

# Employee Well-Being in AISD

## What Makes Employees Feel Valued and Want to Stay

Executive Summary, 2019–2020

Austin Independent School District (AISD) is committed to employees' well-being and retention. To understand staff members' feelings about various work-related topics, AISD's customer experience department, CARES (customer focused, action oriented, responsive, empathetic, and service driven), worked together with the AISD Department of Research and Evaluation (DRE) to create a method for capturing feedback. As a result, three items were added to two annual staff surveys. Campus-based staff receive the Teaching, Empowering, Leading, and Learning (TELL) Survey, and Central Office staff receive the Central Office Climate (COC) Survey.

Surveys deployed during the 2019–2020 school year asked the following additional questions: What makes employees feel valued in their workplace? What are the reasons that employees want to stay in their positions in AISD? What are the reasons employees want to leave their current position in AISD? The percentage of employees who expressed a desire to leave their position in AISD was low for both types of worksite.

**Ninety-three percent of employees ( $n = 5,127$ ) indicated on the TELL Survey that they planned to stay on their campus in the following school year, and 96% of employees ( $n = 516$ ) indicated on the COC Survey that they planned to stay in AISD.**



*Source.* TELL AISD Survey 2019–2020, AISD Central Office Climate Survey 2019–2020.

Responses from both types of staff about what made them feel valued fell within similar themes: their leadership, making a contribution, and positive impact. Some of their reasons for wanting to leave also overlapped: poor work environment, unsatisfactory workload, salary expectation not met, and other.

This effort to learn factors contributing to AISD employees' well-being and their motivation for choosing to stay in AISD underscores the district's interest in retaining staff. The full report describes the results of this analysis and offers a more complete look at the similarities and differences between campus-based and Central Office employees.

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Publication 19.40  
September 2020

