

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 Chief Schools Office. Table 1 displays participant counts and response rates by Schools Office subgroups.

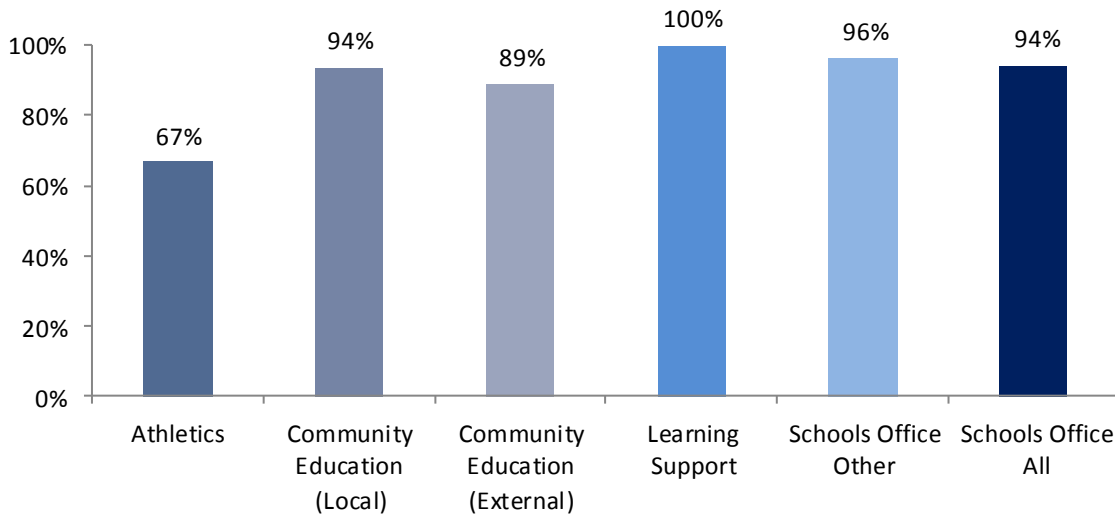
Table 1. Response Rate: Chief Schools Office by Subgroup

	<i>n</i>	%
Athletics	3	11%
Community Education (Local)	20	65%
Community Education (External)	10	43%
Learning Support	18	32%
Schools Office - Other	32	58%
Schools Office - All	83	43%

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.

	Chief Schools Office: Subgroups					Schools Office
	Athletics	Community Education (Local)	Community Education (External)	Learning Support	Other	All
1. The staff and supervisor(s) have a shared vision.	100%	93%	75%	80%	84%	85%
2. There is an atmosphere of trust and mutual respect.	67%	71%	67%	73%	84%	76%
3. Staff feel comfortable raising issues and concerns that are important to them.	50%	75%	78%	73%	77%	75%
4. Supervisors consistently support staff.	100%	82%	78%	86%	83%	84%
5. Staff are held to high professional standards.	50%	88%	67%	93%	100%	90%
6. Staff performance is assessed objectively.	100%	88%	67%	92%	85%	85%
7. Staff receive feedback that can help them improve their work.	33%	87%	88%	86%	87%	84%
8. The procedures for evaluation are consistent.	100%	88%	50%	92%	96%	87%
9. Supervisors effectively communicate policy.	67%	88%	67%	86%	90%	85%

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

	Chief Schools Office: Subgroups					Schools Office
	Athletics	Community Education (Local)	Community Education (External)	Learning Support	Other	All
10. District leaders involve my work group in decisions that directly impact our operations.	50%	83%	71%	67%	71%	72%
11. District leaders define expectations for my work group.	100%	83%	63%	69%	64%	70%
12. There is an atmosphere of trust and mutual respect within this district.	67%	45%	38%	42%	56%	49%
13. District leaders provide support when we need it.	100%	92%	75%	69%	63%	73%
14. District leaders have a clearly defined mission and vision for all departments.	50%	75%	63%	64%	52%	60%
15. District leaders encourage cooperation among departments toward improving district operations.	50%	80%	56%	69%	58%	64%
16. District leaders take steps to solve problems.	50%	82%	63%	75%	72%	72%

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

	Chief Schools Office: Subgroups					Schools Office
	Athletics	Community Education (Local)	Community Education (External)	Learning Support	Other	All
17. I am satisfied with the types of professional development (learning/training) offered to me.	67%	63%	78%	71%	79%	73%
18. I am satisfied with the amount of professional development (learning/training) required of me.	100%	80%	88%	93%	82%	85%
19. I am satisfied with the opportunities for professional advancement (promotion) available to me.	50%	63%	63%	57%	75%	66%

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

	Chief Schools Office: Subgroups					Schools Office
	Athletics	Community Education (Local)	Community Education (External)	Learning Support	Other	All
20. I know the procedure for reporting sexual harassment.	33%	81%	75%	79%	81%	78%
21. I know the procedures for filing a complaint.	33%	80%	67%	79%	81%	76%
22. I have experienced discrimination while employed at AISD.	0%	25%	14%	21%	33%	25%

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

	Chief Schools Office: Subgroups					Schools Office
	Athletics	Community Education (Local)	Community Education (External)	Learning Support	Other	All
23. I am given deadlines that are reasonable.	67%	100%	78%	93%	75%	84%
24. My department/work group is given deadlines that are reasonable.	67%	93%	78%	100%	62%	79%
25. I am satisfied with the amount of autonomy and control I have over my own work.	100%	81%	78%	100%	89%	89%
26. My work environment is too stressful.	100%	19%	33%	31%	32%	32%

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

	Chief Schools Office: Subgroups					Schools Office
	Athletics	Community Education (Local)	Community Education (External)	Learning Support	Other	All
27. Morale is high in my work group.	33%	75%	67%	46%	70%	65%
28. Cultural diversity is respected in my work group.	100%	94%	88%	86%	93%	91%
29. The opinions of employees in my work group are respected by employees in other areas.	67%	93%	78%	82%	71%	79%
30. Employees in my work group accomplish their jobs with enthusiasm.	67%	80%	78%	79%	78%	78%
31. The interactions among employees in my work group are cooperative.	67%	94%	75%	79%	82%	83%
32. The employees in my work group communicate with each other in an open and honest way.	33%	88%	67%	71%	86%	79%
33. Employees in my work group 'go the extra mile.'	33%	88%	67%	85%	93%	84%
34. Employees in my work group provide strong social support for each other.	67%	88%	78%	86%	82%	83%

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

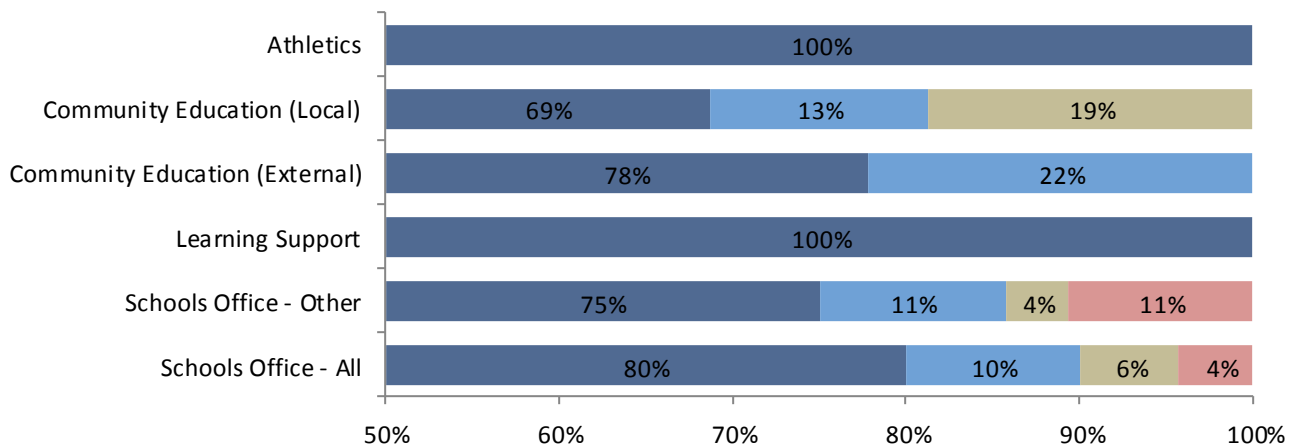
	Chief Schools Office: Subgroups					Schools Office
	Athletics	Community Education (Local)	Community Education (External)	Learning Support	Other	All
35. Staff have sufficient access to appropriate materials necessary to do our work.	67%	100%	88%	93%	89%	91%
36. Staff have sufficient access to technology, including computers, printers, software and Internet access.	100%	93%	78%	86%	89%	88%
37. Staff have sufficient training and support to fully utilize the available technology, software, data systems, etc.	67%	63%	88%	86%	78%	76%
38. Staff have sufficient access to office equipment and supplies such as copy machines, paper, pens, etc.	100%	100%	100%	100%	96%	99%
39. The work environment is clean and well maintained.	100%	94%	78%	93%	96%	93%
40. Staff have adequate space to work productively.	100%	100%	75%	43%	74%	75%
41. My work group is provided sufficient data and information to make informed decisions.	67%	100%	89%	83%	86%	88%
42. I am satisfied with my health benefits.	67%	80%	56%	71%	79%	74%

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

	Chief Schools Office: Subgroups					Schools Office
	Athletics	Community Education (Local)	Community Education (External)	Learning Support	Other	All
Racial Tension	0%	0%	22%	0%	7%	6%
Bullying	0%	0%	11%	14%	7%	7%
Disrespect for supervisors	33%	0%	0%	21%	7%	9%
Disrespect for co-workers	33%	6%	11%	21%	14%	14%
Unsafe practices	0%	6%	0%	0%	4%	3%
Discrimination	0%	0%	11%	0%	4%	3%
Sexual harassment	0%	0%	11%	0%	0%	1%

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

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



Source. Spring 2013 AISD Central Office Work Environment Survey

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