

Central Office Work Environment Survey Results, Spring 2013: Human Capital Office

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 Central Office Work Environment Survey results for the 2012-2013 school year for the Human Capital Office. Table 1 displays participant counts and response rates by Human Capital Office subgroups.

Table 1. Response Rate: Chief Human Capital Office by Subgroup

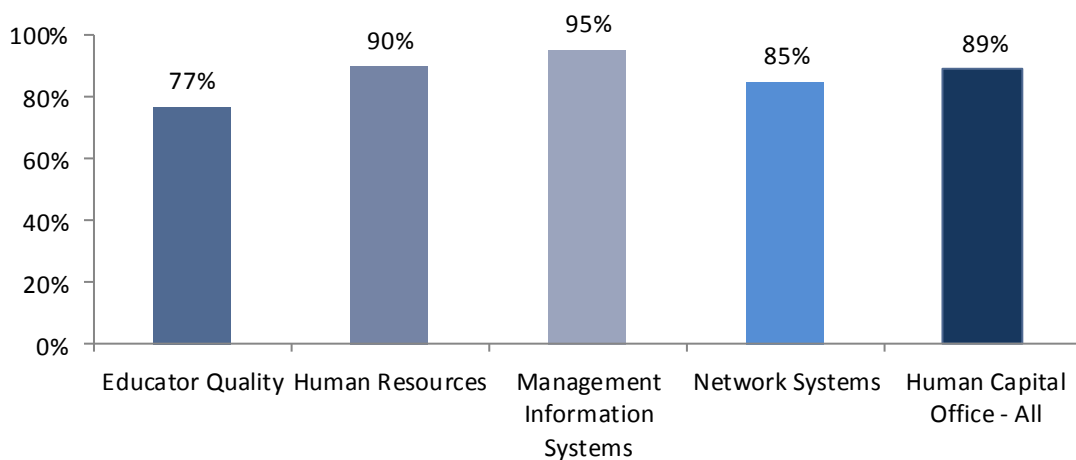
	<i>n</i>	%
Educator Quality	15	58%
Human Resources	25	60%
Management Information systems	26	52%
Network Systems	26	40%
Human Capital Office—All*	105	53%

Note. Human Capital Office - "All" category includes 13 respondents not categorized into a subgroup.

Survey Results by Area Subgroup

Response options for most subscales ranged from Strongly Agree to Strongly Disagree¹. Results in this report are presented in terms of the percentage of respondents who agreed and strongly agreed with each item, unless otherwise noted.

Figure 1. Percentage of respondents who agreed or strongly agreed to the item "Overall, AISD is a good place to work."



Source. Spring 2013 AISD Central Office Work Environment Survey

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

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

	Human Capital Office: Subgroups				Human Capital Office
	Educator Quality	Human Resources	Management Information	Network Systems	All
1. The staff and supervisor(s) have a shared vision.	64%	82%	70%	60%	72%
2. There is an atmosphere of trust and mutual respect.	71%	71%	70%	65%	71%
3. Staff feel comfortable raising issues and concerns that are important to them.	57%	68%	78%	60%	68%
4. Supervisors consistently support staff.	79%	67%	83%	70%	73%
5. Staff are held to high professional standards.	79%	90%	86%	85%	86%
6. Staff performance is assessed objectively.	83%	84%	78%	65%	78%
7. Staff receive feedback that can help them improve their work.	71%	60%	82%	65%	71%
8. The procedures for evaluation are consistent.	80%	84%	76%	58%	77%
9. Supervisors effectively communicate policy.	79%	73%	83%	65%	75%

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

	Human Capital Office: Subgroups				Human Capital Office
	Educator Quality	Human Resources	Management Information	Network Systems	All
10. District leaders involve my work group in decisions that directly impact our operations.	33%	67%	50%	25%	43%
11. District leaders define expectations for my work group.	38%	78%	68%	50%	60%
12. There is an atmosphere of trust and mutual respect within this district.	23%	56%	60%	33%	46%
13. District leaders provide support when we need it.	42%	71%	63%	39%	55%
14. District leaders have a clearly defined mission and vision for all departments.	44%	81%	55%	35%	55%
15. District leaders encourage cooperation among departments toward improving district operations.	45%	76%	58%	42%	59%
16. District leaders take steps to solve	64%	83%	61%	42%	63%

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

	Human Capital Office: Subgroups				Human Capital Office
	Educator Quality	Human Resources	Management Information	Network Systems	All
17. I am satisfied with the types of professional development (learning/training) offered to me.	83%	67%	62%	33%	59%
18. I am satisfied with the amount of professional development (learning/training) required of me.	92%	65%	67%	47%	66%
19. I am satisfied with the opportunities for professional advancement (promotion) available to me.	42%	59%	62%	19%	45%

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

	Human Capital Office: Subgroups				Human Capital Office
	Educator Quality	Human Resources	Management Information	Network Systems	All
20. I know the procedure for reporting sexual harassment.	62%	95%	89%	89%	85%
21. I know the procedures for filing a complaint.	69%	90%	73%	78%	79%
22. I have experienced discrimination while employed at AISD.	23%	42%	15%	35%	29%

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

	Human Capital Office: Subgroups				Human Capital Office
	Educator Quality	Human Resources	Management Information	Network Systems	All
23. I am given deadlines that are reasonable.	92%	89%	95%	58%	84%
24. My department/work group is given deadlines that are reasonable.	91%	79%	85%	47%	75%
25. I am satisfied with the amount of autonomy and control I have over my own work.	69%	89%	91%	95%	86%
26. My work environment is too stressful.	23%	37%	14%	50%	32%

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

	Human Capital Office: Subgroups				Human Capital Office
	Educator Quality	Human Resources	Management Information	Network Systems	All
27. Morale is high in my work group.	62%	50%	59%	42%	55%
28. Cultural diversity is respected in my work group.	92%	90%	100%	89%	94%
29. The opinions of employees in my work group are respected by employees in other areas.	50%	78%	80%	69%	69%
30. Employees in my work group accomplish their jobs with enthusiasm.	69%	60%	80%	58%	70%
31. The interactions among employees in my work group are cooperative.	85%	86%	81%	85%	86%
32. The employees in my work group communicate with each other in an open and honest way.	85%	79%	77%	80%	82%
33. Employees in my work group 'go the extra mile.'	92%	85%	77%	75%	83%
34. Employees in my work group provide strong social support for each other.	77%	74%	76%	65%	74%

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

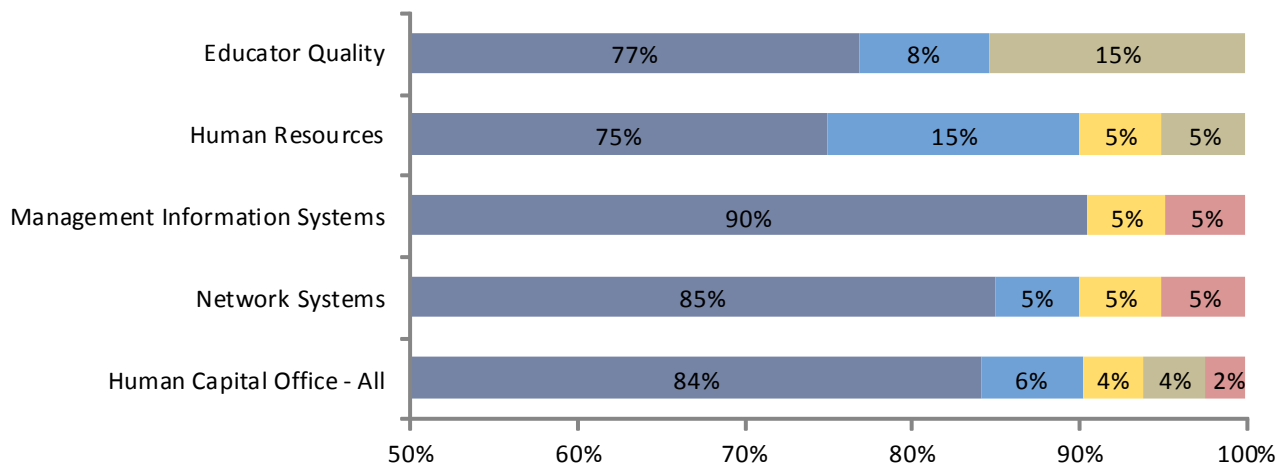
	Human Capital Office: Subgroups				Human Capital Office
	Educator Quality	Human Resources	Management Information	Network Systems	All
35. Staff have sufficient access to appropriate materials necessary to do our work.	77%	95%	100%	35%	77%
36. Staff have sufficient access to technology, including computers, printers, software and Internet access.	92%	100%	86%	45%	78%
37. Staff have sufficient training and support to fully utilize the available technology, software, data systems, etc.	83%	70%	82%	35%	66%
38. Staff have sufficient access to office equipment and supplies such as copy machines, paper, pens, etc.	100%	100%	90%	70%	90%
39. The work environment is clean and well maintained.	85%	100%	95%	80%	90%
40. Staff have adequate space to work productively.	92%	79%	100%	65%	84%
41. My work group is provided sufficient data and information to make informed decisions.	92%	90%	86%	60%	79%
42. I am satisfied with my health benefits.	69%	72%	90%	65%	74%

Table 9. Percentage of respondents who reported experiencing negative behaviors once a month or more.

	Human Capital Office: Subgroups				Human Capital Office
	Educator Quality	Human Resources	Management Information	Network Systems	All
Racial Tension	8%	5%	0%	0%	2%
Bullying	8%	10%	14%	5%	8%
Disrespect for supervisors	31%	15%	0%	20%	14%
Disrespect for co-workers	31%	10%	9%	10%	12%
Unsafe practices	8%	5%	0%	5%	4%
Discrimination	8%	10%	0%	5%	5%
Sexual harassment	0%	5%	0%	5%	2%

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

- Continue working in my current job
- Continue working in education, but pursue a different position
- Continue working in this district, but leave this job
- Continue working in this state, but leave this district
- Leave education entirely



Source: Spring 2013 AISD Central Office Work Environment Survey

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