

# AISD Central Office Climate Survey

## Executive Summary, Spring 2020

The purpose of the Austin Independent School District (AISD) Central Office Climate Survey is to ask Central Office staff for their perceptions and experiences of various aspects of their work environment. This includes but is not limited to district vision, level of respect between leadership and staff, general climate, and facilities and resources. The survey is administered through email every two years to all Central Office staff who are at least half-time employees. Survey data are then used to assess and monitor working conditions for each area/department and subdivision and for the overall district.

Central Office employees and those who worked on campuses but reported primarily to the Central Office (rather than a specific campus) first self-selected one of five major areas: academics and social and emotional learning, business and operations, human capital, technology learning and systems, and (for all remaining areas) "other." Within the selected major area, respondents were then able to select a subdivision, and in some cases, a lower-level work area. Respondents were asked about climate at the district; major area; subdivision; and when applicable, the lower level work area.

Out of 1,571 targeted employees, 816 responded, making the overall response rate (52%), comparable to that of the last Central Office Climate Survey (54%) in 2017-2018. Response rates ranged from 40% to 70% for the various areas, with human capital having the highest response rate. The response rates by area are displayed in Figure 1.

Figure 1.

## Central Office Climate Surveys

Since 2005, the AISD Central Office Climate (previously called Central Office Work Environment) Survey has been conducted to gather

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School district central offices are becoming more widely recognized for the role they play in school achievement.

Understanding the internal communication dynamics may provide insight as to how central office staff impact campus-based personnel. Since central offices are responsible for (among other things) curriculum, hiring practices, professional development, and evaluation, research recommends fostering healthy working conditions.

