



# AISSD Central Office Work Environment Survey Results for Chief Schools 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 AISSD 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 Schools 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.

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

	2013	2014
Associate Superintendents Office	—	90%
Community Ed (Local)	94%	

Overall, AISSD is a good place to work.

		2013	2014
1. The staff and supervisor(s) have a shared vision.	Associate Superintendents Of fice	—	95%
	Community Ed (Local)	93%	76%
	Learning Support Systems	80%	94%
	Chief Schools Of fice—Other	—	89%
	Chief Schools Of fice—All	85%	89%
2. There is an atmosphere of trust and mutual respect.	Associate Superintendents Of fice	—	82%
	Community Ed (Local)	71%	56%
	Learning Support Systems	73%	67%
	Chief Schools Of fice—Other	—	78%
	Chief Schools Of fice—All	76%	72%
3. Staff feel comfortable raising issues and concerns that are important to them.	Associate Superintendents Of fice	—	76%
	Community Ed (Local)	75%	50%
	Learning Support Systems	73%	67%
	Chief Schools Of fice—Other	—	70%
	Chief Schools Of fice—All	75%	67%
4. Supervisors consistently support staff.	Associate Superintendents Of fice	—	77%
	Community Ed (Local)	82%	56%
	Learning Support Systems	86%	83%
	Chief Schools Of fice—Other	—	85%
	Chief Schools Of fice—All	84%	76%
5. Staff are held to high professional standards.	Associate Superintendents Of fice	—	91%
	Community Ed (Local)	88%	68%
	Learning Support Systems	93%	89%
	Chief Schools Of fice—Other	—	93%
	Chief Schools Of fice—All	90%	86%
6. Staff performance is assessed objectively.	Associate Superintendents Of fice	—	91%
	Community Ed (Local)	88%	71%
	Learning Support Systems	92%	83%
	Chief Schools Of fice—Other	—	88%
	Chief Schools Of fice—All	85%	84%

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

		2013	2014
7. Staf receive feedback that can help them improve their work.	Associate Superintendents Of ce	—	91%
	Community Ed (Local)	87%	68%
	Learning Support Systems	86%	83%
	Chief Schools Of ce—Other	—	77%
	Chief Schools Of ce—All	84%	80%
8. The procedures for evaluat on are consistent.	Associate Superintendents Of ce	—	90%
	Community Ed (Local)	88%	78%
	Learning Support Systems	92%	89%
	Chief Schools Of ce—Other	—	88%
	Chief Schools Of ce—All	87%	87%
9. Supervisors ef ect vely communicate policy.	Associate Superintendents Of ce	—	82%
	Community Ed (Local)	88%	63%
	Learning Support Systems	86%	94%
	Chief Schools Of ce—Other	—	81%
	Chief Schools Of ce—All	85%	80%

doX 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 operat ons.	Associate Superintendents Of ce	—	



2013 2014

17. I am satisfied with the types of professional

	2013	2014	
23. I am given deadlines that are reasonable.	Associate Superintendents Of ce	—	81%
	Community Ed (Local)	100%	88%
	Learning Support Systems	93%	100%
	Chief Schools Of ce—Other	—	88%
	Chief Schools Of ce—All	84%	88%
	Associate Superintendents Of ce	—	62%
24. My department/work group is given deadlines that are reasonable.	Community Ed (Local)	93%	88%
	Learning Support Systems	100%	100%
		—	78%
	Chief Schools Of ce—All	79%	80%
	Associate Superintendents Of ce	—	90%
	Community Ed (Local)	81%	81%
25. I am satisfied with the amount of autonomy and control I have over my own work.	Learning Support Systems	100%	94%
	Chief Schools Of ce—Other	—	96%
	Chief Schools Of ce—All	89%	91%
	Associate Superintendents Of ce	—	29%
	Community Ed (Local)	19%	
26. My work environment is too stressful.			

	2013	2014	
27. Morale is high in my work group.	Associate Superintendents Of ce	—	81%
	Community Ed (Local)	75%	44%
	Learning Support Systems	46%	65%
	Chief Schools Of ce—Other	—	67%
	Chief Schools Of ce—All	65%	65%
	Associate Superintendents Of ce	—	90%
	Community Ed (Local)	94%	73%
28. Cultural diversity is respected in my work group.	Learning Support Systems	86%	100%
	Chief Schools Of ce—Other	—	

2013 2014



dox Please rate how strongly you agree or disagree with the following statements about facilities and resources. (Cont.)

		2013	2014
38. Staff have sufficient access to office equipment and supplies such as copy machines, paper, etc.	Associate Superintendents Office	—	100%
	Community Ed (Local)	100%	100%
	Learning Support Systems	100%	100%
	Chief Schools Office—Other	—	100%
	Chief Schools Office—All	99%	100%
39. The work environment is clean and well maintained.	Associate Superintendents Office	—	90%
	Community Ed (Local)	94%	94%
	Learning Support Systems	93%	100%
	Chief Schools Office—Other	—	88%
	Chief Schools Office—All	93%	92%
40. Staff have adequate space to work productively.	Associate Superintendents Office	—	57%
	Community Ed (Local)	100%	88%
	Learning Support Systems	43%	89%
	Chief Schools Office—Other	—	92%
	Chief Schools Office—All	75%	81%
41. My work group is provided sufficient data and information to make informed decisions.	Associate Superintendents Office	—	90%
	Community Ed (Local)	100%	80%
	Learning Support Systems	83%	94%
	Chief Schools Office—Other	—	87%
	Chief Schools Office—All	88%	88%
42. I am satisfied with my health benefits.	Associate Superintendents Office	—	76%
	Community Ed (Local)	80%	75%
	Learning Support Systems	71%	95%
	Chief Schools Office—Other	—	71%
	Chief Schools Office—All	74%	79%

		2013	2014
	Associate Superintendents Of ce	—	0%
	Community Ed (Local)	0%	19%
Racial tension	Learning Support Systems	0%	6%
	Chief Schools Of ce—Other	—	4%
	Chief Schools Of ce—All	6%	6%
	Associate Superintendents Of ce	—	10%
	Community Ed (Local)	0%	13%
Bullying	Learning Support Systems	14%	6%
	Chief Schools Of ce—Other	—	4%
	Chief Schools Of ce—All	7%	

doX Percentage of Respondents Experiencing Negative Workplace Behaviors Once a Month or More, by Job Location. (Cont.)

		2013	2014
	Associate Superintendents Office	—	0%
	Community Ed (Local)	0%	6%
Sexual harassment	Learning Support Systems	0%	0%
	Chief Schools Office—Other	—	4%
	Chief Schools Office—All	1%	3%

Response options ranged from “Never” to “Daily” on a five point scale; values represent the percentage of respondents who reported experiencing negative workplace behaviors on a monthly basis or more.

doX reflects an increase in negative workplace behaviors; reflects an improvement B