
13. District leaders provide support when we need it.	57%	66%	64%	63%
14. District leaders have a clearly defined mission and vision for all departments.	56%	53%	60%	57%
15. District leaders encourage cooperation among departments toward improving district operations.	52%	59%	68%	61%
16. District leaders take steps to solve problems.	60%	78%	71%	70%

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

	Professional	Administrator	Classified	All Staff
17. I am satisfied with the types of professional development (learning/training) offered to me.	64%	76%	62%	66%
18. I am satisfied with the amount of professional development (learning/training) required of me.	72%	79%	65%	70%
19. I am satisfied with the opportunities for professional advancement (promotion) available to me.	54%	66%	41%	50%

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

	Professional	Administrator	Classified	All Staff
20. I know the procedure for reporting sexual harassment.	70%	93%	84%	83%
21. I know the procedures for filing a complaint.	64%	91%	77%	77%
22. I have experienced discrimination while employed at AISD.	18%	24%	22%	21%

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

	Professional	Administrator	Classified	All Staff
23. I am given deadlines that are unreasonable.	28%	42%	29%	32%
24. My department/work group is given deadlines that are unreasonable.	38%	45%	34%	38%
25. I am satisfied with the amount of autonomy and control I have over my own work.	76%	78%	85%	81%
26. My work environment is too stressful.	32%	54%	29%	36%

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

	Professional	Administrator	Classified	All Staff
27. Morale is high in my work group.	59%	58%	48%	54%
28. Cultural diversity is respected in my work group.	93%	93%	90%	92%
29. The opinions of employees in my work group are respected by employees in other areas.	79%	75%	76%	77%
30. Employees in my work group accomplish their jobs with enthusiasm.	81%	82%	72%	77%
31. The interactions among employees in my work group are cooperative.	94%	97%	85%	90%
32. The employees in my work group communicate with each other in an open and honest way.	82%	87%	77%	81%
33. Employees in my work group 'go the extra mile.'	90%	96%	79%	86%
34. Employees in my work group provide strong social support for each other.	81%	91%	75%	80%

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

	Professional	Administrator	Classified	All Staff
35. Staff have sufficient access to appropriate materials necessary to do our work.	80%	89%	84%	84%
36. Staff have sufficient access to technology, including computers, printers, software and Internet access.	89%	92%	92%	91%
37. Staff have sufficient training and support to fully utilize the available technology, software, data systems, etc.	72%	86%	76%	77%
38. Staff have sufficient access to office equipment and supplies such as copy machines, paper, pens, etc.	90%	97%	94%	94%
39. The work environment is clean and well maintained.	92%	92%	92%	92%
40. Staff have adequate space to work productively.	75%	81%	83%	81%
41. My work group is provided sufficient data and information to make informed decisions.	78%	87%	74%	78%
42. I am satisfied with my health benefits.	70%	85%	64%	70%

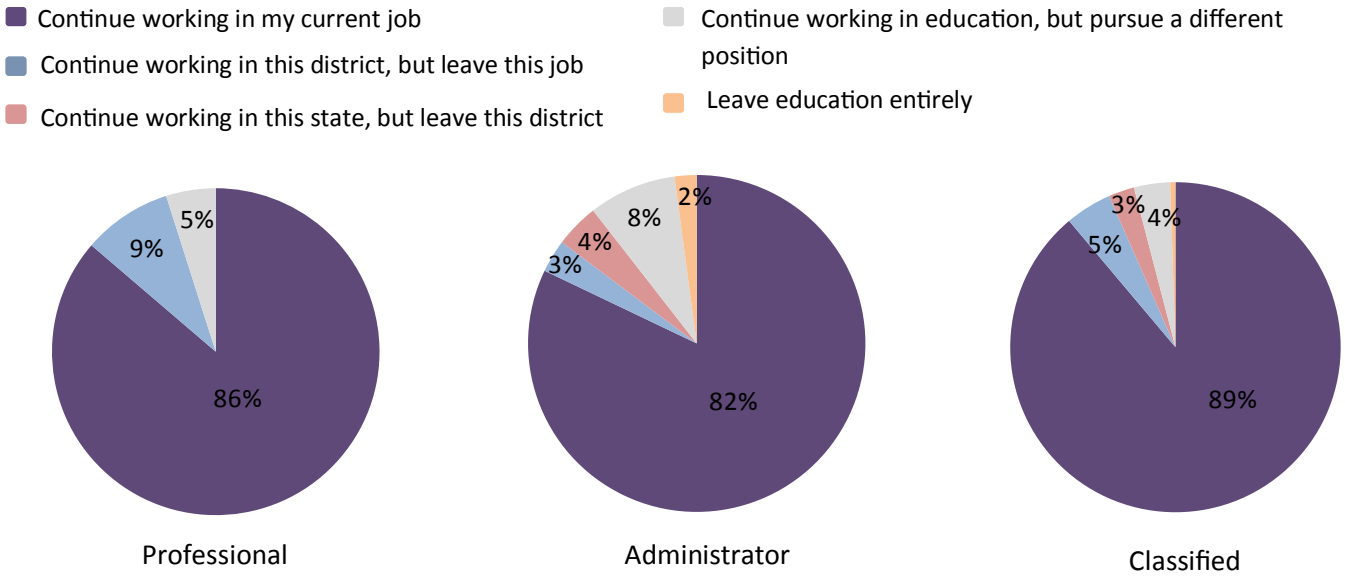
Table 9. Percentage of respondents who agreed or strongly agreed to the item "Overall, AISD is a good place to work" by job category

	Professional	Administrator	Classified	All Staff
43. Overall, AISD is a good place to work.	89%	78%	91%	88%

Table 10. Percentage of respondents who reported experiencing negative behaviors once a month or more, by job category.

	Professional	Administrator	Classified	All Staff
Racial Tension	4%	6%	5%	5%
Bullying	9%	14%	8%	10%
Disrespect for supervisors	15%	17%	11%	13%
Disrespect for co-workers	20%	16%	19%	19%
Unsafe practices	2%	1%	3%	3%
Discrimination	3%	5%	6%	5%
Sexual harassment	0%	1%	2%	1%

Figure 1. Which of the following best describes your plans for the next school year?



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