



AISD Central Office Work Environment Survey Results for Chief Human Capital Office, Spring 2013 and Spring 2014

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 work environment survey results for Spring 2013 and Spring 2014 for Chief Human Capital Office employees.

66%

Survey Results by Job Location

Response options ranged from Strongly Agree to Strongly Disagree, unless otherwise noted (i.e., Table 9). Results in this report are presented in terms of the percentage of respondents who strongly agreed or agreed with each item. Percentages followed by an up or down arrow denote a statistically meaningful change from the prior year. "Don't know/NA" responses were excluded from the analysis.

Table 10 Percentage of Respondents Who Agreed or Strongly Agreed with the Item, "Overall, AISD is a good place to work."

	2013	2014
Educator Quality	77%	87%

Overall, AISD is a good place to work.

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

		2013	2014
1. The staff and supervisor(s) have a shared vision.	Educator Quality	64%	63%
	Human Resources	82%	70%
	Human Capital Office—All	—	67%
2. There is an atmosphere of trust and mutual respect.	Educator Quality	71%	44%
	Human Resources	71%	65%
	Human Capital Office—All	—	56%
3. Staff feel comfortable raising issues and concerns that are important to them.	Educator Quality	57%	69%
	Human Resources	68%	60%
	Human Capital Office—All	—	64%
4. Supervisors consistently support staff.	Educator Quality	79%	67%
	Human Resources	67%	62%
	Human Capital Office—All	—	64%
5. Staff are held to high professional standards.	Educator Quality	79%	81%
	Human Resources	90%	90%
	Human Capital Office—All	—	86%
6. Staff performance is assessed objectively.	Educator Quality	83%	77%
	Human Resources	84%	80%
	Human Capital Office—All	—	79%
7. Staff receive feedback that can help them improve their work.	Educator Quality	71%	75%
	Human Resources	60%	70%
	Human Capital Office—All	—	72%
8. The procedures for evaluation are consistent.	Educator Quality	80%	82%
	Human Resources	84%	82%
	Human Capital Office—All	—	82%
9. Supervisors effectively communicate policy.	Educator Quality	79%	69%
	Human Resources	73%	76%
	Human Capital Office—All	—	73%

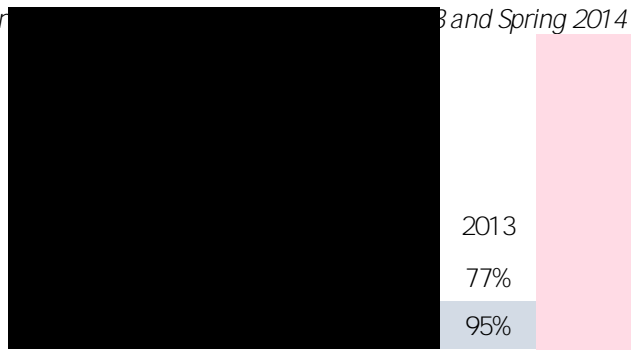
		2013	2014
	Educator Quality	\$	
19. I am satisfied with the opportunities for professional advancement (promotion) available to me.			

26. Please rate how strongly you agree or disagree with the following statements about expectations for your group. (Cont.)

		2013	2014
26. My work environment is too stressful.	Educator Quality	23%	27%
	Human Resources	37%	33%
	Human Capital Office—All	—	31%

		2013	2014
27. Morale is high in my work group.	Educator Quality	62%	60%
	Human Resources	50%	

35. Staff have sufficient access to appropriate materials necessary to do our work.



Human Capital Of ce—All	—	86%
Educator Quality	92%	87%

36. Staff have sufficient access to technology, including computers, printers, software and Internet access.

Human Capital Of ce—All	100%	91%
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Human Capital Of ce—All	—	89%
Educator Quality	83%	73%

37. Staff have sufficient training and support to fully utilize the available technology, software, data systems, etc.

Human Resources	70%	48%
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Human Capital Of ce—All	—	58%
Educator Quality	100%	93%

38. Staff have sufficient access to office equipment and supplies such as copy machines, paper, etc.

Human Resources	—	—
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Human Capital Of ce—	—	—
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Which of the following best describes your plans for the next school year?

- Leave the district
- Continue working in this district, but leave this job
- Continue working in my current job