



## AISD Central Office Work Environment Survey Results for Chief Operations 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 Operations Office employees.

### 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.

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		2013	2014
1. The staff and supervisor(s) have a shared vision.	Construction Management	92%	70%
	Police Department	73%	87%
	Chief Operations Office—Other	82%	89%
	Chief Operations Office—All	82%	83%
2. There is an atmosphere of trust and mutual respect.	Construction Management	71%	58%
	Police Department	56%	59%
	Chief Operations Office—Other	64%	67%
	Chief Operations Office—All	63%	60%
3. Staff feel comfortable raising issues and concerns that are important to them.	Construction Management	73%	50%
	Police Department	50%	59%
	Chief Operations Office—Other	64%	63%
	Chief Operations Office—All	62%	57%
4. Supervisors consistently support staff.	Construction Management	62%	50%
	Police Department	63%	57%
	Chief Operations Office—Other	55%	75%

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

		2013	2014
9. Supervisors effectively communicate policy.	Construct on Management	50%	58%
	Police Department	63%	76%
	Chief Operations Office—Other	64%	78%
	Chief Operations Office—All	59%	71%

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

		2013	2014
10. District leaders involve my work group in decisions that directly impact our operations.	Construct on Management	64%	56%
	Police Department	62%	33%
	Chief Operations Office—Other	50%	89%
	Chief Operations Office—All	59%	53%
11. District leaders define expectations for my work group.	Construct on Management	58%	67%
	Police Department	64%	59%
	Chief Operations Office—Other	70%	75%
	Chief Operations Office—All	64%	65%
12. There is an atmosphere of trust and mutual respect within this district.	Construct on Management	50%	45%
	Police Department	57%	50%
	Chief Operations Office—Other	50%	67%
	Chief Operations Office—All	53%	53%
13. District leaders provide support when we need it.	Construct on Management	64%	50%
	Police Department	58%	53%
	Chief Operations Office—Other	78%	78%
	Chief Operations Office—All	66%	58%
14. District leaders have a clearly defined mission and vision for all departments.	Construct on Management	45%	30%
	Police Department	79%	67%
	Chief Operations Office—Other	50%	63%
	Chief Operations Office—All	61%	56%



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

		2013	2014
20. I know the procedures for reporting sexual harassment.	Construct on Management	64%	75%
	Police Department	94%	95%
	Chief Operations Office—Other	90%	89%
	Chief Operations Office—All	83%	88%
21. I know the procedures for filing a complaint.	Construct on Management	57%	75%
	Police Department	75%	90%
	Chief Operations Office—Other	90%	89%
	Chief Operations Office—All	73%	86%
22. I have experienced discrimination while employed at AISD.	Construct on Management	17%	17%
	Police Department	56%	39%
	Chief Operations Office—Other	20%	33%
	Chief Operations Office—All	34%	31%
23. I am given deadlines that are reasonable.	Construct on Management	62%	75%
	Police Department	88%	86%
	Chief Operations Office—Other	89%	75%
	Chief Operations Office—All	79%	80%
24. My department/work group is given deadlines that are reasonable.	Construct on Management	54%	70%
	Police Department	87%	76%
	Chief Operations Office—Other	89%	75%
	Chief Operations Office—All	76%	74%
25. I am satisfied with the amount of autonomy and control I have over my own work.	Construct on Management	92%	75%
	Police Department	81%	75%
	Chief Operations Office—Other	89%	88%
	Chief Operations Office—All	86%	78%
26. My work environment is too stressful.	Construct on Management	43%	42%
	Police Department	44%	38%
	Chief Operations Office—Other	44%	44%
	Chief Operations Office—All	44%	40%

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	2013	2014
	Construct on Management	43% 36%
27. Morale is high in my work group.	Police Department	47% 55%
	Chief Operations Office—Other	56% 67%
	Chief Operations Office—All	47% 53%
	Construct on Management	79% 73%
28. Cultural diversity is respected in my work group.	Police Department	88% 85%
	Chief Operations Office—Other	100% 88%
	Chief Operations Office—All	87% 82%
	Construct on Management	58% 44%
29. The opinions of employees in my work group are respected by employees in other areas.	Police Department	64% 65%
	Chief Operations Office—Other	100% 88%
	Chief Operations Office—All	71% 65%
	Construct on Management	83% 64%
30. Employees in my work group accomplish their jobs with enthusiasm.	Police Department	73% 81%
	Chief Operations Office—Other	88% 67%
	Chief Operations Office—All	80% 73%
	Construct on Management	85% 75%
31. The interactions among employees in my work group are cooperative.	Police Department	80% <b>90%</b>
	Chief Operations Office—Other	89% 89%
	Chief Operations Office—All	84% 86%
	Construct on Management	
32. The employees in my work group communicate with each other in an open and honest way.		

2013    2014

Construct on Management

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

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		2013	2014
Racial tension	Construction Management	8%	17%
	Police Department	0%	0%
	Chief Operations Office—Other	0%	11%
	Chief Operations Office—All	3%	7%
Bullying	Construction Management	8%	25%
	Police Department	31%	19%
	Chief Operations Office—Other	11%	22%
	Chief Operations Office—All	18%	21%
Disrespect for supervisors			



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

